

Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

chamber news

www.mercersburg.org
www.tuscaroraareachamberofcommerce.org



July Lunch at Conococheague Institute

Join the chamber at C.I. 12995 Bain Rd., Mercersburg.

The Conococheague Institute welcomes the members of TACC to the Colonial frontier for its July networking luncheon. Executive Director Heather Wade will talk about C.I.'s recent growth and future plans. Enjoy a delicious boxed lunch of chilled gazpacho soup, wild turkey salad wrap, German potato salad, fruit cup, and a bottle of water by Chef Marcel, with dessert provided by C.I.'s volunteers. If your schedule allows, enjoy a guided tour of the site after lunch.

This event is July 18th and is \$10 per chamber member, and \$15 for non-members. RSVP's are required and must be in by Monday July 16, 2012 at 10am. The Tuscarora Area Chamber will be collecting all RSVP's. **Please make the check payable to CI or cash the day of the event only.**

Call 328-5827 or
email mgordon@tachamber.org.

<http://conococheague.org/>



July 18, 2012 Chamber Luncheon at Conococheague Institute

Noon-1pm

Bain Rd..

Mercersburg, PA 17236

\$10 per member at the door only

Register here -

<http://www.tachamber.org/chamber/eventreg>
or 328-5827

Rotary News



Throughout the 2011-2012 school year Mercersburg area students were the guest speakers at Mercersburg Rotary meetings. Fatima Rezaei from Afghanistan and Dora Csefaiova from Slovakia were students at Mercersburg Academy. Both young ladies spoke about their native countries. Ryan Shoemaker and Mathaniel Manning from James Buchanan High School also addressed the Mercersburg Rotary. Pictured from left to right is Fatima Rezaei with Mercersburg Rotary President Ray Larson.

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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.

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MANAGER'S CORNER: IF YOU WANT TO CHANGE, YOU NEED TO...CHANGE

Change is hard. Changing the way we think, behave, work, and lead others is really hard. It takes dedicated, intentional focus. It takes dedicated, intentional restraint. It takes dedicated, intentional action. It takes dedication to change.

I've circled back and had interactions with two client groups recently who are experiencing the frustrations of change. Their organizations have been working to enhance their leadership teams, implement focused strategic plans, and implement a number of operational and personnel enhancements over the past 18 to 36 months. One company has made dramatic operational and personnel changes during this timeframe, the other less so.

However, each organization and leadership team is experiencing the frustrations of change.

- They've each experienced the plateaus of excitement. This is no longer new and different. This is now a pain!
- They've each experienced the frustration at the slowness of some of the changes. Why don't they change the way they think and behave? They still default to what's comfortable instead of what's right!
- They've each had eruptions and finger-pointing moments up and down the leadership chain. It's the senior team's fault! It's the middle managers' fault! It's the fault of those front-line supervisors!
- They've each stated the changes to strategies, operations, and leadership behaviors work has been helpful, but they do interfere with "real" work. We seem to meet more than before to talk things through. It takes time away from getting the work done. We're a small organization with managers who have to be doers at times too! If we're meeting and talking all the time, there's no one to do the work.
- They've each felt the frustrations of their teams "back-sliding" during the change process. We're back-sliding. We're spinning our wheels!

Each of their experiences is painful, stressful, and very real. Yet when asked a few questions to gauge how dedicated and intentional they've been to the change process, their responses are telling:

- Are you adjusting your leadership style to lead the teams as they currently need to be led? Not consistently. Well, we're trying to when we focus on it.
- Are you providing clear, consistent, continuous communication up, down, and across the organization? No. But, we've told the supervisors to communicate more. They're not doing it though or they're not communicating very clearly.
- Are you keeping the entire organization regularly apprised on how the organization is doing in moving forward on the strategic plan? No. We've had a lot of changes in the business over the past several months and we really haven't had time.
- Are you taking the time to train people, on-the-spot and have immediate "Necessary Conversations" with employees to provide immediate feedback, provide on-the-spot training, and take advantage of training opportunities? Some. We're getting better at that.
- Are you modeling the types of behaviors you expect of everyone? Living the Values? For the most part. We still tend to be reactionary and over-committed than pro-active, and strategic. We've cancelled a lot of meetings and other things lately because we're all so busy.



So what's changed? You wanted a more engaged, productive, trusting, independent workforce and leadership team. However, your current style of leadership and the organizational structure you've stalled at is better than it was, but it still doesn't support that type of workforce or leadership team you want. If you want your organization and team to change, you need to change the way you lead. And, you need to keep changing.

Tuscarora Area CHAMBER OF COMMERCE

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Annual Industry Appreciation Dinner

Thursday, September 6, 2012

Green Grove Gardens

1032 Buchanan Trail East, Greencastle, PA

Sponsorship Opportunities

The Franklin County Area Development Corporation (FCADC) invites you to help us celebrate our 26th Industry Appreciation Dinner! Here is your chance to be a vital part of one of the most anticipated dinner events of the year. This year's event will celebrate our 26th year and honor those employers who make Franklin County a great place to live, work, and raise a family.

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- Corporate Name and Logo Recognition on Programs, Tickets, and Invitations*
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Corporate Sponsor—\$1,000

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- Reserved Seating for 2
- Recognition in FCADC Printed Materials and Website

For more information,
contact Judy Evans
(717) 263-8282
judy@fcadc.com

This local banking relationship has all the ingredients for sweet success.



Left to right:
Gerald A. Byers, Co-owner & General Manager, Tricking Springs Creamery
Lynn Waite, Assistant Vice President, Small Business Relationship Manager, F&M Trust



Twelve years ago **Gerald A. Byers** and his business partners opened **Tricking Springs Creamery**. Their goal has been to be different from

typical commercial dairies. The business is based on quality, not quantity—where milk only comes from local farms where grass-fed cows have been well cared for with no unnecessary hormones used to boost production. Tricking Springs also uses a special processing method to retain milk's healthy proteins and enzymes as well. This results in more wholesome milk, cheeses, butter, and ice cream for Gerald's customers. This approach works well with everything they provide—premium and organic foods, fresh subs, sandwiches and more.

This extra focus on quality is why Gerald enjoys his local banking relationship with **Lynn Waite** at F&M Trust. With personal attention from Lynn and the local F&M Trust business team, Gerald has been able to expand his business to include 60 employees and a fleet of 10 vehicles—serving clients all around the Mid-Atlantic region. Gerald notes, "F&M Trust treats you like a person, a friend, and not a number. They are a strong, local banking partner, and they get the job done for us."

If you're ready for a wholesome financial relationship with your bank, F&M Trust has all the ingredients for sweet success:

- > **Commercial Loans and Lines of Credit**
- > **Franklin eDeposit** (Remote Deposit Service)
- > **Better Business Checking** and More

For a no-obligation meeting to talk about your business needs, call Lynn Waite at (717) **597-2384** or visit your nearest F&M Trust community office.

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264-5122

Lincoln Way East
1712 Lincoln Way East
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20 South Main Street
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Left to right:

Claudia Hissong
4-H Member
Hissong Farms

Gretchen
Resident
Hissong Farms

Renee Preso
Assistant Vice President
Southern Franklin County
Market Manager
F&M Trust

Our commitment starts right here.

As a community bank, F&M Trust is more focused on what matters to you right here in your neighborhood. It's our neighborhood, too. That means we are here to support local business owners as well as the non-profit organizations that serve our community.

One well-known organization with a local presence is 4-H, developing citizenship, leadership, responsibility and life skills of youth through hands-on real world learning programs and positive development. Typically thought of as an agricultural organization, today's 4-H program focuses more broadly on citizenship, healthy living, science, engineering and technology programs.

These balanced qualities align with F&M Trust's goal to help build stronger communities. That's why we support 4-H and many other non-profit organizations in the counties we serve. And that's why **Renee Preso** of F&M Trust supports the efforts of **Claudia Hissong** as she learns to raise and show Gretchen (the cutest goat ever!) and other animals as part of her ongoing commitment with the 4-H program.

To learn more about F&M Trust's community-based initiatives, or to contribute to Claudia's local chapter of 4-H, contact Renee Preso at (717) **749-3161**.

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••••• **July 28, 2012** (rain date August 11th) •••••

The Community is invited to join MPMC for a morning of walking, luncheon rollout and/or afternoon bicycling in Historic Franklin County, PA. Historical Architect, Trail & Community Planner, Bob Thomas, of Campbell, Thomas & Co. will be our guide, highlighting our local scenic and architectural beauty.

- Walking tour meeting place: - *leaving 9am at the entrance to the James Buchanan High School, 4773 Fort Loudon Rd., Mercersburg, PA 17236 (Route 75), in Franklin County. The High School will be open at 8:00 am preceding tour to highlight new sports facilities*
- Lunch courtesy of  Whitetail Resorts - *noon - Lions Club Park, Mercersburg, PA*
- Montgomery Peters Mercersburg Connectivity's Rollout - *Short presentation during lunch*
- Bicycle tour will commence following lunch rollout presentation - *Leisurely 25 mile scenic tour*



Information & Reservations: Please call

Laura Puckett - 717-404-3698 or lauraepuckett@gmail.com



PENNSYLVANIA FAST FACTS

JUNE 2012 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

www.paworkstats.state.pa.us

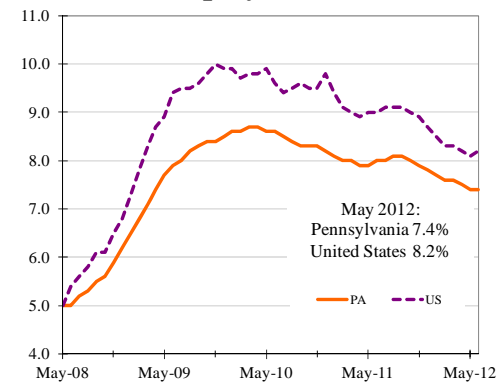


Release Date: 06-22-2012

Next Release Date: 07-27-2012

LABOR FORCE STATISTICS

Unemployment Rate



Unemployment Rate (All data are seasonally adjusted)

- Pennsylvania's unemployment rate was 7.4% in May 2012
- Pennsylvania was ranked 27th (lowest rate) in the U.S.
- O-T-M change was 0.0 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 67 consecutive months
- Change since December 2007 (the official start of the recession, at which time the unemployment rate was 4.6%) was +2.8 percentage points
- Change since February/March 2010 (when the unemployment rate peaked at 8.7%) was -1.3 percentage points
- PA's rate is forecast to be at 7.4% in 3rd quarter 2012 (see page 27 for additional Global Insight forecasts)
- April unemployment rates for DC 9.3%, NJ 9.2%, NY 8.6%, OH 7.3%, WV 6.9%, DE 6.8%, MD 6.8% (see page 20 for additional information)

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

Unemployment

- Pennsylvania's unemployment for May was 475,000
- O-T-M change was even, O-T-Y change was -35,000
- Change since December 2007 was +183,000 (+62.7%)

Employment

- Pennsylvania's employment for May was 5,977,000
- O-T-M change was +23,000, O-T-Y change was +103,000
- Change since December 2007 was -111,000 (-1.8%)

Labor Force

- Pennsylvania's labor force for May was 6,452,000
- O-T-M change was +23,000, O-T-Y change was +68,000
- Change since December 2007 was +72,000 (+1.1%)

UNEMPLOYMENT DEMOGRAPHICS

PA Unemployment Rate by Demographic Group

Group	2012	2011	2011	2010
	Q1	Q4	Q1	Q1
Total	7.8%	7.1%	7.7%	9.2%
White	6.7%	6.3%	7.0%	8.1%
Black	15.9%	13.0%	13.0%	18.5%
Male	7.8%	7.2%	8.8%	11.1%
Female	7.9%	7.0%	6.5%	7.1%
16-19	17.4%	14.4%	12.0%	20.8%
20-24	13.2%	11.1%	11.7%	16.1%
25-54	6.9%	6.3%	7.4%	8.3%
55+	6.0%	6.2%	5.8%	7.0%

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

- The unemployment rates for whites, males, and workers ages 25-54, were lower than a year ago (1st quarter), 2012 versus 2011.
- Blacks, females, and younger workers had the highest rates.

PA Unemployment Rate by Educational Group

Group	2012	2011	2011	2010
	Q1	Q4	Q1	Q1
Less than a HS diploma	14.1%	12.9%	13.2%	15.4%
HS graduates, no college	9.7%	7.9%	9.1%	10.4%
Some college, no degree	6.6%	7.1%	6.9%	11.4%
Associate degree	5.3%	5.4%	4.8%	5.6%
Bachelor's degree or higher	4.1%	4.3%	4.1%	4.5%

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

- In the 1st quarter 2012, 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 (U6)	Long-Term Unemployed (>26 Weeks)
2012 Q1	42,900	327,500	31.1	63.2%	58.3%	14.4%	185,900
2011 Q4	23,200	279,600	29.5	62.8%	58.4%	12.9%	147,700
2011 Q1	37,200	337,300	37.1	63.2%	58.4%	14.7%	210,600
2010 Q1	23,700	330,000	27.4	63.6%	57.8%	15.6%	200,200

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

- From 1st quarter 2011 to 1st quarter 2012, the percent of long-term unemployed, or those who have been unemployed for more than six months, decreased from 43% to 37%.
- Pennsylvania's 1st quarter 2012 U6 underemployment rate (which can be used to gauge the true nature of unemployment) was 14.4%.

POPULATION DEMOGRAPHICS

The U.S. Census Bureau's Population Estimates Division recently released the 2011 County Population Estimates. The data is the first county-level population estimates data created using the 2010 Census total population counts as a base.

Top 10 Pennsylvania Counties with Percent Population Increases, 2011

Rank	County	July 1, 2011 Population Estimate	April 1, 2010 Population Estimate Base	Numeric Population Change	Percent Population Change
1	Cumberland	237,892	235,408	2,484	1.1%
2	Chester	503,897	498,886	5,011	1.0%
3	Lehigh	352,947	349,497	3,450	1.0%
4	Tioga	42,419	41,981	438	1.0%
5	Franklin	150,811	149,618	1,193	0.8%
6	Lancaster	523,594	519,448	4,146	0.8%
7	Sullivan	6,479	6,428	51	0.8%
8	Philadelphia	1,536,471	1,526,006	10,465	0.7%
9	Lebanon	134,311	133,573	738	0.6%
10	Lycoming	116,747	116,108	639	0.6%

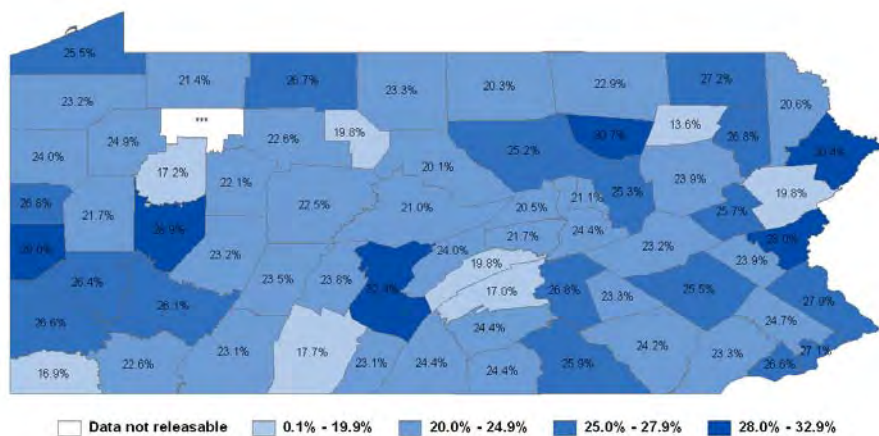
Source: Penn State Data Center, US Census Bureau 2011 County Population Estimates

Last decade, Pike and Monroe counties, on Pennsylvania's northeastern border with New Jersey and within commuting distance to New York had some of the largest population gains because of high migration rates from neighboring states. However, the 2011 County Population Estimates reveal that Monroe County gained only 40 people between April 1, 2010 and July 1, 2011, while Pike lost 515 people during the time period. These counties have begun to experience a shift in population change because of a reduced number of people moving to the counties from other states.

Philadelphia County, which grew by 10,465 people, had the largest estimated gain in population between April 1, 2010 and July 1, 2011 among Pennsylvania Counties. Chester and Montgomery counties, located just outside of Philadelphia, followed with estimated population increases of 5,011 and 4,336, respectively. These three counties accounted for nearly half (48.9 percent) of Pennsylvania's overall population increase of 40,507 during the period April 1, 2010 and July 1, 2011. Outside of Southeastern Pennsylvania, Lancaster (4,146), Allegheny (3,718) and Lehigh (3,450) counties had the largest numeric population gains. The growth of population in Philadelphia and Allegheny counties marks another change to growth patterns from previous decades.

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%
31-33	Manufacturing	141,902	569,904	24.9%
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: Steel Product from Purchased Steel (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

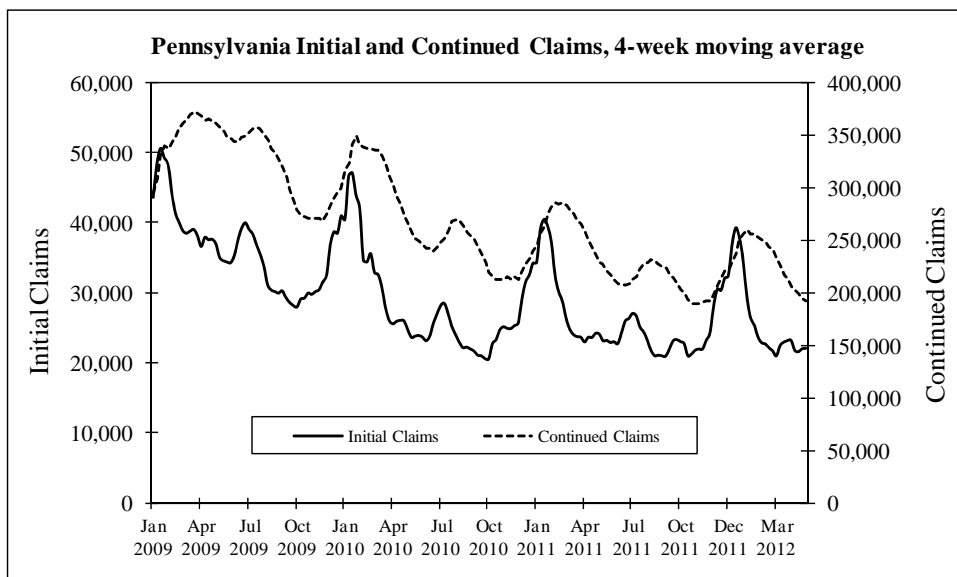
Unemployment Compensation Federal Loan Balance

- As of May 31, 2011: \$3,761,835,375
- As of June 14, 2012: \$2,495,646,102

Available Weeks of Benefits

- As of May 13, 2012, a maximum of 73 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 May were 105,400, O-T-Y change was -3,600 (-3%)
- Continued claims for May were 801,600, O-T-Y change was -241,400 (-23%)

Emergency Compensation (EUC)

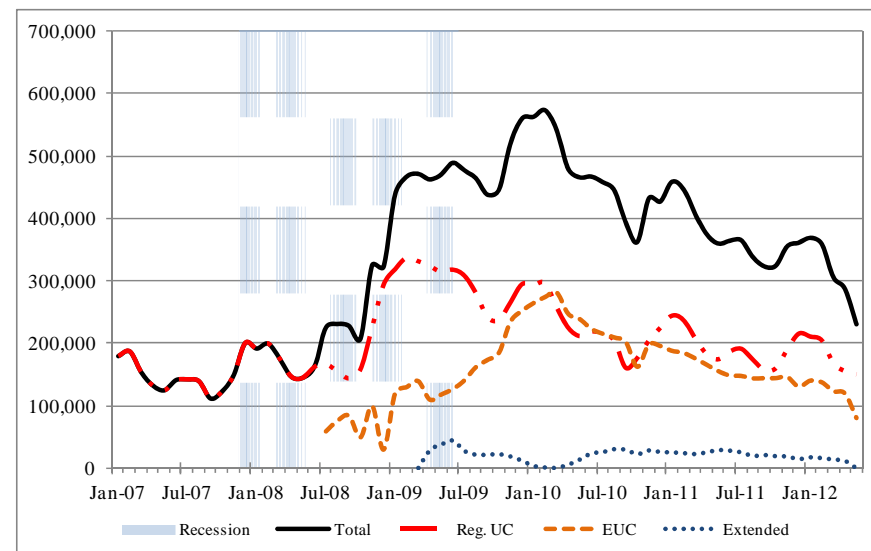
- Initial claims for May were 21,800, O-T-Y change was -6,600 (-23%)
- Continued claims for May were 554,600, O-T-Y change was -265,700 (-32%)

Extended Benefits (EB)

- Initial claims for May were 4,000, O-T-Y change was -19,100 (-83%)
- Continued claims for May were 55,100, O-T-Y change was -91,100 (-62%)

UNEMPLOYMENT COMPENSATION

Individual Payments



Individual Payments by Week Ending Date

Program	May 26, 2012	Apr 28, 2012	Nov 26, 2011
Total	276,616	287,061	355,074
Regular UC	153,867	155,805	190,284
Emergency UC	122,749	119,349	145,975
Extended Benefits	0	11,907	18,815

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 April 28, 2012.

- Due to Pennsylvania's decreasing unemployment rate, the week ending May 12th was the last week that claimants could receive payments under the extended benefits program.
- The number of individuals who had exhausted regular state UC benefits (26 weeks) and were receiving some form of emergency or extended benefits was 122,749 for the week ending May 26, 2012.
- For the same week, the total number of individuals who received UC benefits (276,616) was lower than both the previous month (287,061) and six months ago (355,074).
- The total number of individuals who received emergency UC benefits (122,749) was higher than the previous month (119,349) but lower than six months ago (145,975).

UNEMPLOYMENT COMPENSATION

UC Exhaustees by Pre-UC Supersector January 1, 2010 to May 31, 2012

Pre-UC Supersector	Exhaustees	% of Total
Total	229,000	100%
Natural Resources & Mining	1,300	0.6%
Construction	21,860	9.5%
Manufacturing	35,840	15.7%
Trade, Transportation & Utilities	49,540	21.6%
Information	3,850	1.7%
Financial Activities	11,330	4.9%
Professional & Business Services	47,570	20.8%
Education & Health Services	26,430	11.5%
Leisure & Hospitality	18,570	8.1%
Other Services	6,430	2.8%
Government	2,250	1.0%
Unclassified Industry	4,030	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 April 30, 2012, the number of individuals who exhausted all available state and federal UC benefits was 229,000.
- In May 2012 alone, total exhaustions were 22,000. (See next page)
- The supersector with the highest number of exhaustees was Trade, Transportation & Utilities with 49,540, or 21.6% of all exhaustees.
- The next highest number of UC Exhaustees was from the Professional & Business Services supersector with 47,570, or 20.8%.

UNEMPLOYMENT COMPENSATION

Estimates of UC Exhaustees by County

Area	Jan 2010 - Apr 2012	Actual	Projected			Total
		May 2012	Jun 2012	Jul 2012	Aug 2012	
Pennsylvania	207,000	22,000	11,000	11,000	11,000	262,000
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Adams County	1,800	190	100	100	100	2,290
Allegheny County	16,040	1,920	850	850	850	20,510
Armstrong County	2,430	230	130	130	130	3,050
Beaver County	4,570	480	240	240	240	5,770
Bedford County	950	80	50	50	50	1,180
Berks County	7,260	880	390	390	390	9,310
Blair County	1,870	200	100	100	100	2,370
Bradford County	1,510	210	80	80	80	1,960
Bucks County	7,220	640	380	380	380	9,000
Butler County	2,120	250	110	110	110	2,700
Cambria County	3,000	370	160	160	160	3,850
Cameron County	210	20	10	10	10	260
Carbon County	1,240	120	70	70	70	1,570
Centre County	910	60	50	50	50	1,120
Chester County	4,990	410	270	270	270	6,210
Clarion County	570	150	30	30	30	810
Clearfield County	1,460	210	80	80	80	1,910
Clinton County	500	50	30	30	30	640
Columbia County	880	110	50	50	50	1,140
Crawford County	1,290	140	70	70	70	1,640
Cumberland County	2,440	410	130	130	130	3,240
Dauphin County	4,420	460	230	230	230	5,570
Delaware County	8,050	760	430	430	430	10,100
Elk County	640	20	30	30	30	750
Erie County	5,380	610	290	290	290	6,860
Fayette County	2,710	310	140	140	140	3,440
Forest County	80	20	<10	<10	<10	100
Franklin County	1,920	240	100	100	100	2,460
Fulton County	270	30	10	10	10	330
Greene County	370	30	20	20	20	460
Huntingdon County	870	120	50	50	50	1,140
Indiana County	1,190	210	60	60	60	1,580
Jefferson County	720	110	40	40	40	950

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

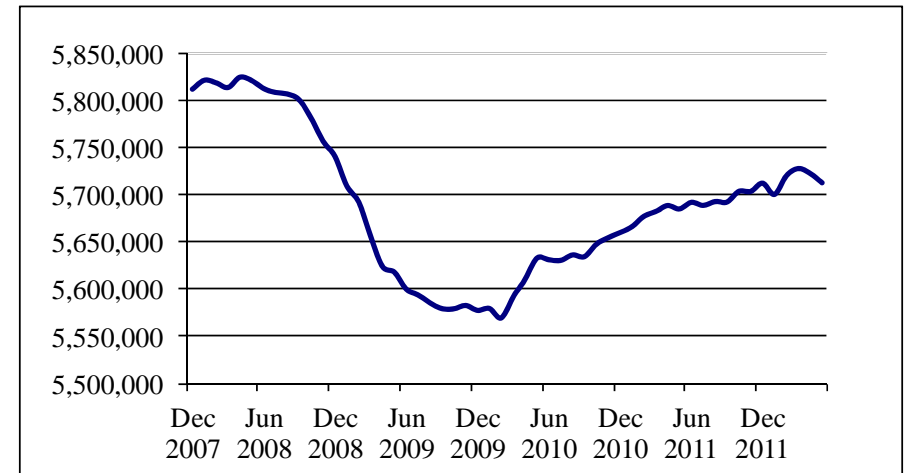
Area	Jan 2010 - Apr 2012	Actual	Projected			Total
		May 2012	Jun 2012	Jul 2012	Aug 2012	
Juniata County	290	60	20	20	20	410
Lackawanna County	3,890	410	210	210	210	4,930
Lancaster County	6,270	720	330	330	330	7,980
Lawrence County	1,420	210	80	80	80	1,870
Lebanon County	1,520	170	80	80	80	1,930
Lehigh County	6,500	690	350	350	350	8,240
Luzerne County	6,680	630	350	350	350	8,360
Lycoming County	1,840	250	100	100	100	2,390
McKean County	690	20	40	40	40	830
Mercer County	1,600	130	90	90	90	2,000
Mifflin County	790	120	40	40	40	1,030
Monroe County	2,580	290	140	140	140	3,290
Montgomery County	10,380	840	550	550	550	12,870
Montour County	140	20	10	10	10	190
Northampton County	3,960	340	210	210	210	4,930
Northumberland County	1,830	180	100	100	100	2,310
Perry County	630	120	30	30	30	840
Philadelphia County	38,680	3,740	2,060	2,060	2,060	48,600
Pike County	420	50	20	20	20	530
Potter County	200	30	10	10	10	260
Schuylkill County	3,260	350	170	170	170	4,120
Snyder County	500	100	30	30	30	690
Somerset County	1,420	200	80	80	80	1,860
Sullivan County	50	<10	<10	<10	<10	50
Susquehanna County	360	50	20	20	20	470
Tioga County	290	50	20	20	20	400
Union County	360	30	20	20	20	450
Venango County	820	70	40	40	40	1,010
Warren County	540	70	30	30	30	700
Washington County	2,420	280	130	130	130	3,090
Wayne County	460	70	20	20	20	590
Westmoreland County	5,620	680	300	300	300	7,200
Wyoming County	330	50	20	20	20	440
York County	6,280	730	330	330	330	8,000
Other	4,100	200	220	220	220	4,960

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 May 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 5,713,300 in May
- O-T-M change for May was -9,900 (-0.2%)
- O-T-Y change for May was +27,800 (+0.5%), the 25th consecutive O-T-Y increase
- Change since December 2007, the start of the recession, was -99,200 (-1.7%)
- Global Insight forecasts PA nonfarm jobs to recover to pre-recession levels (4th quarter 2007) in the 3rd quarter 2013 at 5,829,160 (see page 27 for additional Global Insight forecasts).

U.S. Job Facts

- U.S. Nonfarm jobs were at 133.0 million in May
- O-T-M change for May was +69,000 (+0.1%)
- O-T-Y change for May was +1,782,000 (+1.4%)
- Change since December 2007 was -4,973,000 (-3.6%)

PA Jobs Detail

- Jobs were down 9,900 in May, following a revised April drop of 5,100.
- Both goods producing and service providing jobs were down despite increases in six of the eleven supersectors.
- Mining & logging increased 500 to a record high of 38,800 jobs.
- Eight of the eleven supersectors' jobs were above their May 2011 levels.

JOBS BY INDUSTRY

Pennsylvania Nonagricultural Wage & Salary Employment

Seasonally Adjusted

Industry Sector	May 2012	Change from April 2012	Change from December 2007	
			volume	percent
Total Nonfarm Jobs	5,713,300	-9,900	-99,200	-1.7%
Goods-Producing Industries	826,000	-5,500	-110,300	-11.8%
Mining & Logging	38,800	500	17,500	82.2%
Construction	219,300	-2,300	-40,500	-15.6%
Manufacturing	567,900	-3,700	-87,300	-13.3%
Durable Goods	351,500	-700	-53,500	-13.2%
Nondurable Goods	216,400	-3,000	-33,800	-13.5%
Service-Providing Industries	4,887,300	-4,400	11,100	0.2%
Trade, Transp. & Utilities	1,102,000	700	-32,500	-2.9%
Wholesale Trade	232,100	1,700	-8,100	-3.4%
Retail Trade	627,600	-1,600	-28,200	-4.3%
Transp., Warehousing & Utilities	242,300	600	3,800	1.6%
Information	90,300	400	-18,000	-16.6%
Financial Activities	313,100	200	-18,800	-5.7%
Finance & Insurance	251,700	300	-13,500	-5.1%
Real Estate & Rental & Leasing	61,400	-100	-5,300	-7.9%
Professional & Business Services	716,000	1,800	4,100	0.6%
Professional & Technical Services	314,300	3,000	200	0.1%
Management of Companies	126,200	200	15,300	13.8%
Admin & Waste Services	275,500	-1,400	-11,400	-4.0%
Education & Health Services	1,166,100	-1,100	81,400	7.5%
Educational Services	248,500	3,600	26,700	12.0%
Health Care & Social Assistance	917,600	-4,700	54,700	6.3%
Leisure & Hospitality	517,800	-4,300	14,500	2.9%
Arts, Entertainment & Recreation	95,000	-1,000	9,300	10.9%
Accommodation & Food Services	422,800	-3,300	5,200	1.2%
Other Services	254,300	1,200	-600	-0.2%
Government	727,700	-3,300	-19,000	-2.5%
Federal Government	100,300	-1,300	-3,400	-3.3%
State Government	155,000	-1,500	-5,800	-3.6%
Local Government	472,400	-500	-9,800	-2.0%

Source: Current Employment Statistics

INDUSTRY HIGHLIGHTS

Industries with Growing Companies in 3rd Quarter 2011

Industry	Growing Companies	Industry	Growing Companies
Manufacturing	394	Wholesale Trade	178
Health Care & Social Assistance	295	Administrative & Waste Services	144
Prof., Scientific, & Technical Services	258	Construction	141

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 3rd quarter 2011 was 2,072
- 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 3rd Quarter 2011

Industry	Declining Companies	Industry	Declining Companies
Manufacturing	157	Health Care & Social Assistance	101
Accommodation & Food Services	123	Retail Trade	82
Prof., Scientific, & Technical Services	121	Administrative & Waste Services	80

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 3rd quarter 2011 was 1,055
- In **Manufacturing** – Plastics Product Manufacturing; Architectural and Structural Metals Manufacturing; Navigational, Measuring, Electromedical, and Control Instruments Manufacturing; Printing and Related Support Activities; Pharmaceutical and Medicine Manufacturing; Other Fabricated Metal Product 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 May 2012		Jun 2011 to May 2012	
	Events	Employment Gain	Events	Employment Gain
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	1	200	1	200
Utilities	0	0	0	0
Construction	0	0	0	0
Manufacturing	6	734	7	844
Wholesale Trade	1	90	2	161
Retail Trade	24	1,498	60	4,313
Transportation and Warehousing	6	647	7	697
Information	1	85	2	3,085
Financial Activities	2	531	3	562
Professional and Business Services	5	765	8	1,445
Education and Health Services	4	520	5	845
Leisure and Hospitality	20	2,813	34	4,255
Other Services	1	75	1	75
Public Administration	0	0	0	0
Total	71	7,958	130	16,482

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

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

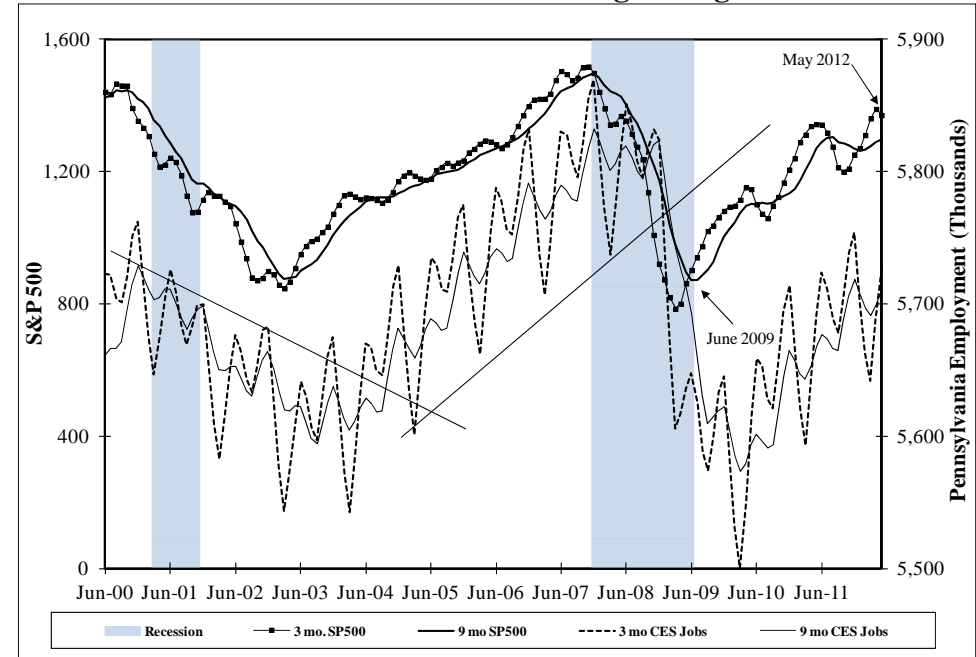
Industry	Jan to May 2012		Jun 2011 to May 2012	
	Events	Employment Loss	Events	Employment Loss
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	0	0	1	-46
Utilities	0	0	0	0
Construction	0	0	1	-80
Manufacturing	17	-1,924	42	-4,100
Wholesale Trade	0	0	4	-221
Retail Trade	7	-437	25	-1,731
Transportation and Warehousing	4	-408	12	-1,396
Information	3	-82	7	-3,293
Financial Activities	6	-202	12	-974
Professional and Business Services	4	-492	18	-2,146
Education and Health Services	4	-546	29	-5,277
Leisure and Hospitality	15	-628	25	-1,091
Other Services	0	0	1	-190
Public Administration	2	-158	3	-194
Total	62	-4,877	180	-20,739

^{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 1,310 in May, down 239 points from a record high of 1,549 in October 2007.
- The O-T-M change was -88 points (-6.3%)
- The O-T-Y change was -35 points (-2.6%)

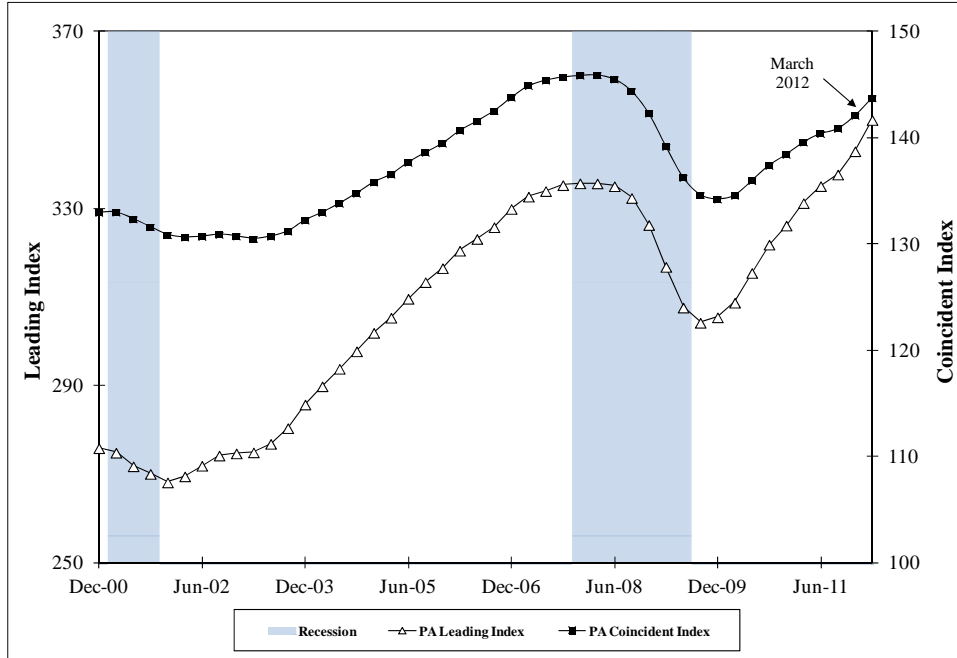
O-T-M: Over-the-Month
O-T-Y: Over-the-Year

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 28 out of 36 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. The three-month SMA dropped below the nine-month SMA for the first time since April 2011, but the three-month SMA now appears to be on an upwards trajectory.

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 March 2012, the quarterly average of the index stood at 350.1, higher than the previous quarter's reading of 343.0.
- A change in trend of this index signals a turn in the economy. The quarterly average of the index has increased each quarter since December 2009. This change in trajectory closely followed the official end of the recession (June 2009).

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 March 2012, the quarterly average of the index was 143.8, higher than the previous quarter's reading of 142.1. Like the leading index, a change in trend of this index signals a turn in the economy.

MASS LAYOFF STATISTICS

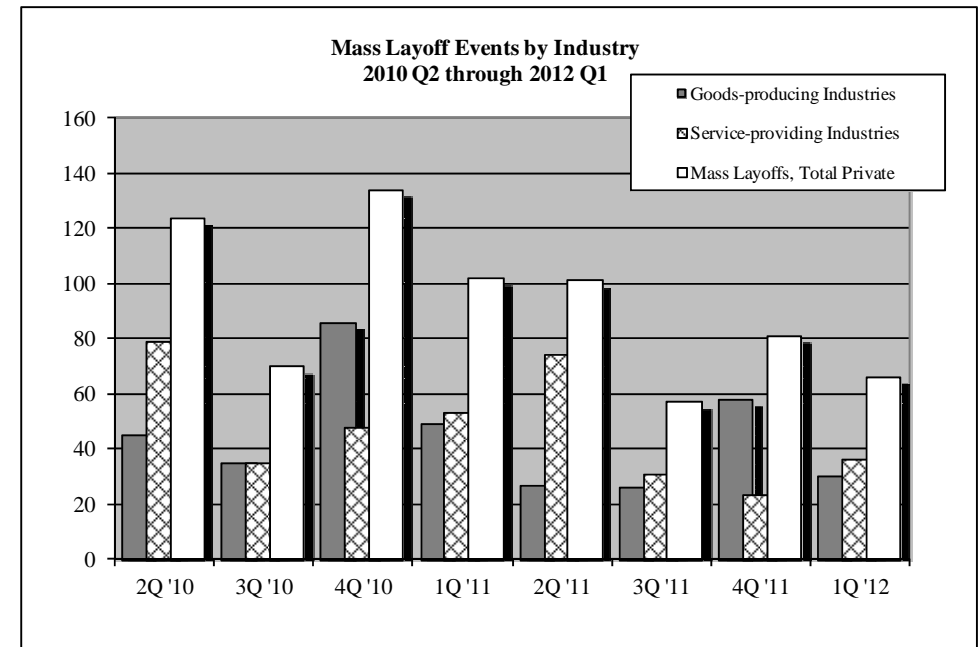
Statewide Mass Layoff Events by Industry 2012 Q1 and 2011 Q1

Industry Supersector	Total Establs.	2012 Q1		2011 Q1	
		Establs. with Layoffs	Total Separations	Establs. with Layoffs	Total Separations
Total, Private	280,497	66	7,235	102	10,871
Goods-producing Industries	45,598	30	2,897	49	4,264
Construction	28,767	15	1,332	24	2,253
Manufacturing	13,864	15	1,565	23	1,884
Service-providing Industries	34,899	36	4,338	53	6,607
Trade, Transportation & Utilities	57,222	17	2,006	23	4,023
Professional & Business Svcs.	121,824	11	1,403	23	1,831
Leisure & Hospitality	26,648	8	929	7	753

Total Establishments (Establs.) - 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, 2011 to 2012, 1st Quarter

Industry Sector	2012 Q1	2011 Q1	Change from 2011 Q1	
			Volume	Percent
Total New Hires	494,100	478,700	15,400	3%
Goods-producing Industries	58,000	64,300	-6,300	-10%
Ag, Forestry, Fishing, Hunt.	2,400	2,100	300	14%
Mining	2,400	2,700	-300	-11%
Construction	25,100	29,800	-4,700	-16%
Manufacturing	28,100	29,700	-1,600	-5%
Service-providing Industries	384,200	383,900	300	0%
Trade, Transp. & Utilities	77,700	74,300	3,400	5%
Wholesale Trade	12,400	12,400	0	0%
Retail Trade	44,500	39,600	4,900	12%
Transp., Warehouse & Utilities	20,800	22,300	-1,500	-7%
Information	5,400	6,400	-1,000	-16%
Financial Activities	11,900	11,900	0	0%
Finance & Insurance	8,600	8,300	300	4%
Real Estate & Rental & Leasing	3,300	3,600	-300	-8%
Professional & Business Svcs.	125,200	129,800	-4,600	-4%
Professional & Technical Svcs.	21,000	21,600	-600	-3%
Management of Companies	2,700	3,700	-1,000	-27%
Admin & Waste Services	101,500	104,500	-3,000	-3%
Education & Health Services	88,300	86,900	1,400	2%
Educational Services	34,600	34,700	-100	0%
Health Care & Social Assistance	53,700	52,200	1,500	3%
Leisure & Hospitality	61,500	61,100	400	1%
Arts, Entertainment & Recreation	15,400	13,200	2,200	17%
Accommodation & Food Svcs.	46,100	47,900	-1,800	-4%
Other Services	11,000	11,000	0	0%
Government	3,200	2,500	700	28%
Unclassified Industry	51,800	30,600	21,200	69%

- **Top Industries that have new hires above year ago levels** – Other Amusement and Recreation Industries; Clothing Stores; Health and Personal Care Stores; Sporting Goods, Hobby, and Musical Instrument Stores; General Medical and Surgical Hospitals; Elementary and Secondary Schools; Warehousing and Storage; Outpatient Care Centers; Executive, Legislative, and Other General Government Support; Services to Buildings and Dwellings
- **Top Industries that have new hires below year ago levels** – Utility System Construction; Couriers and Express Delivery Services; Employment Services; Restaurants and Other Eating Places; Wired Telecommunications Carriers; Vocational Rehabilitation Services

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	May 2012	Historical High		Historical Low	
	Rate (%)	Date	Rate	Date	Rate
ND	3.0	Feb-83	6.8	Jul-01	2.6
NE	3.9	Feb-83	6.7	Feb-98	2.2
SD	4.3	Feb-83	6.0	Mar-00	2.5
VT	4.6	Jan-76	8.8	Apr-00	2.4
OK	4.8	Jun-83	9.2	Dec-00	2.8
NH	5.0	Sep-92	7.6	May-87	2.1
IA	5.1	Mar-83	8.6	Oct-99	2.5
WY	5.2	Jan-87	9.1	Apr-79	2.3
MN	5.6	Dec-82	9.1	Mar-99	2.5
VA	5.6	Jan-83	7.8	Dec-00	2.2
MA	6.0	Jan-76	11.1	Oct-00	2.6
UT	6.0	Mar-83	10.0	Mar-07	2.4
KS	6.1	Aug-09	7.6	Apr-79	3.0
HI	6.3	Jan-76	9.9	Dec-06	2.3
MT	6.3	Mar-83	8.8	Dec-06	3.1
NM	6.7	Mar-83	10.0	Jun-07	3.4
DE	6.8	Dec-76	9.3	Feb-89	2.8
MD	6.8	Nov-82	8.4	Feb-08	3.3
WI	6.8	Jan-83	11.5	Feb-00	3.0
TX	6.9	Nov-86	9.3	Jan-01	4.2
WV	6.9	Mar-83	18.1	Apr-08	3.9
AK	7.0	Jun-86	11.5	Apr-07	5.9
LA	7.2	Nov-86	12.8	Jul-06	3.6
AR	7.3	Jul-83	10.1	Nov-00	4.0
MO	7.3	Feb-83	10.6	Jan-00	2.8
OH	7.3	Jan-83	13.9	Jan-01	3.8

State	May 2012	Historical High		Historical Low	
	Rate (%)	Date	Rate	Date	Rate
AL	7.4	Dec-82	14.3	Apr-07	3.2
ME	7.4	Jan-77	9.0	Jan-01	3.1
PA	7.4	Mar-83	12.9	Mar-00	4.0
CT	7.8	Dec-10	9.4	Oct-00	2.1
ID	7.8	Feb-83	9.6	Mar-07	2.7
IN	7.9	Jan-83	12.7	Apr-99	2.6
TN	7.9	Jan-83	12.8	May-00	3.9
CO	8.1	Nov-10	9.0	Jan-01	2.6
AZ	8.2	Jan-83	11.6	Jul-07	3.5
KY	8.2	Jan-83	12.0	Jun-00	4.1
WA	8.3	Nov-82	12.2	May-07	4.4
OR	8.4	Jan-83	12.1	Feb-95	4.7
MI	8.5	Dec-82	16.8	Mar-00	3.3
FL	8.6	Feb-10	11.4	Aug-06	3.3
IL	8.6	Feb-83	12.9	Feb-99	4.2
NY	8.6	Nov-76	10.3	Apr-88	4.0
MS	8.7	Apr-83	13.5	Apr-01	4.9
GA	8.9	Jan-10	10.5	Dec-00	3.3
SC	9.1	Dec-09	12.0	Mar-98	3.2
NJ	9.2	Dec-76	10.7	Jul-00	3.6
DC	9.3	Feb-83	11.6	May-89	4.8
NC	9.4	Feb-10	11.4	Mar-99	3.1
CA	10.8	Oct-10	12.4	Jan-01	4.7
RI	11.0	Jan-10	11.9	Jul-88	2.9
NV	11.6	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 3rd quarter 2011, Pennsylvania:

- **Gained 264,527 jobs** through establishments either opening or expanding
- **Lost 265,920 jobs** through establishments either contracting or closing
- Pennsylvania posted a net job loss of **1,393**

During the same period, in Pennsylvania:

- **72,876 establishments added jobs** through either expansions or openings
- **75,205 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	264,527	265,920	-1,393	72,876	75,205
DE	24,591	23,409	1,182	5,650	5,770
MD	131,940	122,518	9,422	34,781	34,647
NJ	204,955	195,289	9,666	54,533	54,507
NY	460,896	420,817	40,079	120,308	116,423
OH	258,434	224,984	33,450	64,638	60,841
WV	36,863	33,902	2,961	10,567	10,462

^{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	May 2012	May 2011	Volume Change	Percent Change
Total Ads by Industry Sector	203,804	172,485	31,319	18.2%
Goods-producing Industries	8,663	7,650	1,013	13.2%
Ag, Forestry, Fishing, Hunt.	62	80	-18	-22.5%
Mining	217	343	-126	-36.7%
Construction	1347	982	365	37.2%
Manufacturing	7,037	6,245	792	12.7%
Service-providing Industries	89,560	73,662	15,898	21.6%
Trade, Transp. & Utilities	23,098	16,926	6,172	36.5%
Wholesale Trade	4,751	4,284	467	10.9%
Retail Trade	14,222	9,095	5,127	56.4%
Transp., Warehouse & Utilities	4,125	3,547	578	16.3%
Information	2,637	2,902	-265	-9.1%
Financial Activities	7,872	7,206	666	9.2%
Finance & Insurance	6,088	5,504	584	10.6%
Real Estate & Rental & Leasing	1,784	1,702	82	4.8%
Professional & Business Svcs.	28,269	25,478	2,791	11.0%
Professional & Technical Svcs.	11,048	10,130	918	9.1%
Management of Companies	37	51	-14	-27.5%
Admin & Waste Services	17,184	15,297	1,887	12.3%
Education & Health Services	19,212	15,894	3,318	20.9%
Educational Services	3,620	2,732	888	32.5%
Health Care & Social Assistance	15,592	13,162	2,430	18.5%
Leisure & Hospitality	5,160	2,766	2,394	86.6%
Arts, Entertainment & Recreation	298	408	-110	-27.0%
Accommodation & Food Svcs.	4,862	2,358	2,504	106.2%
Other Services	2,083	1,781	302	17.0%
Government	1229	709	520	73.3%
Unclassified or unavailable	105,581	91,173	14,408	15.8%

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	May 2012	May 2011	Volume Change	Percent Change
Total	204,146	173,658	30,488	17.6%
Sales and Related	27,109	23,029	4,080	17.7%
Healthcare Practitioners and Technical	25,971	20,906	5,065	24.2%
Computer and Mathematical	20,853	19,104	1,749	9.2%
Office and Administrative Support	20,817	18,065	2,752	15.2%
Management	17,958	16,320	1,638	10.0%
Transportation and Material Moving	12,817	11,515	1,302	11.3%
Business and Financial Operations	10,997	9,316	1,681	18.0%
Architecture and Engineering	9,485	5,853	3,632	62.1%
Healthcare Support	8,624	6,104	2,520	41.3%
Production	7,558	6,845	713	10.4%
Installation, Maintenance, and Repair	7,211	5,899	1,312	22.2%
Food Preparation and Serving Related	6,880	6,436	444	6.9%
Arts, Design, Entertainment, Sports, and Media	4,321	3,454	867	25.1%
Education, Training, and Library	3,952	3,355	597	17.8%
Personal Care and Service	3,755	3,840	-85	-2.2%
Community and Social Services	3,541	3,122	419	13.4%
Building & Grounds Cleaning & Maintenance	3,474	3,126	348	11.1%
Construction and Extraction	3,089	2,840	249	8.8%
Life, Physical, and Social Science	3,035	2,279	756	33.2%
Protective Service	1,479	1,298	181	13.9%
Legal	984	715	269	37.6%
Farming, Fishing, and Forestry	173	169	4	2.4%
Military Specific	63	63	0	0.0%
Miscellaneous	0	5	-5	-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	May 2012
Employment Placement Agencies	6,177
Temporary Help Services	5,454
General Medical and Surgical Hospitals	3,434
Limited-Service Restaurants	2,734
Office Supplies and Stationery Stores	2,492
Home Health Care Services	2,373
Computer Systems Design Services	2,078
Nursing Care Facilities	1,959
Commercial Banking	1,915
Colleges, Universities, and Professional Schools	1,897
Pharmacies and Drug Stores	1,800
Department Stores (except Discount Department Stores)	1,732
General Freight Trucking, Long-Distance, Truckload	1,642
Custom Computer Programming Services	1,573
Offices of Physicians (except Mental Health Specialists)	1,513
All Other Miscellaneous Ambulatory Health Care Services	1,452
All Other Business Support Services	1,438
All Other Professional, Scientific, and Technical Services	1,312
Home Centers	1,192
Engineering Services	1,082
Insurance Agencies and Brokerages	1,024
Elementary and Secondary Schools	1,005
Office Administrative Services	979
Offices of Certified Public Accountants	904
Administrative Management & General Mgmt. Consulting Services	857

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Occupations Help Wanted Online Active Ads

Occupation	May 2012
Registered Nurses*	8,343
Truck Drivers, Heavy and Tractor-Trailer*	7,123
Retail Salespersons	6,475
First-Line Supervisors/Managers of Retail Sales Workers	5,478
Customer Service Representatives*	4,604
Computer Systems Analysts*	4,178
Supervisors/Managers of Food Prep. & Serving Workers	3,963
Physical Therapists*	3,735
Web Developers	3,229
Occupational Therapists*	3,107
Computer Support Specialists*	2,723
Sale Reps, Wholesale & Mfg. (except Sci & Tech)*	2,581
Medical and Health Services Managers	2,565
Industrial Engineers*	2,480
Executive Secretaries and Administrative Assistants*	2,424
Accountants*	2,239
Supervisors/Managers of Office and Admin. Support Workers*	2,197
Supervisors/Managers of Production & Operating Workers*	2,191
Occupational Therapist Assistants*	2,166
Computer Software Engineers, Applications*	2,087
Marketing Managers	1,917
Sales Representatives, Services, All Other	1,830
Sales Managers	1,814
Home Health Aides*	1,782
Sales Agents, Financial Services*	1,760

*2011 High Priority Occupation (HPO) for PA

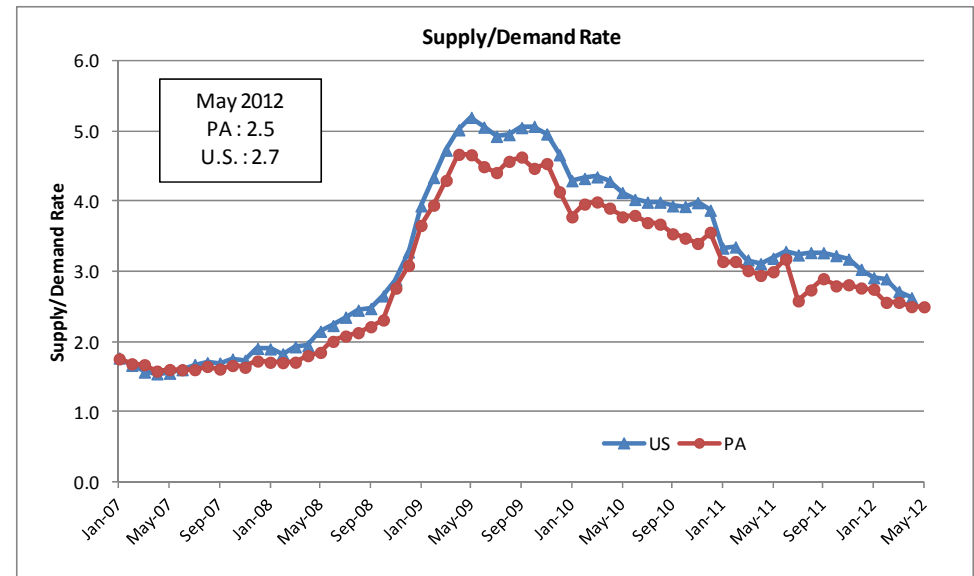
HELP WANTED ONLINE ADS

Pennsylvania Top 25 Employers Help Wanted Online Active Ads

Employer	May 2012
Staples	2,477
Pizza Hut	1,517
CVS Caremark	1,516
BAYADA Home Health Care	1,136
Reflectx Services	1,025
StaffUS Healthcare	1,023
IBM	974
Alleg is Group	940
PNC	908
Lowe's	782
Deloitte	735
Community Health Systems	706
McDonald's	692

Employer	May 2012
HCR ManorCare	687
Aerotek	667
The Judge Group	632
Ibm Corporation	624
Wells Fargo	588
Genesis HealthCare	578
Supplemental Health Care	576
Adecco	571
Dick's Sporting Goods	551
WellSpan Health	536
Macy's	532
Capital Healthcare Solutions, In...	509

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 Q3	2012 Q4	2013 Q1	2013 Q2	2013 Q3
PA	7.4%	7.3%	7.3%	7.2%	7.1%
U.S.	7.4%	7.3%	7.3%	7.2%	7.2%

- 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 Q3	2012 Q4	2013 Q1	2013 Q2	2013 Q3
PA	5,756	5,775	5,792	5,811	5,829
U.S.	133,601	134,129	134,698	135,255	135,780

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 (U6): 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.

