

# Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

## chamber news

www.mercersburg.org  
www.tuscaroraareachamberofcommerce.org



## BUYERS BEWARE BUYING ELECTRICITY IN PENNSYLVANIA

As of January 1, 2011 all Pennsylvania electricity supply rates changed with the end of "capped/frozen" rates. The entire PA electricity market has become very competitive. The good news is that customers have the opportunity to choose from an array of electricity supply solutions offered by many suppliers. All customers can reap the benefits of the competitive market by making suppliers compete aggressively for your business. Many opportunities now exist to obtain low electricity prices that will reduce, control, and manage costs.

It is critical for you and your staff to invest the time necessary to fully understand these opportunities, to be comfortable with the buying process and timeline involved, and ultimately, to be confident that a prudent buying decision is made. Keep in mind it is now a "buyer beware market" in PA. A multitude of new entrants in the electricity industry might say or do anything to get your attention. There is much misinformation in the market. Many salespersons/entities are not properly licensed and have no prior electricity industry experience.

As you and your staff conduct due diligence of prospective consultants and suppliers, questions to ask include:

- How long have you been in the electricity consulting business?
- Are you licensed with Pennsylvania's Public Utility Commission?
- How many customers do you currently serve in Pennsylvania?
- What is your customer service process?
- Are you independent or do you work for just one supplier?
- From how many suppliers can you obtain prices?
- Do you provide aggregation programs or customized prices?

The electricity supply contract you choose is a legal document that creates a binding commitment between you and the supplier. The price and contract terms and conditions are unique to each supplier. When reviewing the entire contract, it is your responsibility to compare prices and utility tariffs properly. You need to be confident that you are making a "green apples to green apples" comparison. Many terms and conditions can make what seems to be a good price less appealing. Be sure you understand all the components of electricity supply that are included in the price and that the terms and conditions of the contract fit your requirements.



**Use the preferred  
provider of energy  
procurement services.**

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ENERGY

Tuscarora Area  
**CHAMBER OF COMMERCE**  
Mercersburg, Montgomery, Peters, St. Thomas, Warren

**Contact the Trusted Energy Experts at  
800-520-6685 or info@appienergy.com.**

For independent consulting advice and advocacy in the Pennsylvania electricity market, contact APPI Energy at 800-520-6685, info@appienergy.com, or www.appienergy.com.

## UPCOMING EVENTS

January 18th

### Workforce Development Luncheon

Speaker - PA CareerLink

Director Derrick Donnell

Noon-1pm

Whitetail Golf Resort

\$10 per member \$15 per nonmember

Payable at the door.

RSVP by Monday 1/16 to 328-5827

or info@tachamber.org



February 29th

### Tuscarora & Greencastle Combined

Chamber Luncheon with

Senator Eichelberger

Noon-1pm

John Allison Public House

\$10 per attendee

RSVP to 328-5827 or info@tachamber.org

March 8th

### Legislative Luncheon

Speaker - Barry J. Schoch, P.E.

Transportation Secretary

Pennsylvania Department of Transportation

\$20 per attendee

See flyer inside!

## Board of Directors

### Executive Board Members

#### *Chair*

Melanie Gordon

F&M Trust

#### *Vice Chair*

Travis Hall

D.L. Martin Co.

#### *Treasurer*

Theresa Gourley

Auto Sales Unlimited

#### *Secretary*

Judy Boyd

Whitetail Resort

### Board Members

Gloria Pine

First National Bank of Mercersburg

John Flannery

Flannery's Tavern on the Square

Tammy Oberholzer

Borough of Mercersburg

Debra Rutherford

Mercersburg Academy

Dwayne Johnson

St. Thomas Development, Inc.

Julie Barthalow

Tower 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 19th 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.



**NO ONE OF US ALONE IS AS GOOD AS ALL OF US WHEN WE WORK TOGETHER.**

Dear friends and members,

From all of the board of directors, I'd like to sincerely thank Amy Hissong of Tower Bank for stepping in and up midterm by taking the reins of the Chamber as our Chair in 2011. Amy's leadership, enthusiasm, dedication to commerce and our community is greatly appreciated.

2011 was certainly a year of challenge and change, but there have been successes as well. We have been able to get through these challenges because of the support from our Board of Directors, elected leadership, business and community leaders and, most importantly, our members. The Chamber is looking to build upon the successes of 2011 and I am confident that 2012 will be just as successful as last year.

As the 2012 TACC chair, my goal is to emphasize the "Commerce" in Chamber of Commerce. We will make the case for your Chamber membership by delivering tangible benefits directly to your businesses. Through strategic planning and listening to our membership, we will continue to offer opportunities for Chamber members to do business together, gain access to business opportunities and grow the economy. The chamber board will begin to implement some exciting new enhancements this year at our networking functions and fundraising events. As always, we will continue to offer exclusive member benefits through our partnerships with APPI Energy, PCI health, Gettysburg Health & Penn National Business Insurance. And we are actively looking for more members to provide benefits to each other.

2012 promises to be another exciting year for you and your Chamber of Commerce. **No one of us alone is as good as all of us when we work together.** We must make a conscious effort to do business together. We must support local business-to-business opportunities. Let's work together to drive commerce, increase sales, increase net profit and attract new residents and businesses to the place we call home.

Once again, thanks for your support, and on behalf of the Tuscarora Area Chamber of Commerce I wish everyone a healthy, happy and prosperous New Year!

Respectfully,

Melanie Gordon, F&M Trust St. Thomas Office Manager  
TACC Commerce Vice Chair Elect  
& 2011 Membership Committee Chair

## WELCOME NEW MEMBERS

### ROY RUMMEL CONCRETE CONSTRUCTION

6920 Gehr Rd.

St. Thomas, PA 17252

717-369-2834

[rummelconcrete@ecomcast.net](mailto:rummelconcrete@ecomcast.net)

*Construction*

### THOMPSON OIL CO.

PO Box 589

Waynesboro, PA 17268

717-762-3011

Fax: 717-762-8470

[thompsonoil@centurylink.net](mailto:thompsonoil@centurylink.net)

*Construction, Heating and Cooling*

## 2012 BUSINESS PERSON OF THE YEAR

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.

Nomination form available in this PDF.

## TUSCARORA REDISTRICTING INFORMATION UPDATE

The Tuscarora Area Chamber of Commerce introduced the proposed map and plan the State of PA announced October 30th to redistrict/reapportion the House and Senate district. These changes will shift the legislative districts in Franklin County. The Tuscarora region will be impacted the most with both House and Senate changes.

The 90th House District held by Todd Rock will lose the Mercersburg area. While the 86th House District will lose the Fort Loudon, St. Thomas regions. Peters, Montgomery, and Warren Townships and the Borough of Mercersburg will shift to the 78th House District held by Rep. Dick Hess. St. Thomas Township will switch to the 82nd House District held by Rep. Adam Harris.

The 33rd Senatorial District held by Sen. Rich Alloway will lose the entire Tuscarora region. Sen. John Eichelberger of the 30th District will gain Tuscarora.

The state released the Congressional map. At this time there are no changes to Congressman Shuster's 9th District representation of the Tuscarora region, nor the entire Franklin County region.

#### Contact Information for New Representation

Representative Hess @ <http://www.dickhess.com/>  
Email [Thess@pahousegop.com](mailto:Thess@pahousegop.com)

Representative Harris @ <http://repadamharris.com/>  
Email [Aharris@pahousegop.com](mailto:Aharris@pahousegop.com)

Senator Eichelberger @ <http://senatoreichelberger.com/>  
Email [jeichelberger@pasen.gov](mailto:jeichelberger@pasen.gov)

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Member FDIC

## MANAGER'S CORNER: *JUST ONE THING.....*

Being a manager or leader is a 24/7 proposition. There's very little if any down time. Yet to be an effective manager and leader, you need to be on the look-out constantly for opportunities to improve and enhance your own performance and that of your team. How is any mere mortal supposed to do all of this?

Be smart. Be strategic. Be realistic. Identify just one thing at a time to enhance. Just as Curly, in the movie *City Slickers* indicated, the secret to life is THE one thing each of us believes is essential. So pick just one leadership "thing" at a time to enhance. Don't overcomplicate it. Don't buy into the theory that it's wise to throw as much onto your team as they can tolerate to test their mettle. That's just asking for chaos and for your team to burn out. Be smart. Be strategic. Be realistic.

So pick just one thing. Identify one leadership skill that, if understood and implemented regularly by all of your managers, would generate real benefit. What basic skill would help them and their team members? The skills you identify don't need to be sexy; they need to be key skills needed by your managers to help their team members.

Basic skills such as the following are great ways to enhance leadership skills - one step at a time:

1. Say "Thank You." Encourage your managers to acknowledge the contributions and positive behaviors of their team members regularly. Often team members only hear from their managers when they do something wrong. Why not communicate regularly to enhance those relationships?
2. Communicate status. Coach your managers in how to share information on a regular basis to help team members understand things such as: How is the company doing? Is the company meeting its targeted goals and objectives? What challenges are anticipated? Share with your team members information that allows them to better understand why the ebbs and flows of pressure and workflow occur. Share information with them so they can be part of the conversation -- and part of the solution.
3. Ask for input. Teach your managers how to comfortably and regularly ask their team members for their input, ideas, and solutions to problems. Though this sounds basic, if team members haven't been asked before, they're hesitant to speak up and won't trust their managers' sudden interest in their ideas - so they won't offer any. It takes time. It requires building trust. It requires solid leadership. But it produces incredibly strong, collaborative teams who solve problems and produce more.

Identify just one thing. Identify just one leadership skill that would help your managers and help your team members. Identify just one leadership skill that will help you help them. Be smart. Be strategic. Be realistic. It will take time and it will be met with resistance - by managers and team members alike. However, that's part of leadership and it all starts with just one idea at a time.

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Liz Weber has released the Third Edition of her book: *Don't Let 'Em Treat You Like A Girl: A Woman's Guide To Leadership Success* (Ridge Runner Publishing, 2011).

This fast-paced, witty, purse-sized book provides numerous tips and insights to help even the most confident professional woman!

"I'm terribly proud of this book!" Weber said. "After all these years, the fan base continues to grow and women who bought earlier editions are now buying this for their co-workers, daughters, etc. Also, we're finding an ever-growing market via Twitter and Facebook! Women who work in male dominated environments especially find value in the book.."

The paperback and kindle versions are available at [www.Amazon.com](http://www.Amazon.com) and [BarnesandNoble.com](http://BarnesandNoble.com) but signed copies may be purchased at [www.Liz-Weber.com](http://www.Liz-Weber.com)



# Tuscarora Area CHAMBER OF COMMERCE

19 North Main Street • Mercersburg, PA 17236  
717-328-5827 • mgordon@tachamber.org

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## CHAMBERSBURG mSA'S UNEMPLOYMENT RATE AT 6.6%

The seasonally adjusted unemployment rate for the Chambersburg Micropolitan Statistical Area (mSA) increased one-tenth of a percentage point in November to 6.6 percent. Despite the monthly increase, the rate was down 1.4 percentage points over the year.

Franklin County's unemployment rate of 6.6 percent tied with three other counties for the 8th lowest rate among Pennsylvania's 67 counties in November. Unemployment rates and rankings of adjacent counties were: Fulton (9.4%, t-61st); Huntingdon (9.2%, 58th); Juniata (7.1%, t-21st); Perry (7.5%, 27th); Cumberland (6.4%, 7th); and Adams (6.6%, t-8th). Unemployment rates across Pennsylvania ranged from 5.3 percent in Centre County to 11.4 percent in Cameron County.

Total nonfarm jobs in the mSA were up 400 over the month. Since November 2010, jobs in the mSA were up 1,800 (3.2%), compared to a 0.9 percent statewide increase. Professional & business services and education & health services each rose 100 to new record highs of 5,700 and 9,600, respectively. Professional & business services were up 600 over the year (11.8%), whereas statewide was up 0.5 percent. Leisure & hospitality showed a seasonal decline of 100 jobs. Retail trade was up 100 due to seasonal hiring by local retailers. Look for information in the back of this newsletter.



**Mercersburg Rotarians Wrap  
Santa's Toy Box Gifts 2012.**



### Another member benefit is CenturyLink Business-Class High-Speed Internet.

- Get your first month FREE on 1.5 Mbps and higher
- FREE professional installation and FREE activation
- Minimum 2-year term required

*Existing CenturyLink customers can upgrade to 5Mbps and get one month FREE!*

To take advantage of this offer to  
Chamber Members Only, call or email Lauren Lutz at  
717.267.4683 or [Lauren.C.Lutz@centurylink.com](mailto:Lauren.C.Lutz@centurylink.com)



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- Exhibits and Displays, Banner Stands & Counters
- Menu Boards, A-Frames and Reader Boards
- Dimensional Letters, Monument and Building Signs
- Regulatory Signs for ADA, Safety, Traffic and Parking

**FASTSIGNS**  
GREENCASTLE

717-593-0668

[www.fastsigns.com/587](http://www.fastsigns.com/587)

The Greater Waynesboro, Greater Chambersburg, Greencastle-Antrim Shippensburg Area & Tuscarora Area chambers of commerce invite you to a

# Legislative Luncheon

Thursday, March 8, 2012



Barry J. Schoch, P.E.

*Sponsored by:*

**Franklin County  
Council of Chambers**  
Greater Waynesboro, Chambersburg  
Greencastle-Antrim, Shippensburg &  
Tuscarora Area Chambers of Commerce

**Barry J. Schoch, P.E.**  
Secretary of Transportation  
Pennsylvania Department of Transportation

*A native of DuBois and graduate of Penn State University, Schoch was named to his post by Gov. Tom Corbett in 2011. With 28 years of experience in the engineering field, he has managed or been instrumental in many pending or completed transportation projects in the commonwealth during that time.*

**Location:**

John Allison Public House  
104 E. Baltimore St.  
Greencastle, PA 17225

**Time:**

11:45 a.m. - Doors open  
12:40 p.m. - Meeting begins  
1:10 p.m. - Q&A

**Cost:**

\$20 per person

*Don't miss this opportunity to meet the Pennsylvania Secretary of Transportation and learn about significant infrastructure issues and funding challenges in Pennsylvania and Franklin County.*

See reverse side for information on how to register & submit questions.

Questions due by Thursday, March 1.  
Reservations & payment due by Monday, March 5.

# Legislative Luncheon Registration

Thursday, March 8, 2012 • John Allison Public House

Business: \_\_\_\_\_

Names of those attending: \_\_\_\_\_

**Reservations & payment due by 12 p.m. Thursday, March 1, 2012**

Make checks payable to:

Greater Waynesboro Chamber of Commerce  
5 Roadside Ave., Waynesboro, PA 17268

**Questions for Secretary of Transportation Barry J. Schoch:**

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**Questions must be received by Thursday, March 1, 2012**

Fax questions to: 717-762-7124

E-mail questions to: [memberservices@waynesboro.org](mailto:memberservices@waynesboro.org)

Mail questions to: Greater Waynesboro Chamber of Commerce  
5 Roadside Ave., Waynesboro, PA 17268

Brought to you by:



# Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

## *Membership's Business & Tourism Directory* 2012 Advertising Rates

Advertise in the 2012 Chamber Directory at these fantastic rates!

1/4 page 3.5" w x 2" h \$100.00

1/2 page 3.5" w x 4" h \$200.00

Full page inside ad 3.5" w x 8.5" h \$400.00

Inside front or back cover 3.5" w x 8.5" h \$450

Inside back cover 3.5" w x 8.5" h \$450

*March 10th deadline for ads.*

Use the convenient form below to reserve your advertising space.

Ad size: \_\_\_ 1/4 page \_\_\_ 1/2 page \_\_\_ Full page

\_\_\_\_\_ Inside Front (call for availability)

\_\_\_\_\_ Inside Back (call for availability)

Ad enclosed \_\_\_\_\_ Ad emailed \_\_\_\_\_ Use same ad as 2011 \_\_\_\_\_

Business: \_\_\_\_\_

Address: \_\_\_\_\_

Contact Person: \_\_\_\_\_

E-mail: \_\_\_\_\_

Phone: \_\_\_\_\_

Scan/email or mail form to:  
Tuscarora Area Chamber of Commerce  
PO Box 161  
Mercersburg, PA 17236  
info@tachamber.org

# Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

## BUSINESS PERSON OF THE YEAR

### Confidential Nomination Form

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, 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 have a strong presence in the business community's activities.

INDIVIDUAL NOMINATED: \_\_\_\_\_

COMPANY: \_\_\_\_\_

TITLE: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_ WORK: \_\_\_\_\_ EMAIL: \_\_\_\_\_

Nominator's relationship to nominee:

Manager \_\_\_\_\_ Co-Worker \_\_\_\_\_ Other (describe) \_\_\_\_\_

ACCOMPLISHMENTS: Share your thoughts on what makes an ideal candidate for this award. Please include details about their professional and person accomplishments.

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(over)

OTHER: Include any other information you feel distinguishes this individual as the Tuscarora Area Chamber of Commerce Business Person of the Year.

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NOMINATOR: Business Person is being nominated by:

Name: \_\_\_\_\_

Company: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Please circle one:

Nominee IS or IS NOT aware that he/she has been nominated.

**NOMINATION MUST BE SUBMITTED BY MARCH 1, 2012**

RETURN BY MAIL TO:

Tuscarora Area Chamber of Commerce

Attn : BPOY

PO Box 161

Mercersburg, PA 17236

# 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®
- 3 Reports you need to keep cash flow moving
- 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, January 19, 2012 ~ 9:00 A.M. to 1:00 P.M.**  
**Thursday, February 16, 2012 ~ 9:00 A.M. to 1:00 P.M.**



Location: 720 Norland Avenue, Chambersburg, PA 17201  
[www.schultheisscpa.com](http://www.schultheisscpa.com)

### Who should attend QuickBooks® Training?

- Spouses who help with the books on a part-time basis
- Business owners who want to avoid mistakes and improve cash flow
- Partners looking for long-term answers to accounting problems
- Bookkeepers who need a better understanding of QuickBooks®



**3 "Easy" Ways to Register NOW!**

**CALL (717) 267-2100 or  
 FAX this completed registration to (717) 267-1464 or  
 MAIL this registration to Schultheiss & Associates**

Course: **\$129.00** per person (includes Continental breakfast)

Class date \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
 Name \_\_\_\_\_  
 Company Name \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ ST \_\_\_\_\_ ZIP \_\_\_\_\_  
 Phone \_\_\_\_\_  
 Fax \_\_\_\_\_  
 Email \_\_\_\_\_  
 Additional Registrants:  
 1) \_\_\_\_\_  
 2) \_\_\_\_\_

For Credit Card orders **Fax** this form to: 717-267-1464 or  
**Mail** this form with your check payable to:  
**Schultheiss & Associates**  
**720 Norland Avenue**  
**Chambersburg, PA 17201**

Circle one: Visa Mastercard  
 Total: \_\_\_\_\_ Exp. Date \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
 Credit Card # \_\_\_\_\_  
 Name on Card \_\_\_\_\_  
 Signature: \_\_\_\_\_



**Call About QuickBooks Training For Contractors**  
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*Creating safe and scenic walking and biking routes*

**PUBLIC COMMENT**  
**on proposed**  
**PATH & TRAIL OPTIONS**

.....  
**Community Workshop**  
**Share your ideas & views**

**January 24, 2012 • 6:00 pm - 8:00 pm**

**(snow date January 31, 2012)**

**at the JBHS Library**

**••• Everyone is encouraged to attend! •••**



Visit us online at:  
[www.mpmcproject.weebly.com](http://www.mpmcproject.weebly.com)



# ***SOUP NIGHT***

***Presented by Presbyterian Deacons***

Come in, out of the cold, and enjoy a variety of homemade soups, crackers, rolls, dessert and a beverage.



Monday Nights  
01/09/12 – 02/27/12

Serving Time  
05:00pm – 06:30pm

Cost ***FREE***

Donations are accepted  
to support local missions

Don't miss this  
community meal and  
time of fellowship

Where: Mercersburg Presbyterian Church  
34 W. Seminary Street  
Mercersburg, PA 17236

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**CERTIFIED PUBLIC ACCOUNTANT**  
**45 WALNUT STREET**  
**WAYNESBORO, PA 17268**  
**Phone 717-765-8515/Fax 717-765-4671**

**NEWSLETTER – TAX UPDATES FOR 2012**

**PAYROLL - SOCIAL SECURITY TAX UPDATE FOR 2012**

The payroll tax cut has been extended for 2 months into 2012. This will keep the employee social security amount at 4.2% through the end of February 2012. *If this gets extended, we will put the update in our next newsletter.*

**PAYROLL – 941 DEPOSIT PAYMENT FREQUENCY CHANGES.**

*Please be aware that your frequency of making your payments may have changed for 2012.*

Please read all correspondence that you receive from the Internal Revenue Service and *make sure that we also get a copy if we provide payroll services to you.*

**PENNSYLVANIA STATE WITHHOLDING TAX FOR 2012**

The rate will stay at 3.07%.

*Please be aware that your frequency of making your payments may have changed for 2012.*

Please read all correspondence that you receive from the state tax department and *make sure that we also get a copy if we provide payroll services to you.*

**PENNSYLVANIA UNEMPLOYMENT COMPENSATION FOR 2012**

The Pennsylvania Unemployment office has indicated that there will be a delay in the mailing of your 2012 rate notices. You should receive them no later than April 1, 2012. *Beginning with the 4<sup>th</sup> qtr of 2011, any calendar week in which an employee earns \$100 or more must be reported as a credit week for the employee.*

**PENNSYLVANIA SALES TAX RATE FOR 2012**

The rate will stay at 6%.

*Please be aware that your frequency of making your payments may have changed for 2012.*

Please read all correspondence that you receive from the state tax department and *make sure that we also get a copy if we remit these taxes for you.*

**PENNSYLVANIA LOCAL TAX – ACT 32**

As an employer, you must compare the total resident vs. non-resident EIT rates for each employee, withhold the higher of the two and send it to the tax collector of the work address. Please visit [www.newpa.com](http://www.newpa.com) for further information on the Act 32 requirements.

**MARYLAND AND OTHER STATE WITHHOLDING TAXES**

*Please be aware that your frequency of making your payments may have changed for 2012.*

Please read all correspondence that you receive from the state tax department and *make sure that we also get a copy if we remit these taxes for you.*

**TAX RATE SHEET FOR 2012**

Please see the attached Tax Rate Sheet for 2012 and 2011.

**ASSISTANCE**

If you have any questions on any of the above payroll taxes or need QuickBooks assistance, you may contact;  
Maggie at extension 105 or email at [mkeats@embarqmail.com](mailto:mkeats@embarqmail.com)  
Lorie at extension 114 or email at [lfisher@embarqmail.com](mailto:lfisher@embarqmail.com)

**CHARLES L. STRAUSBAUGH  
 CERTIFIED PUBLIC ACCOUNTANT  
 45 WALNUT STREET  
 WAYNESBORO, PENNSYLVANIA 17268**

**Member:  
 American Institute of CPA's  
 Pennsylvania Institute of CPA's  
 Maryland Association of CPA's**

**BUS. (717) 765-8515  
 RES. (717) 762-8524  
 FAX (717) 765-4671**

**SCHEDULE OF PAYROLL TAX RATES, 2012 AND 2011**

	<b><u>2012</u></b>	<b><u>2011</u></b>
Maximum Social Security Wages	\$110,100(A)*	\$106,800
Maximum Medicare Wages	Unlimited	Unlimited
Social Security Tax Rate for Employees and Employers	4.20%(A)*	4.20%
Medicare Tax Rate for Employees and Employers	<u>1.45%(A)*</u>	<u>1.45%</u>
Total FICA Tax Rate	5.65%	5.65%
Self-Employment Tax Rate	13.30%(B)*	13.30%
Federal Unemployment Compensation: Wage Base	\$7,000	\$7,000
Tax Rate – Maryland Employer	.6%	.8% thru 6/30/11 .6% 7/1/11-12/31/11
Tax Rate – Pennsylvania Employer	.9%	1.1% thru 6/30/11 .9% 7/1/11-12/31/11
PA Unemployment Compensation Wage Base	\$8,000	\$8,000
PA Unemployment Compensation Tax Rate	(D)*	(D)*
PA Unemployment Employee Tax Rate	.08%	.08%
Pennsylvania Withholding Tax	3.07%	3.07%
Standard Mileage Rate	\$.555	\$.51 – thru 6/30/11 \$.555 – 7/1/11-12/31/11
Minimum Wage Rate	\$7.25/hr.	\$7.25/hr.
Maximum amount of earned income that a social security beneficiary may earn without affecting benefits:		
Under full retirement age	\$14,640	\$14,160
Year individual reaches full retirement age	\$38,880(E)*	\$37,680
Month individual attains full retirement age and older	No limit	No limit
Sec. 179 Expensing – on new and used Equipment	\$125,000	\$500,000

**\* PLEASE REVISE ALL W-4'S AND USE YOUR NEW CIRCULAR E AS SOON AS POSSIBLE FOR 2012 FEDERAL WITHHOLDING AMOUNTS.**

- (A)\* FICA is split into two components, Social Security and Medicare. Wage bases and tax rates for each of these components are different.  
For 2012 the employee share of social security will be 4.2% and the employer will pay 6.2%. Also the employee share of medicare will be 1.45% and the employer will match 1.45%.

**PLEASE NOTE THAT THIS IS A 2-MONTH EXTENSION OF THE PAYROLL TAX CUT. AS OF THIS DATE IT HAS NOT BEEN PERMANENTLY EXTENDED FOR THE ENTIRE YEAR OF 2012.**

- (B)\* For 2012 this rate is 13.30% which is 2% lower due to the Tax Relief, Unemployment Insurance Authorization and Job Creation Act of 2010 (H.R. 4853)- described above and that has been extended for 2 months into 2012 as of this date.

½ of the tax will be deductible from the taxpayer's gross income.

- (C)\* For Maryland Employers the Federal Unemployment rate is going to be .6% for 2012.

For Pennsylvania Employers the Federal Unemployment rate is going to be .9% for 2012.

- (D)\* Rates are individually determined, new businesses at 3.7030% for 2012 and 2011.  
(Note: New construction business rate for 2012 and 2011 is 10.2626%.) A .08% tax on employee wages.

- (E)\* Modified wage test for the year individuals attain full retirement age. Earnings test applies only to earnings for months prior to attaining full retirement age. One dollar in benefits will be withheld for every three dollars in earnings above the limit noted. There is no limit on earnings beginning the month an individual attains full retirement age.

# PENNSYLVANIA FAST FACTS DECEMBER 2011 EDITION

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

Section	Page
Labor Force	2
Unemployment Demographics	3
Population Demographics	4
Workforce Indicators	5-6
Unemployment Compensation	7-11
Jobs	12
Jobs by Industry	13
Industry Highlights	14
PA Employer Activities	15
Economic Indicators	16-17

Section	Page
Mass Layoff Statistics	18
New Hires	19
State Unemployment Rates	20
Business Employment Dynamics	21
Help Wanted Online Ads	22-26
Short-Term Forecasts	27
News of the Month	27
Definitions	28-31
County Unemployment Rate Map	32

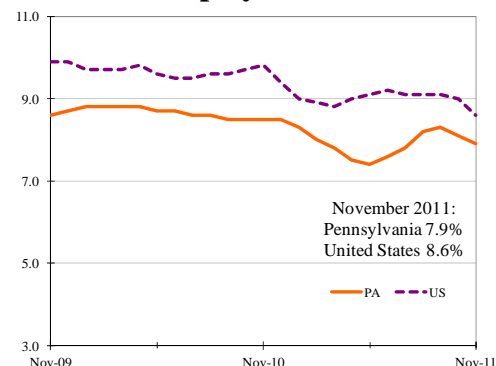
For additional information, please contact:  
**Center for Workforce Information & Analysis (CWIA)**  
 Call: 1-877-493-3282; Fax: 1-717-772-2168  
 E-mail: [workforceinfo@pa.gov](mailto:workforceinfo@pa.gov)  
[www.paworkstats.state.pa.us](http://www.paworkstats.state.pa.us)



**Release Date: 12-23-2011**  
**Next Release Date: 01-27-2012**

## LABOR FORCE STATISTICS

### Unemployment Rate



### Unemployment Rate (All data are seasonally adjusted)

- Pennsylvania's unemployment rate was 7.9% in November 2011
- Pennsylvania was ranked 23<sup>rd</sup> (lowest rate) in the U.S.
- O-T-M change was -0.2 percentage points
- O-T-Y change was -0.6 percentage points
- Pennsylvania's unemployment rate has been at or below the U.S. rate for 61 consecutive months
- Change since December 2007, the official start of the recession, was +3.4 percentage points
- PA's rate is forecast to be at 8.2% in 1<sup>st</sup> quarter 2012 (see page 27 for additional Global Insight forecasts)
- November unemployment rates for DC 10.6%, NJ 9.1%, OH 8.5%, NY 8.0%, WV 7.9%, DE 7.6%, MD 6.9% (see page 20 for additional information)

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

### Unemployment

- Pennsylvania's unemployment for November was 499,000
- O-T-M change was -14,000, O-T-Y change was -36,000
- Change since December 2007 was +209,000 (+72.1%)

### Employment

- Pennsylvania's employment for November was 5,854,000
- O-T-M change was +12,000, O-T-Y change was +66,000
- Change since December 2007 was -233,000 (-3.8%)

### Labor Force

- Pennsylvania's labor force for November was 6,353,000
- O-T-M change was -2,000, O-T-Y change was +31,000
- Change since December 2007 was -24,000 (-0.4%)

# UNEMPLOYMENT DEMOGRAPHICS

## PA Unemployment Rate by Demographic Group

Group	2011	2011	2010	2009
	Q3	Q2	Q3	Q3
Total	8.7%	7.7%	8.3%	8.0%
White	7.9%	7.0%	7.5%	7.5%
Black	14.4%	12.8%	16.8%	11.8%
Male	8.7%	8.6%	8.5%	8.5%
Female	8.8%	6.7%	8.0%	7.4%
16-19	18.5%	17.3%	17.8%	22.1%
20-24	17.6%	13.5%	16.4%	11.3%
25-54	6.9%	7.0%	7.1%	6.7%
55+	7.3%	4.5%	5.7%	6.3%

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

- The unemployment rates for all demographic groups, except for blacks, were higher than a year ago (3<sup>rd</sup> quarter), 2011 versus 2010.
- Blacks, females, and younger workers had the highest rates.

## PA Unemployment Rate by Educational Group

Group	2011	2011	2010	2009
	Q3	Q2	Q3	Q3
Less than a HS diploma	14.7%	12.8%	12.7%	12.3%
HS graduates, no college	9.1%	9.0%	8.6%	7.9%
Some college, no degree	9.5%	8.2%	8.9%	8.1%
Associate degree	6.9%	3.8%	7.1%	4.0%
Bachelor's degree or higher	4.8%	4.5%	4.2%	5.0%

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

- In the 3<sup>rd</sup> quarter 2011, the unemployment rate generally decreased with each increasing level of education.

## Select PA Labor Force Characteristics

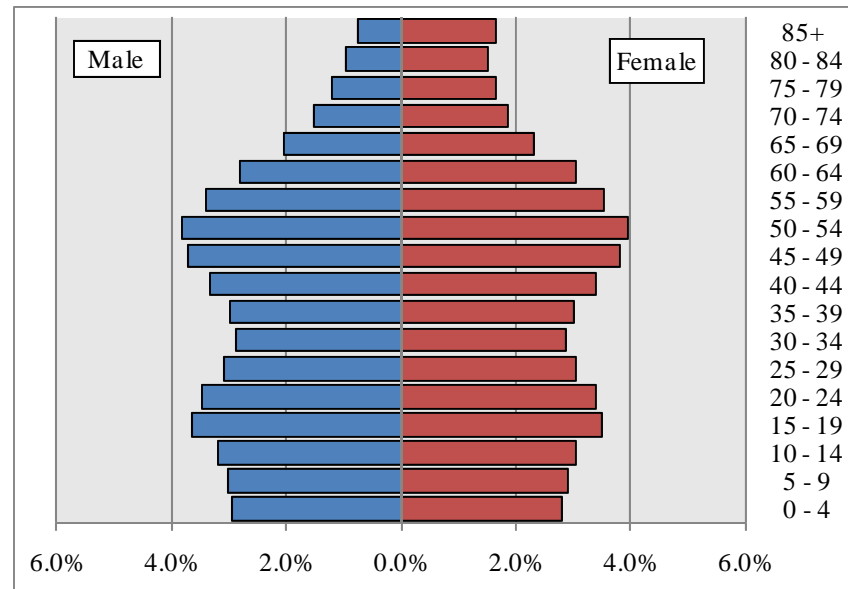
Quarter	Discouraged Workers	Part Time for Econ. Reasons	Average Duration of Unemployment (Weeks)	Labor Force Participation Rate	Employment to Population Ratio	Underemployment Rate	Long-Term Unemployed (>26 Weeks)
2011 Q3	35,700	283,700	34.0	63.8%	58.2%	14.7%	214,200
2011 Q2	24,200	268,300	37.4	62.8%	58.0%	13.3%	203,500
2010 Q3	47,000	277,700	29.0	63.0%	57.8%	14.0%	194,500
2009 Q3	35,000	306,000	23.2	64.4%	59.2%	14.2%	133,800

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

- From 3<sup>rd</sup> quarter 2010 to 3<sup>rd</sup> quarter 2011, the percent of long-term unemployed, or those who have been unemployed for more than six months, decreased from 42% to 38%.
- Pennsylvania's 3<sup>rd</sup> quarter 2011 underemployment rate (that can be used to gauge the true nature of unemployment) was 14.7%.

# POPULATION DEMOGRAPHICS

## Population Pyramid of Pennsylvania Percent of Total Population 2010



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

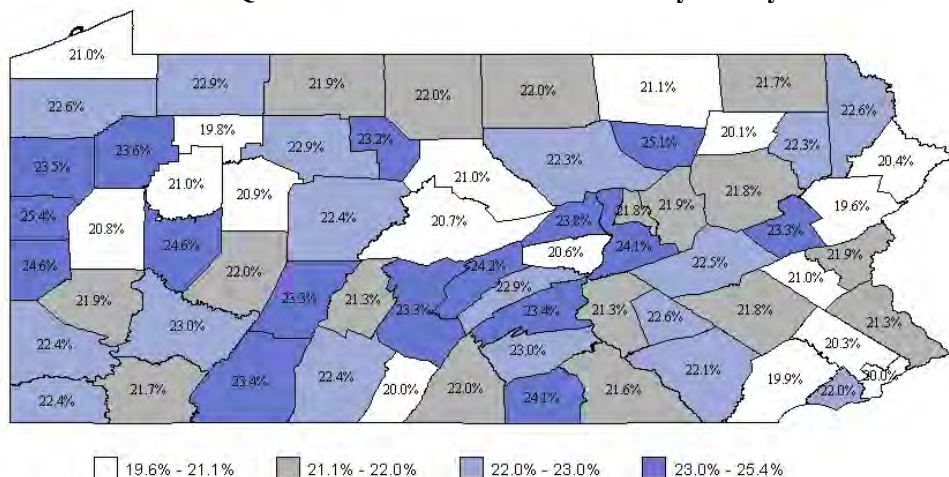
Age	Population	% of Population	% Change 2000-2010
Total Population	12,702,379	100.0%	3.4%
Age 19 and Under	3,179,390	25.0%	-2.8%
Age 20-64	7,563,682	59.5%	6.7%
Age 65 and Older	1,959,307	15.4%	2.1%

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

2010 Q4 Percent of Workers 55 and Older by County



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

2010 Q4 Top Industrial Sectors Employing Workers 55 and Older

NAICS	Industry Group	Workers 55+	Total Employment	% Workers 55+
	All industry groups	1,167,507	5,424,751	21.5%
4855	Charter Bus Industry	1,350	2,802	48.2%
8122	Death Care Services	3,305	7,102	46.5%
4854	School and Employee Bus Transportation	13,827	29,980	46.1%
8131	Religious Organizations	3,474	8,058	43.1%
4853	Taxi and Limousine Service	910	2,150	42.3%
4871	Scenic and Sightseeing Transportation, Land	237	567	41.8%
3131	Fiber, Yarn, and Thread Mills	106	260	40.8%
4852	Interurban and Rural Bus Transportation	369	920	40.1%
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	7,861	20,110	39.1%
4531	Florists	1,341	3,519	38.1%
4859	Other Transit and Ground Passenger Transportation	1,438	3,811	37.7%
3151	Apparel Knitting Mills	155	414	37.4%
9251	Administration of Housing Programs, Urban Planning, and Community Development	1,390	3,908	35.6%
6112	Junior Colleges	8,709	24,516	35.5%
3152	Cut and Sew Apparel Manufacturing	1,928	5,428	35.5%
8141	Private Households	1,489	4,217	35.3%
3169	Other Leather and Allied Product Manufacturing	76	222	34.2%
3311	Iron and Steel Mills and Ferroalloy Manufacturing	3,513	10,509	33.4%
1124	Sheep and Goat Farming	7	21	33.3%
3361	Motor Vehicle Manufacturing	304	913	33.3%

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: Iron & Steel Mills & Ferroalloys Manufacturing (NAICS: 3311)

Establishments primarily engaged in one or more of the following: (1) direct reduction of iron ore; (2) manufacturing pig iron in molten or solid form; (3) converting pig iron into steel; (4) manufacturing ferroalloys; (5) making steel; (6) making steel and manufacturing shapes (e.g., bar, plate, rod, sheet, strip, wire); and (7) making steel and forming pipe and tube.

Occupational Code	Occupational Title	Percent of Industry 2008	Estimated 2018 Percent
51-4051	Metal-Refining Furnace Oprs/Tndrs	8.2%	9.0%
51-4023	Rolling Machine Setters/Oprs/Tndrs, Metal & Plastic	5.4%	5.9%
51-4031	Cutting, Punching & Press Machine Setters/Oprs/Tndrs, Metal & Plastic	4.2%	3.8%
49-9042	Maintenance & Repair Workers, General	3.7%	3.7%
53-7021	Crane & Tower Operators	3.3%	3.3%
51-4052	Pourers & Casters, Metal	3.2%	3.5%
53-7062	Laborers & Freight, Stock & Material Movers, Hand	2.9%	2.6%
51-1011	Supervisors – Production & Operating Workers	2.9%	2.8%
51-9198	Helpers, Production Workers	2.7%	2.7%
51-4191	Heat Treating Equipment Setters/Oprs/Tndrs, Metal & Plastic	2.7%	2.8%
49-9041	Industrial Machinery Mechanics	2.7%	3.1%
51-4034	Lathe & Turning Machine Tool Setters/Oprs/Tndrs, Metal & Plastic	2.4%	2.3%
53-7063	Machine Feeders & Offbearers	2.3%	2.1%
51-4072	Molding & Casting Machine Setters/Oprs/Tndrs, Metal & Plastic	2.2%	2.0%
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	2.2%	2.1%
51-4011	Computer-Controlled Machine Tool Operators, Metal & Plastic	2.1%	2.3%
51-4035	Milling & Planning Machine Setters/Oprs/Tndrs, Metal & Plastic	2.0%	1.8%
43-5061	Production, Planning, & Expediting Clerks	1.9%	1.9%
51-4021	Extruding & Drawing Machine Setters/Oprs/Tndrs, Metal & Plastic	1.8%	1.8%
51-4041	Machinists	1.8%	1.9%
47-2111	Electricians	1.5%	1.6%
41-4012	Sales Representatives	1.5%	1.5%
51-9111	Packaging & Filling Machine Oprs/Tndrs	1.4%	1.3%
17-2131	Materials Engineers	1.2%	1.3%
43-5071	Shipping, Receiving, & Traffic Clerks	1.2%	1.2%
53-7051	Industrial Truck & Tractor Operators	1.2%	1.0%
51-4193	Plating & Coating Machine Setters/Oprs/Tndrs, Metal & Plastic	1.2%	1.2%
17-2112	Industrial Engineers	1.1%	1.4%

Source: 2008-18 Long-Term Occupational Employment Projections

# UNEMPLOYMENT COMPENSATION

## Key Facts

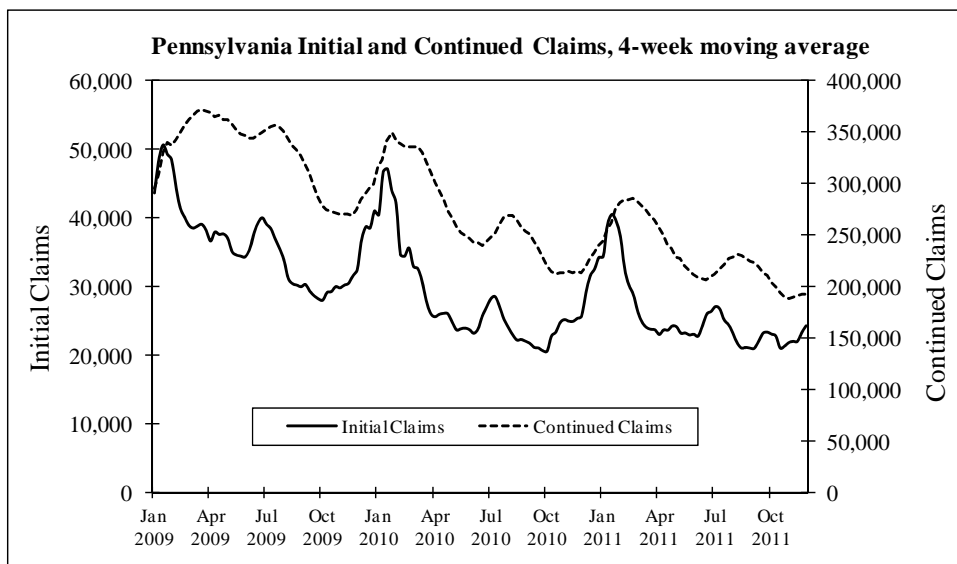
### Unemployment Compensation Trust Fund Balance

- As of December 31, 2007: \$1,555,000,000
- As of November 30, 2011: -\$2,970,000,000

### Available Weeks of Benefits

- As of November 12, 2011, a max of 93 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-M: Over the Month  
O-T-Y: Over the Year

### Regular Compensation

- Initial claims for November were 125,500, O-T-Y change was -8,600 (-6%)
- Continued claims for November were 830,300, O-T-Y change was -118,500 (-12%)

### Emergency Compensation (EUC)

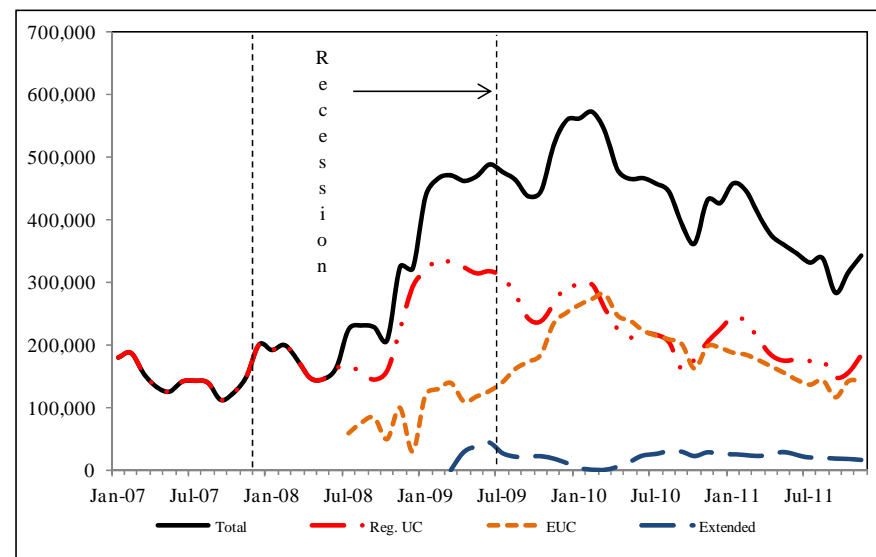
- Initial claims for November were 23,000, O-T-Y change was -2,700 (-11%)
- Continued claims for November were 615,300, O-T-Y change was -235,100 (-28%)

### Extended Benefits (EB)

- Initial claims for November were 21,000, O-T-Y change was 1,300 (6%)
- Continued claims for November were 69,700, O-T-Y change was -81,100 (-54%)

# UNEMPLOYMENT COMPENSATION

## Individual Payments



## Individual Payments by Week Ending Date

Program	Nov 26, 2011	Oct 29, 2011	May 28, 2011
<b>Total</b>	<b>342,427</b>	<b>316,087</b>	<b>359,400</b>
Regular UC	183,267	155,791	174,721
Emergency UC	142,596	142,229	155,583
Extended Benefits	16,564	18,067	29,096

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 November 26, 2011.

- The number of individuals who exhausted regular state UC benefits (26 weeks) and received some form of emergency or extended benefits was 159,160 for the week ending November 26, 2011.
- For the same week, the total number of individuals who received UC benefits (342,427) was higher than last month (316,087) but lower than six months ago (359,400).
- The total number of individuals who received emergency UC benefits (142,596) was higher than last month (142,229) but lower than six months ago (155,583).

# UNEMPLOYMENT COMPENSATION

## UC Exhaustees by Pre-UC Supersector January 1, 2010 to November 30, 2011

Pre-UC Supersector	Exhaustees	% of Total
<b>Total</b>	<b>180,000</b>	<b>100%</b>
Natural Resources & Mining	1,020	0.6%
Construction	16,610	9.2%
Manufacturing	27,540	15.3%
Trade, Transportation & Utilities	39,180	21.8%
Information	3,200	1.8%
Financial Activities	9,330	5.2%
Professional & Business Services	37,470	20.8%
Education & Health Services	21,030	11.7%
Leisure & Hospitality	14,360	8.0%
Other Services	5,130	2.9%
Government	1,770	1.0%
Unclassified Industry	3,360	1.9%

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 November 30, 2011, the number of individuals who exhausted all available state and federal UC benefits was 180,000.
- In November 2011 alone, total exhaustions were 6,000. (See next page)
- The supersector with the highest number of exhaustees was Trade, Transportation & Utilities with 39,180, or 21.8% of all exhaustees.
- The next highest number of UC Exhaustees was from the Professional & Business Services supersector with 37,470, or 20.8%.

# UNEMPLOYMENT COMPENSATION

## Estimates of UC Exhaustees by County

Area	Jan 2010 - Oct 2011	Actual	Projected			Total
		Nov 2011	Dec 2011	Jan 2012	Feb 2012	
<b>Pennsylvania</b>	<b>174,000</b>	<b>6,000</b>	<b>35,000</b>	<b>60,000</b>	<b>60,000</b>	<b>335,000</b>
---	---	---	---	---	---	---
Adams County	1,450	40	290	500	500	2,780
Allegheny County	13,560	460	2,730	4,680	4,680	26,110
Armstrong County	2,130	70	430	730	730	4,090
Beaver County	3,980	140	800	1,370	1,370	7,660
Bedford County	780	10	160	270	270	1,490
Berks County	5,980	190	1,200	2,060	2,060	11,490
Blair County	1,550	70	310	530	530	2,990
Bradford County	1,310	40	260	450	450	2,510
Bucks County	6,250	160	1,260	2,160	2,160	11,990
Butler County	1,830	40	370	630	630	3,500
Cambria County	2,500	110	500	860	860	4,830
Cameron County	160	10	30	60	60	320
Carbon County	1,010	40	200	350	350	1,950
Centre County	790	10	160	270	270	1,500
Chester County	4,330	130	870	1,490	1,490	8,310
Clarion County	420	10	80	140	140	790
Clearfield County	1,210	40	240	420	420	2,330
Clinton County	420	10	80	140	140	790
Columbia County	700	40	140	240	240	1,360
Crawford County	1,090	50	220	380	380	2,120
Cumberland County	2,010	90	400	690	690	3,880
Dauphin County	3,500	170	700	1,210	1,210	6,790
Delaware County	6,930	190	1,390	2,390	2,390	13,290
Elk County	520	30	100	180	180	1,010
Erie County	4,570	190	920	1,580	1,580	8,840
Fayette County	2,290	60	460	790	790	4,390
Forest County	60	<10	<10	20	20	100
Franklin County	1,520	100	310	520	520	2,970
Fulton County	210	20	40	70	70	410
Greene County	340	10	70	120	120	660
Huntingdon County	650	30	130	220	220	1,250
Indiana County	990	30	200	340	340	1,900
Jefferson County	560	40	110	190	190	1,090

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 - Oct 2011	Actual	Projected			Total
		Nov 2011	Dec 2011	Jan 2012	Feb 2012	
Juniata County	240	<10	50	80	80	450
Lackawanna County	3,130	150	630	1,080	1,080	6,070
Lancaster County	5,250	170	1,060	1,810	1,810	10,100
Lawrence County	1,190	40	240	410	410	2,290
Lebanon County	1,210	70	240	420	420	2,360
Lehigh County	5,300	210	1,070	1,830	1,830	10,240
Luzerne County	5,330	270	1,070	1,840	1,840	10,350
Lycoming County	1,550	30	310	530	530	2,950
McKean County	590	10	120	200	200	1,120
Mercer County	1,300	50	260	450	450	2,510
Mifflin County	660	30	130	230	230	1,280
Monroe County	2,140	80	430	740	740	4,130
Montgomery County	8,890	300	1,790	3,070	3,070	17,120
Montour County	110	10	<10	40	40	200
Northampton County	3,370	110	680	1,160	1,160	6,480
Northumberland County	1,480	60	300	510	510	2,860
Perry County	510	20	100	180	180	990
Philadelphia County	33,100	970	6,660	11,410	11,410	63,550
Pike County	380	<10	80	130	130	720
Potter County	180	10	40	60	60	350
Schuylkill County	2,630	130	530	910	910	5,110
Snyder County	430	10	90	150	150	830
Somerset County	1,180	30	240	410	410	2,270
Sullivan County	50	<10	<10	20	20	90
Susquehanna County	300	10	60	100	100	570
Tioga County	240	10	50	80	80	460
Union County	300	<10	60	100	100	560
Venango County	700	30	140	240	240	1,350
Warren County	460	10	90	160	160	880
Washington County	2,050	70	410	710	710	3,950
Wayne County	380	10	80	130	130	730
Westmoreland County	4,760	160	960	1,640	1,640	9,160
Wyoming County	280	<10	60	100	100	540
York County	5,130	210	1,030	1,770	1,770	9,910
Other	3,600	100	720	1,240	1,240	6,900

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 November 2011 (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 5,695,800 in November
- O-T-M change for November was +900 (+0.0%)
- O-T-Y change for November was +51,000 (+0.9%), the 19<sup>th</sup> consecutive O-T-Y increase
- Change since December 2007, the start of the recession, was -113,800 (-2.0%)
- Global Insight forecasts PA Nonfarm jobs to recover to pre-recession levels (4<sup>th</sup> quarter 2007) in the 2<sup>nd</sup> quarter 2013 at 5,817,050 (see page 27 for additional Global Insight forecasts).

### U.S. Job Facts

- U.S. Nonfarm jobs were at 131.7 million in November
- O-T-M change for November was +120,000 (+0.1%)
- O-T-Y change for November was +1,600,000 (+1.2%)
- Change since December 2007 was -6,275,000 (-4.5%)

### PA Jobs Detail

- Total nonfarm jobs were up 900 in November to 5,695,800; this was the 2nd consecutive increase and the 7th increase so far in 2011.
- Mining & logging increased 400 to a record high of 33,800 (current data set began in 1990); this was the 10th increase in the last 11 months.
- The largest supersector increase in November was trade, transportation & utilities, which added 4,200 jobs due to increases in retail trade and transportation, warehousing & utilities.

# JOBS BY INDUSTRY

## Pennsylvania Nonagricultural Wage & Salary Employment

Seasonally Adjusted

Industry Sector	November 2011	Change from October 2011	Change from December 2007	
			volume	percent
<b>Total Nonfarm Jobs</b>	<b>5,695,800</b>	<b>900</b>	<b>-113,800</b>	<b>-2.0%</b>
<b>Goods-Producing Industries</b>	<b>827,600</b>	<b>-1,600</b>	<b>-107,700</b>	<b>-11.5%</b>
Mining & Logging	33,800	400	12,500	58.7%
Construction	221,500	-800	-37,700	-14.5%
Manufacturing	572,300	-1,200	-82,500	-12.6%
Durable Goods	344,500	-200	-60,400	-14.9%
Nondurable Goods	227,800	-1,000	-22,100	-8.8%
<b>Service-Providing Industries</b>	<b>4,868,200</b>	<b>2,500</b>	<b>-6,100</b>	<b>-0.1%</b>
Trade, Transp. & Utilities	1,100,400	4,200	-33,600	-3.0%
Wholesale Trade	230,200	-600	-9,800	-4.1%
Retail Trade	629,100	2,200	-26,600	-4.1%
Transp., Warehousing & Utilities	241,100	2,600	2,800	1.2%
Information	95,500	-200	-12,500	-11.6%
Financial Activities	313,200	-300	-18,800	-5.7%
Finance & Insurance	250,200	-400	-15,100	-5.7%
Real Estate & Rental & Leasing	63,000	100	-3,700	-5.5%
Professional & Business Services	692,700	-2,000	-19,400	-2.7%
Professional & Technical Services	303,000	-800	-11,100	-3.5%
Management of Companies	119,700	-100	8,800	7.9%
Admin & Waste Services	270,000	-1,100	-17,100	-6.0%
Education & Health Services	1,167,400	2,500	82,800	7.6%
Educational Services	251,800	-1,800	29,900	13.5%
Health Care & Social Assistance	915,600	4,300	52,900	6.1%
Leisure & Hospitality	511,800	-3,900	7,900	1.6%
Arts, Entertainment & Recreation	92,600	-1,900	6,800	7.9%
Accommodation & Food Services	419,200	-2,000	1,100	0.3%
Other Services	256,200	1,500	1,300	0.5%
Government	731,000	700	-13,800	-1.9%
Federal Government	102,200	-600	-1,600	-1.5%
State Government	149,200	300	-9,000	-5.7%
Local Government	479,600	1,000	-3,200	-0.7%

Source: Current Employment Statistics

# INDUSTRY HIGHLIGHTS

## Industries with Growing Companies in 2<sup>nd</sup> Quarter 2011

Industry	Growing Companies	Industry	Growing Companies
Manufacturing	412	Wholesale Trade	176
Health Care & Social Assistance	291	Retail	138
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 2<sup>nd</sup> quarter 2011 was 2,053
- In **Manufacturing** – Plastics Product Manufacturing; Forging and Stamping; Machine Shops, Turned Product, and Screw, Nut, and Bolt Manufacturing
- In **Health Care & Social Assistance** – Individual and Family Services; Child Day Care Services; Home Health Care Services; Outpatient Care Centers
- In **Professional, Scientific, & Technical Services** – Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services; Architectural, Engineering, and Related Services
- In **Wholesale Trade** – Machinery, Equipment, and Supplies Merchant Wholesalers; Professional and Commercial Equipment Supplies Merchant Wholesalers

## Industries with Declining Companies in 2<sup>nd</sup> Quarter 2011

Industry	Declining Companies	Industry	Declining Companies
Manufacturing	159	Health Care & Social Assistance	102
Accommodation & Food Services	110	Construction	89
Prof., Scientific, & Technical Services	104	Retail Trade	87

### 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 2<sup>nd</sup> quarter 2011 was 1,008
- In **Manufacturing** – Pharmaceutical and Medicine Manufacturing; Plastics Product Manufacturing; Other Fabricated Metal Product Manufacturing; Other Wood Product Manufacturing; Animal Slaughtering and Processing; Sawmills and Wood Preservation; Navigational, Measuring, Electromedical, and Control Instruments
- 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<sup>1/</sup> Openings or Expansions by Industry

Industry	2011 Y-T-D		Dec 2010 to Nov 2011	
	Events	Employment Gain	Events	Employment Gain
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	1	90	1	90
Utilities	0	0	0	0
Construction	1	350	1	350
Manufacturing	6	600	8	734
Wholesale Trade	1	71	1	71
Retail Trade	44	3,860	49	4,480
Transportation and Warehousing	2	150	3	190
Information	3	3,285	3	3,285
Financial Activities	0	0	1	100
Professional and Business Services	6	850	8	1,831
Education and Health Services	2	425	2	425
Leisure and Hospitality	31	2,359	34	2,517
Other Services	0	0	0	0
Public Administration	0	0	0	0
<b>Total</b>	<b>97</b>	<b>12,040</b>	<b>111</b>	<b>14,073</b>

<sup>1/</sup> Compilation of events and employment gain may be unconfirmed and incomplete.

## Reported<sup>1/</sup> Closings or Layoffs<sup>2/</sup> by Industry

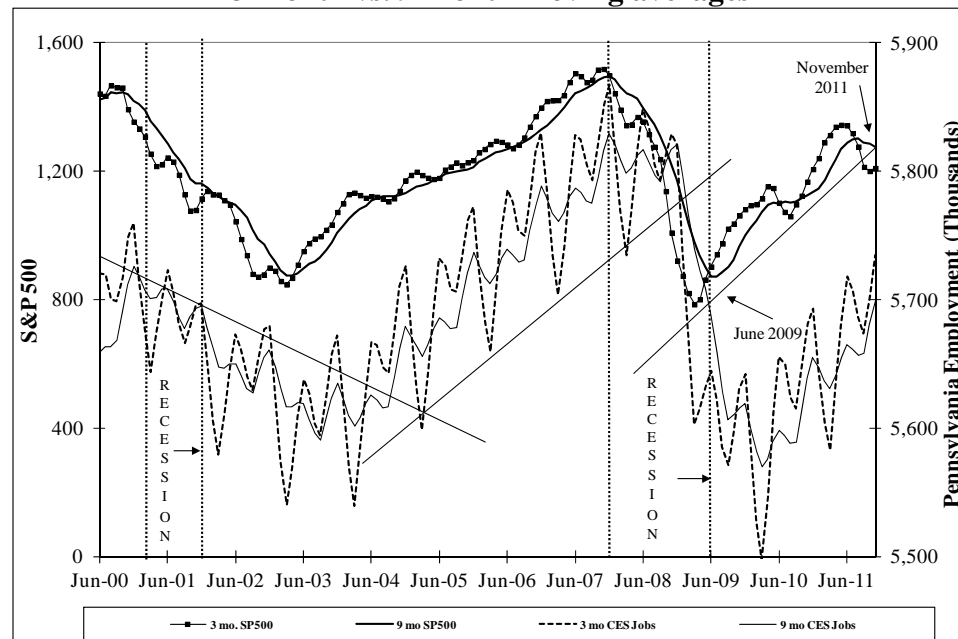
Industry	2011 Y-T-D		Dec 2010 to Nov 2011	
	Events	Employment Loss	Events	Employment Loss
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	1	-46	2	-106
Utilities	0	0	0	0
Construction	1	-80	1	-80
Manufacturing	38	-3,567	43	-4,650
Wholesale Trade	4	-276	5	-364
Retail Trade	47	-3,130	47	-3,130
Transportation and Warehousing	11	-1,670	12	-1,721
Information	6	-3,360	6	-3,360
Financial Activities	8	-745	11	-1,190
Professional and Business Services	13	-1,606	16	-1,799
Education and Health Services	26	-4,734	26	-4,734
Leisure and Hospitality	14	-623	17	-736
Other Services	1	-190	1	-190
Public Administration	2	-88	2	-88
<b>Total</b>	<b>172</b>	<b>-20,115</b>	<b>189</b>	<b>-22,148</b>

<sup>1/</sup> Compilation of events and employment loss may be unconfirmed and incomplete.

<sup>2/</sup> Includes temporary layoffs.

# ECONOMIC INDICATORS

## S&P 500 vs. Pennsylvania CES Employment, 2000 - 2011, 3-month vs. 9-month moving averages



### S&P 500 Index

- The Standard & Poor's 500 index closed at 1,247 in November, down 302 points from a record high of 1,549 in October 2007.
- The O-T-M change was -6 points (-0.5%)
- The O-T-Y change was +66 points (+5.6%)

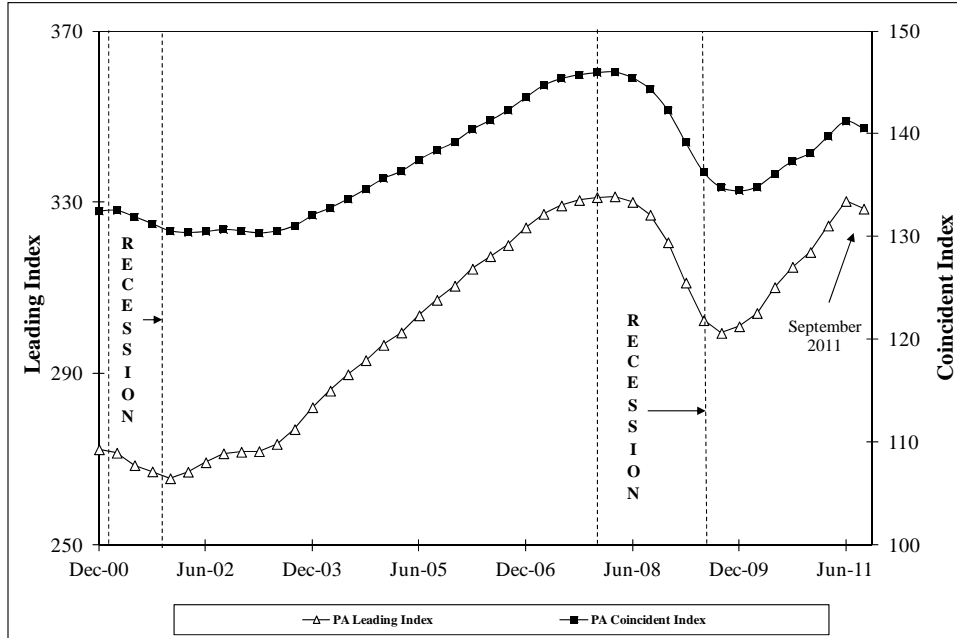
O-T-M: Over the Month  
O-T-Y: Over the Year

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 23 out of 30 months since June 2009, but dropped below in August 2011. This is a result of recent uncertainty in the national economy and indicates the potential for another economic downturn. Employment appears to have bottomed in March 2010, and it is too early to determine if the recent upward trend of CES employment has peaked.

# 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 September, the quarterly average of the index stood at 328.5, lower than the previous quarter's reading of 330.3. The index has not been lower than the previous quarter for two years (September 2009).
- 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 September, the quarterly average of the index was 140.6, lower than the previous quarter's reading of 141.2. 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 Q3 and 2010 Q3

Supersector	Total Estab.	2011 Q3		2010 Q3	
		Estab. with Layoffs	Total Separations	Estab. with Layoffs	Total Separations
<b>Total, Private</b>	<b>273,231</b>	<b>57</b>	<b>5,882</b>	<b>70</b>	<b>7,719</b>
<b>Goods-producing Industries</b>	<b>45,270</b>	<b>26</b>	<b>3,105</b>	<b>35</b>	<b>3,402</b>
Construction	28,431	10	1,177	15	1,245
Manufacturing	13,989	16	1,928	20	2,157
<b>Service-providing Industries</b>	<b>227,961</b>	<b>31</b>	<b>2,777</b>	<b>35</b>	<b>4,317</b>
Trade, Transportation & Utilities	55,756	12	1,046	16	2,389
Professional & Business Svcs.	117,464	12	975	13	1,408
Leisure & Hospitality	26,155	5	480	5	458

Total Establishments (Estab.) - Number of establishments within the Industry Division

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, 3<sup>rd</sup> Quarter

Industry Sector	2011 Q3	2010 Q3	Change from 2010 Q3	
			Volume	Percent
<b>Total New Hires</b>	<b>669,300</b>	<b>579,500</b>	<b>89,800</b>	<b>15%</b>
<b>Goods-producing Industries</b>	<b>74,800</b>	<b>62,700</b>	<b>12,100</b>	<b>19%</b>
Ag, Forestry, Fishing, Hunt.	3,800	2,600	1,200	46%
Mining	3,100	2,300	800	35%
Construction	31,500	28,300	3,200	11%
Manufacturing	36,400	29,500	6,900	23%
<b>Service-providing Industries</b>	<b>537,200</b>	<b>476,900</b>	<b>60,300</b>	<b>13%</b>
Trade, Transp. & Utilities	103,800	92,800	11,000	12%
Wholesale Trade	15,800	11,900	3,900	33%
Retail Trade	63,600	53,600	10,000	19%
Transp., Warehouse & Utilities	24,400	27,300	-2,900	-11%
Information	8,000	7,100	900	13%
Financial Activities	15,100	12,200	2,900	24%
Finance & Insurance	10,600	9,000	1,600	18%
Real Estate & Rental & Leasing	4,500	3,200	1,300	41%
Professional & Business Svcs.	159,100	136,800	22,300	16%
Professional & Technical Svcs.	24,700	17,300	7,400	43%
Management of Companies	3,700	3,900	-200	-5%
Admin & Waste Services	130,700	115,600	15,100	13%
Education & Health Services	135,400	141,300	-5,900	-4%
Educational Services	58,000	69,700	-11,700	-17%
Health Care & Social Assistance	77,400	71,600	5,800	8%
Leisure & Hospitality	93,600	71,200	22,400	31%
Arts, Entertainment & Recreation	21,000	15,700	5,300	34%
Accommodation & Food Svcs.	72,600	55,500	17,100	31%
Other Services	17,100	12,400	4,700	38%
Government	5,100	3,100	2,000	65%
<b>Unclassified Industry</b>	<b>57,400</b>	<b>39,900</b>	<b>17,500</b>	<b>44%</b>

- **Top Industries that have new hires above year ago levels** – Restaurants and Other Eating Places; Employment Services; Other Amusement and Recreation Industries; General Medical and Surgical Hospitals; Investigation and Security Services; Warehousing and Storage; Sporting Goods, Hobby, and Musical Instrument Stores; Civic and Social Organizations
- **Top Industries that have new hires below year ago levels** – Colleges, Universities, and Professional Schools; Couriers and Express Delivery Services; Individual and Family Services; Vocational Rehabilitation Services; Utility System Construction

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	Nov 2011	Historical High		Historical Low	
	Rate	Date	Rate	Date	Rate
ND	3.4	Feb-83	6.8	Jul-01	2.6
NE	4.1	Feb-83	6.7	Feb-98	2.2
SD	4.3	Feb-83	6.0	Mar-00	2.5
NH	5.2	Sep-92	7.6	May-87	2.1
VT	5.3	Jan-76	8.8	Apr-00	2.4
IA	5.7	Mar-83	8.6	Oct-99	2.5
WY	5.8	Jan-87	9.1	Apr-79	2.3
MN	5.9	Dec-82	9.1	Mar-99	2.5
OK	6.1	Jun-83	9.2	Dec-00	2.8
VA	6.2	Jan-83	7.8	Dec-00	2.2
UT	6.4	Mar-83	10.0	Apr-07	2.4
HI	6.5	Jan-76	9.9	Dec-06	2.3
KS	6.5	Aug-09	7.6	Apr-79	3.0
NM	6.5	Mar-83	10.0	Nov-07	3.4
LA	6.9	Nov-86	12.8	Sep-07	3.6
MD	6.9	Nov-82	8.4	Feb-00	3.4
ME	7.0	Jan-77	9.0	Jan-01	3.1
MA	7.0	Jan-76	11.1	Oct-00	2.6
MT	7.1	Mar-83	8.8	Mar-07	3.1
AK	7.3	Jun-86	11.5	Apr-07	5.9
WI	7.3	Jan-83	11.5	Feb-00	3.0
DE	7.6	Dec-76	9.3	Feb-89	2.8
<b>PA</b>	<b>7.9</b>	<b>Mar-83</b>	<b>12.9</b>	<b>Mar-00</b>	<b>4.0</b>
WV	7.9	Mar-83	18.1	Apr-08	3.9
AR	8.0	Jul-83	10.1	Nov-00	4.0
CO	8.0	Feb-11	9.3	Jan-01	2.6

State	Nov 2011	Historical High		Historical Low	
	Rate	Date	Rate	Date	Rate
NY	8.0	Nov-76	10.3	Apr-88	4.0
TX	8.1	Nov-86	9.3	Jan-01	4.2
MO	8.2	Feb-83	10.6	Jan-00	2.8
CT	8.4	Jan-76	9.4	Oct-00	2.1
ID	8.5	Mar-11	9.7	May-07	2.7
OH	8.5	Jan-83	13.9	Jan-01	3.8
AL	8.7	Dec-82	14.3	Jun-07	3.3
AZ	8.7	Jan-83	11.6	Jul-07	3.6
WA	8.7	Nov-82	12.2	May-07	4.5
IN	9.0	Jan-83	12.7	Apr-99	2.6
NJ	9.1	Dec-76	10.7	Jul-00	3.6
OR	9.1	Jan-83	12.1	Feb-95	4.7
TN	9.1	Jan-83	12.8	May-00	3.9
KY	9.4	Jan-83	12.0	Jun-00	4.1
MI	9.8	Dec-82	16.8	Mar-00	3.3
GA	9.9	Dec-10	10.4	Dec-00	3.3
SC	9.9	Dec-09	11.8	Mar-98	3.2
FL	10.0	Dec-10	12.0	Aug-06	3.3
IL	10.0	Feb-83	12.9	Feb-99	4.2
NC	10.0	Feb-10	11.4	Mar-99	3.1
MS	10.5	Apr-83	13.5	Apr-01	4.9
RI	10.5	Mar-10	11.8	Jul-88	2.9
DC	10.6	Feb-83	11.6	May-89	4.8
CA	11.3	Dec-10	12.5	Jan-01	4.7
NV	13.0	Dec-10	14.9	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 1<sup>st</sup> quarter 2011, Pennsylvania:

- **Gained 256,426 jobs** through establishments either opening or expanding
- **Lost 244,149 jobs** through establishments either contracting or closing
- Pennsylvania posted a net job gain of **12,277**

During the same period, in Pennsylvania:

- **73,540 establishments added jobs** through either expansions or openings
- **74,936 establishments lost jobs** through either contractions or closings

## Private Sector Gross Job Gains and Losses

*Seasonally Adjusted*

State	Gross Job Gains <sup>1/</sup>	Gross Job Losses <sup>1/</sup>	Net Job Change	Establishments with Job Gains	Establishments with Job Losses
PA	256,426	244,149	12,277	73,540	74,936
DE	22,113	20,242	1,871	5,388	5,583
MD	119,293	118,004	1,289	34,048	34,917
NJ	184,843	192,772	-7,929	53,179	55,490
NY	406,459	385,929	20,530	119,792	114,568
OH	232,288	223,563	8,725	60,939	64,231
WV	36,012	31,982	4,030	10,669	10,357

<sup>1/</sup> 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	Nov 2011	Nov 2010	Volume Change	Percent Change
<b>Total Ads by Industry Sector</b>	<b>160,904</b>	<b>133,268</b>	<b>27,636</b>	<b>20.7%</b>
<b>Goods-producing Industries</b>	<b>8,977</b>	<b>5,836</b>	<b>3,141</b>	<b>53.8%</b>
Ag, Forestry, Fishing, Hunt.	94	60	34	56.7%
Mining	310	189	121	64.0%
Construction	1276	742	534	72.0%
Manufacturing	7,297	4,845	2,452	50.6%
<b>Service-providing Industries</b>	<b>72,788</b>	<b>65,126</b>	<b>7,662</b>	<b>11.8%</b>
Trade, Transp. & Utilities	16,656	15,962	694	4.3%
Wholesale Trade	4,230	3,980	250	6.3%
Retail Trade	8,652	8,968	-316	-3.5%
Transp., Warehouse & Utilities	3,774	3,014	760	25.2%
Information	2,083	3,146	-1,063	-33.8%
Financial Activities	6,639	6,427	212	3.3%
Finance & Insurance	5,057	5,035	22	0.4%
Real Estate & Rental & Leasing	1,582	1,392	190	13.6%
Professional & Business Svcs.	25,125	21,781	3,344	15.4%
Professional & Technical Svcs.	9,762	8,799	963	10.9%
Management of Companies	24	43	-19	-44.2%
Admin & Waste Services	15,339	12,939	2,400	18.5%
Education & Health Services	17,893	13,972	3,921	28.1%
Educational Services	3,329	2,649	680	25.7%
Health Care & Social Assistance	14,564	11,323	3,241	28.6%
Leisure & Hospitality	2,259	1,840	419	22.8%
Arts, Entertainment & Recreation	306	198	108	54.5%
Accommodation & Food Svcs.	1,953	1,642	311	18.9%
Other Services	1,631	1,497	134	9.0%
Government	502	501	1	0.2%
<b>Unclassified or unavailable industry</b>	<b>79,139</b>	<b>62,306</b>	<b>16,833</b>	<b>27.0%</b>

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	Nov 2011	Nov 2010	Volume Change	Percent Change
<b>Total</b>	<b>161,258</b>	<b>133,628</b>	<b>27,630</b>	<b>20.7%</b>
Sales and Related	20,093	18,252	1,841	10.1%
Healthcare Practitioners and Technical	19,612	18,012	1,600	8.9%
Office and Administrative Support	18,745	14,138	4,607	32.6%
Computer and Mathematical	17,358	14,724	2,634	17.9%
Management	13,666	12,254	1,412	11.5%
Transportation and Material Moving	11,582	8,295	3,287	39.6%
Business and Financial Operations	8,596	7,161	1,435	20.0%
Installation, Maintenance, and Repair	6,419	4,424	1,995	45.1%
Production	6,209	3,707	2,502	67.5%
Architecture and Engineering	6,050	4,769	1,281	26.9%
Healthcare Support	5,963	6,539	-576	-8.8%
Food Preparation and Serving Related	4,930	3,785	1,145	30.3%
Education, Training, and Library	3,627	2,940	687	23.4%
Construction and Extraction	3,504	2,012	1,492	74.2%
Community and Social Services	2,926	2,428	498	20.5%
Arts, Design, Entertainment, Sports, and Media	2,893	2,361	532	22.5%
Personal Care and Service	2,404	2,048	356	17.4%
Building & Grounds Cleaning & Maintenance	2,393	1,584	809	51.1%
Life, Physical, and Social Science	2,098	2,270	-172	-7.6%
Protective Service	1,229	1,030	199	19.3%
Legal	783	755	28	3.7%
Farming, Fishing, and Forestry	162	79	83	105.1%
Military Specific	16	48	-32	-66.7%
Miscellaneous	0	13	-13	-100.0%

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	Nov 2011
Employment Placement Agencies	5,158
Temporary Help Services	4,854
General Medical and Surgical Hospitals	2,969
All Other Miscellaneous Ambulatory Health Care Services	2,114
Colleges, Universities, and Professional Schools	1,983
Home Health Care Services	1,784
Nursing Care Facilities	1,738
Commercial Banking	1,705
Offices of Physicians (except Mental Health Specialists)	1,621
Engineering Services	1,414
Computer Systems Design Services	1,395
General Freight Trucking, Long-Distance, Truckload	1,345
Custom Computer Programming Services	1,160
All Other Professional, Scientific, and Technical Services	1,103
All Other Business Support Services	1,097
Insurance Agencies and Brokerages	1,079
Aircraft Manufacturing	1,067
Office Supplies and Stationery Stores	964
Department Stores (except Discount Department Stores)	944
Administrative Management & General Mgmt. Consulting Services	928
Other Management Consulting Services	861
Office Administrative Services	842
Executive Search Services	707
Elementary and Secondary Schools	688
Other Individual and Family Services	664

# HELP WANTED ONLINE ADS

## Pennsylvania Top 25 Occupations Help Wanted Online Active Ads

Occupation	Nov 2011
Truck Drivers, Heavy and Tractor-Trailer*	6,323
Registered Nurses*	6,038
Retail Salespersons	4,784
Customer Service Representatives*	4,081
First-Line Supervisors/Managers of Retail Sales Workers	3,654
Computer Systems Analysts*	3,296
Web Developers	2,529
Executive Secretaries and Administrative Assistants*	2,515
Computer Support Specialists*	2,312
Physical Therapists*	2,239
Occupational Therapists*	2,201
Accountants*	2,054
Medical and Health Services Managers	1,984
Industrial Engineers*	1,815
Computer Software Engineers, Applications*	1,800
Sale Reps, Wholesale & Mfg. (except Sci & Tech)*	1,742
Supervisors/Managers of Production & Operating Workers*	1,740
Supervisors/Managers of Office and Admin. Support Workers*	1,623
Network and Computer Systems Administrators*	1,461
Marketing Managers	1,439
Sales Representatives, Services, All Other	1,435
Insurance Sales Agents*	1,428
Truck Drivers, Light or Delivery Services*	1,417
Supervisors/Managers of Food Prep. & Serving Workers	1,382
Sales Managers	1,364

\*2011 High Priority Occupation (HPO) for PA

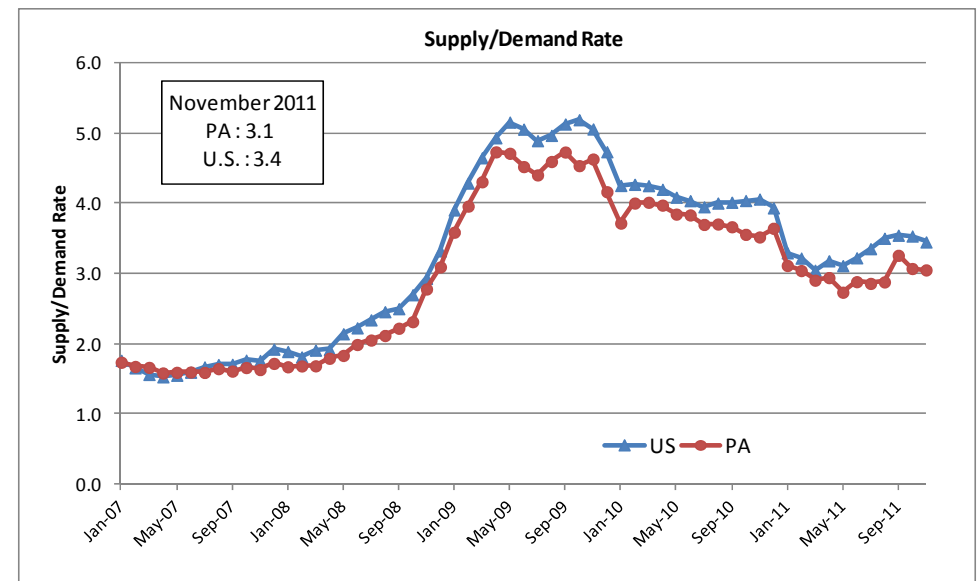
# HELP WANTED ONLINE ADS

## Pennsylvania Top 25 Employers Help Wanted Online Active Ads

Employer	Ads
Lockheed Martin	1,423
Staples	915
Allegis Group	773
UPS	770
PNC	702
CompHealth	654
Bayada Nurses	639
Aerotek	628
Lowe's	615
Reflectx Services	604
Genesis HealthCare	603
Deloitte	600
HGI Healthcare	593

Employer	Ads
Geisinger Health System	499
Community Health Systems	467
Macy's	436
Medical Staffing Source of America	426
WellSpan Health	424
Adecco	413
Medical Connections, Inc.	401
Judge Group, Inc.	383
IBM	379
Siemens	371
CST Medical Solutions	366
HCR ManorCare	355

## 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 Q1	2012 Q2	2012 Q3	2012 Q4	2013 Q1
PA	8.2%	8.2%	8.2%	8.2%	8.2%
U.S.	9.0%	9.0%	9.0%	9.0%	9.0%

- Global Insight forecasts that Pennsylvania's unemployment rate will not drop to its prerecession, 4<sup>th</sup> 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 Q1	2012 Q2	2012 Q3	2012 Q4	2013 Q1
PA	5,716	5,736	5,757	5,777	5,796
U.S.	131,995	132,353	132,818	133,356	133,880

# NEWS OF THE MONTH

## Center for Workforce Information & Analysis Presentations

The Center for Workforce Information & Analysis (CWIA) PA Work Stats website now includes informative presentations given by CWIA staff on various aspects of the labor market and the information provided by CWIA.

These reports can be found at:

<http://www.paworkstats.state.pa.us/gsipub/index.asp?docid=782>

Sample Presentations:

### Labor Market Information (LMI) for Data Users

This presentation provides an overview of CWIA and its labor market information products and services in support of workforce and economic development.

### Analyzing Pennsylvania's Employment Picture

This presentation uses statewide and local area press releases to explain the different employment data that is available from CWIA.

# 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.

