

**Tuscarora Area
CHAMBER OF COMMERCE**

Mercersburg, Montgomery, Peters, St. Thomas, Warren

chamber news

www.mercersburg.org
www.tuscaroraareachamberofcommerce.org

**Donnie L. Martin is the 2012 TACC
Business Person of the Year**

Excerpts from the Business Person of the Year Presentation;

This year, the D.L. Martin Company is celebrating its' 50th anniversary. Fifty years in manufacturing in the United States is a big deal.

It was 1962 when Donnie started the company. He was a young apprentice at T.B. Woods with a promising career ahead of him. Donnie had just scored the highest grade on an aptitude test given by a T.B. Woods consultant. Which by the way, he wasn't going to take until he heard they were paying time and a half for the 2 hours it took to take the test!

But working for T.B. Woods wasn't enough for Donnie. His entrepreneurial spirit kicked in and he decided to go out on his own. This young 27 year old visited Leonard Fry, chairman of First National Bank of Mercersburg, and convinced Mr. Fry and the board to lend him \$125,000 to start a machine shop in Mercersburg. Donnie's loan was soon approved and in the summer of 1962 this fearless, mechanically inclined young man from Mercersburg bought Russell Pottorff's 2,000 square ft. repair shop and a few pieces of equipment, and started the D.L. Martin Company.

Donnie did it all in those early years. Solicited orders, bought and received material, made the parts, made the deliveries and cut the invoices. Donnie has often said to me, "If you think time flies as you age, you should see how fast it goes by when you have a bank payment due in 30 days"! But he worked hard, persevered and made it! Today the company has approximately 160 employees and over 150,000 square ft. of manufacturing space. We are one of the largest, most stable employers in the area, and boast successful global customers such as Schindler Elevator, Joy Global Mining, Volvo Power Train & Volvo Construction, Manitowoc Crane and others.

When you ask Donnie what he is most proud of, he consistently responds:

- Building a company that has stood the test of time.
- Never missing a payroll.
- And, most importantly, providing people with the opportunity to be all they can be!



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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.



Mary-Anne Gordon - Executive Director

Mock Interviews May 24th

Dear Prospective Volunteers,

The Tuscarora Area Chamber of Commerce has partnered with the Tuscarora School District again this year to provide 'Mock Interviews' for the mandatory "Life Skills" class taught to Juniors, Thursday, May 24, 2012. The "Mock Interview" is an effort to expose students to "real world" scenarios.

Here's How it Works

Each interviewer is set up at a table in the JBHS Library. The teacher gives you resumes and applications. You will review them then call the appropriate student in for the interview. You will be given sample interview questions, but are free to improvise and will be interviewing the student for approximately 10-15 minutes. Upon completion of the interview portion, you'll review the Evaluation Form with the student and offer suggestions on eye contact, presentation, completion of the application, etc. Please write this feedback in the comments section. The student will turn the Evaluation Form, resume and cover letter in to the teacher following this interview.

Why should you be a Mock Interviewer?

These students are your next best employees and this process helps them prepare themselves for the world of work. For a very small commitment of your time and energy, you will receive huge rewards and be delighted at the caliber of the students in our school.

How Do You Get Involved?

Contact me at 328-5827 or email info@tachamber.org.

Respectfully,

Mary-Anne

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MANAGER'S CORNER: *DO YOU HAVE A LEADERSHIP "LINE IN THE SAND"?*

- Are your employees clear as to what your expectations for performance are?
- Do your employees know what the non-negotiable attitudes and behaviors are that are expected of all team members (yourself included)?
- Do your employees know what the consequences are if they do not meet these expectations?
- Are they certain you will take action, one way or the other, depending upon how they choose to perform?
- Have you clearly drawn your leadership line-in-the-sand?

If you didn't answer "Yes" to every one of the above questions, you have some communicating to do. You see, if your employees aren't clear as to what standards, values, and attitudes you expect them to perform to and demonstrate, you're causing them to guess. Or, by default, you're allowing them to continue to under-perform or demonstrate behaviors that you believe are "inappropriate." You continue to be frustrated with them, and they continue to under-perform! This vicious cycle is your fault, it's not theirs. You've not clearly drawn your leadership "line in the sand."

I recently talked with a senior manager who was describing how his team is learning where his leadership line is. He's been managing this particular team for about one year. During that time, he gathered data on production, attendance, billable hours, overtime, etc. As a result, he has hard data on who is working hard and who is "getting by." Over the past several weeks, he's communicated his leadership "line in the sand" on work hours, overtime, production standards, etc., needed to best meet their customer needs. He also clearly stated he wanted the workload to be more evenly spread across all team members. As a result, the employees who were already working 20+ hours of overtime a week to meet the customers' needs, were intrigued. However, the few employees who had had attendance issues and had not been performing to these clearly defined standards soon started to identify the ramifications of being on one side of the leadership line or the other.

An underperforming employee asked the manager, "So you want to ensure the work is more evenly distributed." "Yep," replied the manager, "That's right."

"I agree it should be evenly distributed.... But that'll mean I'll have to work 3 more hours a week." "Yep."

"But I'll have to change my commuting schedule." "Yep."

"But this is going to be more work for me!" "Yep."

"So,... could I like lose my job if I don't work the additional hours?" "Yep."

Which side of the leadership line will the underperforming employee choose? It's his choice. Now that he knows where the line is, he can choose. Where's your leadership line-in-the-sand?



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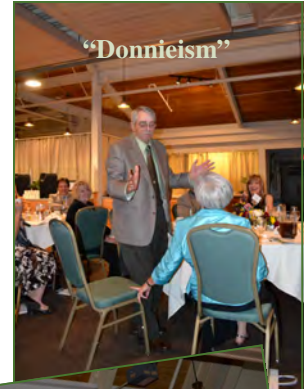
Email: rsmith17236@comcast.net

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Continued from Page 1

Allow me to shift gears for a moment.Does anyone know what a “Donnieism” is? For those of you that know Donnie, you know that he has these frequently used sayings. He probably has a hundred of them. Here are a few of my favorites. And by the way, please keep in mind; we’re manufacturing guys.

- Prior planning prevents p*ss poor performance!
- Right or wrong, you need to make a decision!
- Somebody around here needs to be boss, it might as well be me!
- Did you give your employer a good day’s work?
- And my favorite....I was one year into my D.L. Martin career. I was used to working for larger companies with a formal review process. As the days went by my anniversary date, I approached Mr. Martin and asked him when he would be giving me my review. He thought for a moment and responded, “I’ll let you know when you’re screwing up!” What more could I ask for.

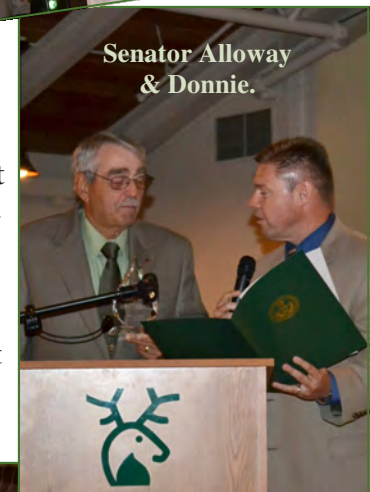


Today, Donnie and his wife Patti spend most of their time at their home in Georgia. I’m going to call it semi retirement because Donnie

spends the better part of his day taking care of their 600 acre farm and pecan grove. There’s some hunting, fishing and golfing, but Donnie does not enjoy leisure as most of us might envision it. He strongly believes in continuously exercising his mind, body and spirit.

When Donnie needs something fixed, he fixes it. When Patti needs something fixed, she calls Donnie. When the neighbors need something fixed, they call Donnie. One more quick story; up until a few years ago, we still had one of Donnie’s original lathes sitting out in the shop. We thought it would be a nice gesture to clean it up, get it chrome plated, and put it in our lobby for display. Donnie got wind of this, and said, “That’s still a good lathe...why would you want to waste it that way?” We sent it to him in Georgia and he still makes parts on it today.

To our fearless, hard working, entrepreneurial founder, I’m proud to present this years’ business person of the year award to Mr. Donnie Lee Martin!



Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

Annual Banquet April 26, 2012

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AUCTION DONATIONS

Bell Insurance, D.L. Martin Co., FASTSIGNS, Flannery's Tavern on the Square, Knob Hall Winery, Melissa McFadden, Mercersburg Academy Summer Programs, Mercersburg Printing, Penn National Insurance, St. Thomas Development, Snider's Jewelers, Susquehanna Bank, Terri Hollenshead, Waste Management, Whitetail Resort

Complimentary beer provided by Flannery's Tavern on the Square.



Tuscarora Area CHAMBER OF COMMERCE

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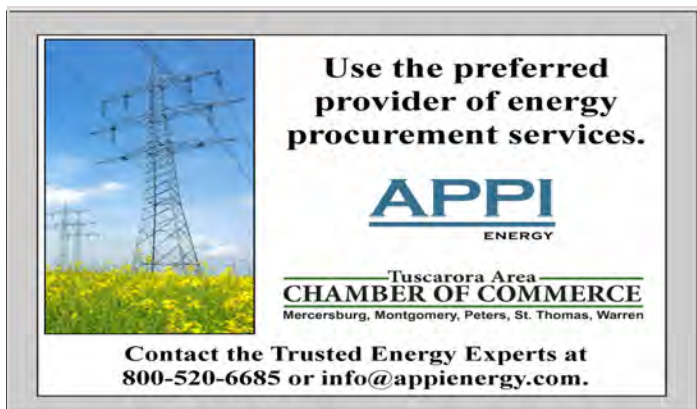


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MERCERSBURG OFFICE 5900 Ft. Loudon Road Mercersburg, PA 17236 717-328-5217	CHAMBERSBURG OFFICE 67 North Main Street Chambersburg, PA 17201 717-263-9215
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Mercersburg, Montgomery, Peters, St. Thomas, Warren

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UPCOMING CHAMBER EVENT

June 20, 2012

Chamber Partner Luncheon with PCI Insurance and APPI Energy

Noon-1pm

Whitetail Golf Resort

11573 Blairs Valley Rd.

Mercersburg, PA 17236

\$10 per person at the door only

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

UPCOMING COMMUNITY EVENTS

May 19, 2012

Women's Club of Mercersburg Fashion Show

John Allison House

11:45am \$25.00 per person

717 - 328- 3143

Flyer in the back of this newsletter

May 19, 2012

Lion's Club Golf Tournament

Whitetail Resort

Call 717-328-3701 for details

June 2, 2012

Buchanan Lioness Strawberry Festival

Lions Community Park

Park Ave.

Mercersburg, PA 17236

9am - 3pm

*Vendor Application and Dog Show Registration
in the back of this newsletter*

33rd
Annual

Mercersburg Townfest

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

2012 EXCLUSIVE SPONSORSHIPS		
Food Court Sponsor	10x20 spot included special mention as "Food Court Sponsored by" in ads, press release, web site and newsletter. .	1 Available \$500
Commercial Sponsor	10x20 spot included, special mention as "The chamber of commerce and _____ invite you to Mercersburg Townfest" in the Comcast Spotlight commercial.	1 Available \$500
Entertainment Sponsor	10x20 spot included, special mention as "Entertainment Sponsored by" in ads, press release, web site and newsletter	1 Available \$500
Family Reptile Petting Zoo Sponsor	10x20 spot included, special mention as "Petting Zoo Sponsored by" in ads, press release, web site and newsletter, signage in reptile area.	1 Available \$500
Family Scavenger Hunt Sponsor	10x20 spot included, special mention as "Scavenger Hunt Sponsored by" in ads, press release, web site and newsletter	1 Available \$500

Tuscarora Area Chamber of Commerce

Phone: 717-328-5827
E-mail: mgordon@tachamber.org
PO Box 161
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Name _____

Address _____

Phone/Email _____

Bill Me

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Sign up for:

- | | |
|---|----------|
| <input type="checkbox"/> Food Court Sponsor | \$500.00 |
| <input type="checkbox"/> Commercial Sponsor | \$500.00 |
| <input type="checkbox"/> Entertainment Sponsor | \$500.00 |
| <input type="checkbox"/> Reptile Zoo Sponsor | \$500.00 |
| <input type="checkbox"/> Scavenger Hunt Sponsor | \$500.00 |

Price

Call to confirm availability!



2nd Annual 5-miler

PROCEEDS BENEFIT MPMC PROJECT

The MPMC (Montgomery, Peters, Mercersburg Connectivity) goal is to build community vibrancy and enhance public spaces by connecting people and places with safe routes for pedestrians and cyclists

New This Year!!!!
Children's Fun Run
MPMC Health and Fitness
Expo

5 mile run/walk
Saturday, June 16, 2012 8:00 am
Lions Club Park
405 S. Park Ave. Mercersburg

The Runner's Sole



Race day registrations will take place at the Lions Club park pavilion.

Awards: 10 year age group awards based on pre-registrations

Race Day Registration and Packet Pick-up: 6:45 a.m. - 7:45 a.m.

Entry Fees: Entries postmarked by **May 21, 2012** - \$30.00 with t-shirt; \$25.00 without t-shirt

Entries postmarked **after May 21, 2012** - \$25.00 - no t-shirt guaranteed

(t-shirts will be ordered for pre-registered and supplied to race day registered on a first come first served basis)

Children's Fun Run - \$6.00 for the t-shirt.

Complete, clip, and mail to:
MPMC 5 miler
% Danielle Fox
5344 Fort Loudon Road
Mercersburg, Pa 17236

MPMC

Montgomery, Peters, Mercersburg Connectivity



visit us online at:

www.mpmcproject.org
and mac4wellness.org

Name: _____ Age on race day _____

Address: _____

City: _____ State: _____ Zip Code _____

Email _____

Gender (circle one) male female

t-shirt size: Adult S M L XL
Child S M L

WAIVER:
Upon acceptance of my entry, I, the undersigned, assume all the risks associated with running in this event and do hereby release and discharge MACWell, MPMC, and all other race representatives from any and all claims for damage, demands, and causes of action arising from or as a result of my participation in the race.

*Participants under 18 years of age must have a parent or legal guardian sign the application.

Athlete's signature _____

Parent/guardian must sign for runners under 18 years of age _____

MPMC 2nd Annual 5 miler

Health and Fitness Expo

The MPMC (Montgomery, Peters, Mercersburg Connectivity) goal is to build community vibrancy and enhance public spaces by connecting people and places with safe routes for pedestrians and bikers

The MPMC 5 mile event and Health/Fitness Expo will be held Saturday, June 16, 2012 8 am-12 pm to recognize fitness and wellness throughout Franklin County.

Expo participants will learn about proper running techniques, fitness options, and nutrition.

Mark Roschon from Newton ("Newton Natural Running") will be at the Expo!

Event Organizers:

Sponsorship Opportunities

Run for Racing (\$250)	<ul style="list-style-type: none"> •1 complimentary race entry •Space in Health/Fitness Expo •Verbal recognition at event •Business logo included on event t-shirt •Recognition in participant packets
Run For Fitness (\$100)	<ul style="list-style-type: none"> •Business name included on event t-shirts •Recognition in participant packets
Run for Fun (\$50)	<ul style="list-style-type: none"> •Recognition in participant packets
Health/Fitness Expo (\$100)	<ul style="list-style-type: none"> •Space at Health/Fitness Expo



a subcommittee of:



For more information, contact:
Danielle Fox, 717-860-5920
danielle.fox67@yahoo.com

or visit us online at:
mpmcproject.weebly.com/
and mac4wellness.org

Company Name: _____

Contact Name: _____

Address: _____

Phone: _____

Email: _____

Fax: _____

Sponsor Registration

Run for Racing \$250

Run for Fitness \$100

Run for Fun \$50

Health/Fitness Expo \$100

Return form to :

MPMC

% Danielle Fox

5344 Fort Loudon Road

Mercersburg, PA 17236

Checks payable to MACWell

Business Logo sent to

danielle.fox67@yahoo.com

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- 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, May 17, 2012 ~ 9:00 A.M. to 1:00 P.M.
Thursday, June 21, 2012 ~ 9:00 A.M. to 1:00 P.M.



Location: 720 Norland Avenue, Chambersburg, PA 17201
www.schultheisscpa.com

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 Email _____
 Additional Registrants:
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 2) _____

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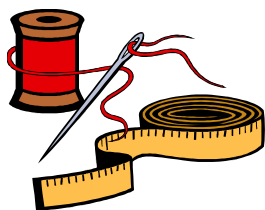
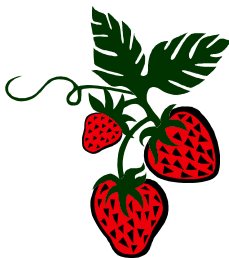
Featuring:

Craft and Flea Market

Yard Sale area

“FUN” Dog Show

Raffle



Saturday June 2, 2012



Vendor Application

Please check one:

Craft Flea Market Yard Sale

The Buchanan Lioness Club of Mercersburg, Mercersburg, PA invites you to participate in our annual Strawberry Festival.

Please read the Rules and Regulations on the next page.

Complete and return this application page and

\$15.00 donation **no later than May 30, 2012** to:

Buchanan Lioness Club

Shirley Keyser

28 Loudon Road

Mercersburg, PA 17236

Please Print:

Name: _____

Address: _____

Phone: _____

Description of your item (s): _____

I agree with the rules and regulations and agree not to make any claim against the Buchanan Lioness Club or Mercersburg Lions Club for any damages of property or injury to me or my employees.

Signature Required

Date

Rules and Regulations for all vendors:

Date: June 2, 2012

Place: Mercersburg Lions Park

405 South Park Street

Mercersburg, PA 17236

Time: 9:00 am - 2:00 pm

Donation: \$15.00 for 1 space (approx. 12' X 12')

Setup/Tear Down: Set up begins at 7:00

and must be completed by 9:00. Tear

down will begin at 2:00. No rain date if

cancelled due to rain.

The Strawberry Fest and “Fun” Dog show is an annual event that has grown each year. The Craft and Flea Market is a very big part of our event and we extend an invitation to you to join us. We have added Entertainment and in addition to our strawberry “treats”, the Mercersburg Lions Club will have their “Famous” Chicken Barbecue.

Proceeds go to community projects and to various Lions projects such as Beacon Lodge Camp for the Blind, Leader Dogs for the Blind, Lions eye research and others.

Please consider joining us for a fun day.

For more information call:

Shirley Keyser (717) 328-3104 or

Gloria Pine (717) 328-3862



The Buchanan Lioness Club of Mercersburg, PA
 21st Annual Strawberry Festival – Craft & Flea Market
 “FUN” Dog Show



Saturday, June 2, 2012 – Lions Community Park, Mercersburg PA

FUN Dog Show - 10:00 am to Noon



**Strawberry Festival
 Craft & Flea Market
 & Community Yard Sale**
 9:00 am to 2:00 pm



Fresh Local Covert Strawberries
 Strawberry Sundaes and Shortcakes
 Lions Famous Chicken Barbeque

Shop among the Vendors and enjoy the “Moon Bounce”

Sponsored by First National Bank of Mercersburg

TV, Kindle and Cash Raffle @ 2:00 pm

Categories:

- | | |
|--------------------|--------------------------------|
| 1. Prettiest | 6. Best Dressed |
| 2. Best Groomed | 7. Really “Laid Back” |
| 3. Most Obedient | 8. Best “Talker” (new) |
| 4. Hot Dog Bobbing | 9. Best Kisser |
| 5. Best Behind | 10. Best Trick (stupid or not) |



All types of dogs invited!

*Registration – Entry Form below

**VENDOR Application, Dog Show Registration, and Raffle Tickets
 available by calling 717-328-3862 or 717-328-3104**

June 2, 2012 FUN Dog Show Registration Entry Form

Dog's Name: _____ Owner's Name: _____

Address: _____ Phone: _____

Handler's Name (if different from owner) _____

Child Handler (ages 6 & under)? _____ Youth Handler (ages 7-12)? _____

List the Categories you wish to enter:: _____

Donations: \$6.00 for three categories. Benefits Leader Dog School for the Blind and the Beacon Lodge Camp for the blind.

Rules: Proof of current Rabies vaccination required. Dog must be under control and on leash at all times. Please clean up after your dog.

The Buchanan Lioness or Mercersburg Lion's Club is not responsible for accidents.

Please mail this registration along with your donation to: Buchanan Lioness c/o Gloria Pine, 12586 Orchard Circle, Mercersburg, PA 17236

Questions? 717-328-3862 or 717-328-3104

Pre-Register by May 30, 2011 to be listed in the show program, or register at the park, Saturday June 2, 9:00 am – 9:45 am



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

Present a

Spring Luncheon and Fashion Show

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

John Allison Public House, Greencastle, Pa.

\$25.00 per person

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

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

Door Prizes

Contact Henrietta Tyson
for tickets
717 - 328- 3143

PENNSYLVANIA FAST FACTS

APRIL 2012 EDITION

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

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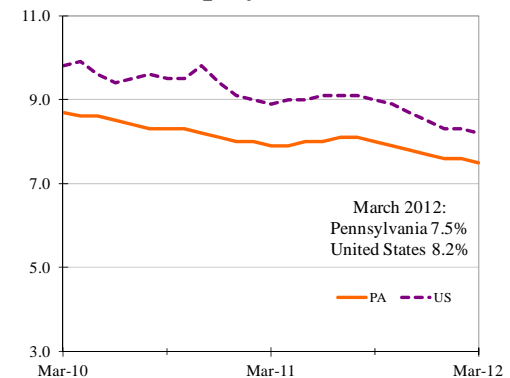
For additional information, please contact:
Center for Workforce Information & Analysis (CWIA)
 Call: 1-877-493-3282; Fax: 1-717-772-2168
 E-mail: workforceinfo@pa.gov
www.paworkstats.state.pa.us



Release Date: 04-27-2012
Next Release Date: 05-25-2012

LABOR FORCE STATISTICS

Unemployment Rate



Unemployment Rate (All data are seasonally adjusted)

- Pennsylvania's unemployment rate was 7.5% in March 2012
- Pennsylvania was ranked 28th (lowest rate) in the U.S.
- O-T-M change was -0.1 percentage points
- O-T-Y change was -0.4 percentage points
- Pennsylvania's unemployment rate has been at or below the U.S. rate for 65 consecutive months
- Change since December 2007 (the official start of the recession, at which time the unemployment rate was 4.6%) was +2.9 percentage points
- Change since February/March 2010 (when the unemployment rate peaked at 8.7%) was -1.2 percentage points
- PA's rate is forecast to be at 7.5% in 3rd quarter 2012 (see page 27 for additional Global Insight forecasts)
- March unemployment rates for DC 9.8%, NJ 9.0%, NY 8.5%, OH 7.5%, WV 6.9%, DE 6.9%, MD 6.6% (see page 20 for additional information)

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

Unemployment

- Pennsylvania's unemployment for March was 479,000
- O-T-M change was -5,000, O-T-Y change was -28,000
- Change since December 2007 was +187,000 (+64.0%)

Employment

- Pennsylvania's employment for March was 5,927,000
- O-T-M change was +21,000, O-T-Y change was +31,000
- Change since December 2007 was -161,000 (-2.6%)

Labor Force

- Pennsylvania's labor force for March was 6,406,000
- O-T-M change was +16,000, O-T-Y change was +3,000
- Change since December 2007 was +26,000 (+0.4%)

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

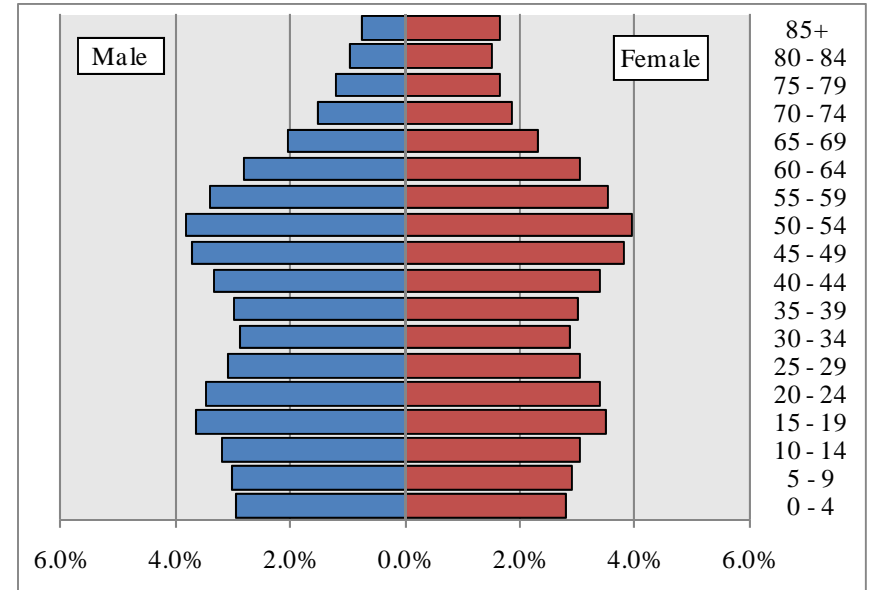
Quarter	Discouraged Workers	Part Time for Econ. Reasons	Average Duration of Unemployment (Weeks)	Labor Force Participation Rate	Employment to Population Ratio	Underemployment Rate	Long-Term Unemployed (>26 Weeks)
2012 Q1	42,900	327,500	31.1	63.2%	58.3%	14.4%	185,900
2011 Q4	23,200	279,600	29.5	62.8%	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 underemployment rate (which can be used to gauge the true nature of unemployment) was 14.4%.

POPULATION DEMOGRAPHICS

Population Pyramid of Pennsylvania Percent of Total Population 2010



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

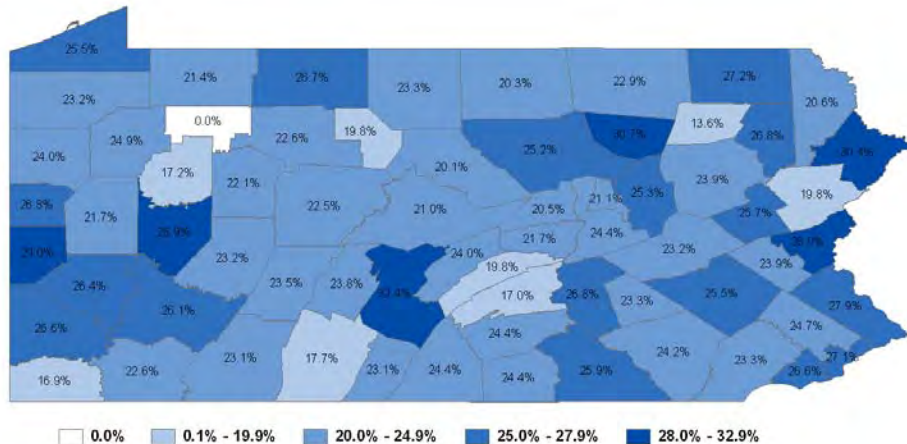
Age	Population	% of Population	% Change 2000-2010
Total Population	12,702,379	100.0%	3.4%
Age 19 and Under	3,179,390	25.0%	-2.8%
Age 20-64	7,563,682	59.5%	6.7%
Age 65 and Older	1,959,307	15.4%	2.1%

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

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

WORKFORCE INDICATORS

2011 Q2 Percent of Manufacturing Workers 55 and Older by County



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

2011 Q2 Top Manufacturing Groups Employing Workers 55 and Older

NAICS	Industry Group	Workers 55+	Total Employment	% Workers 55+
	All industry groups	1,194,450	5,426,530	22.0%
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

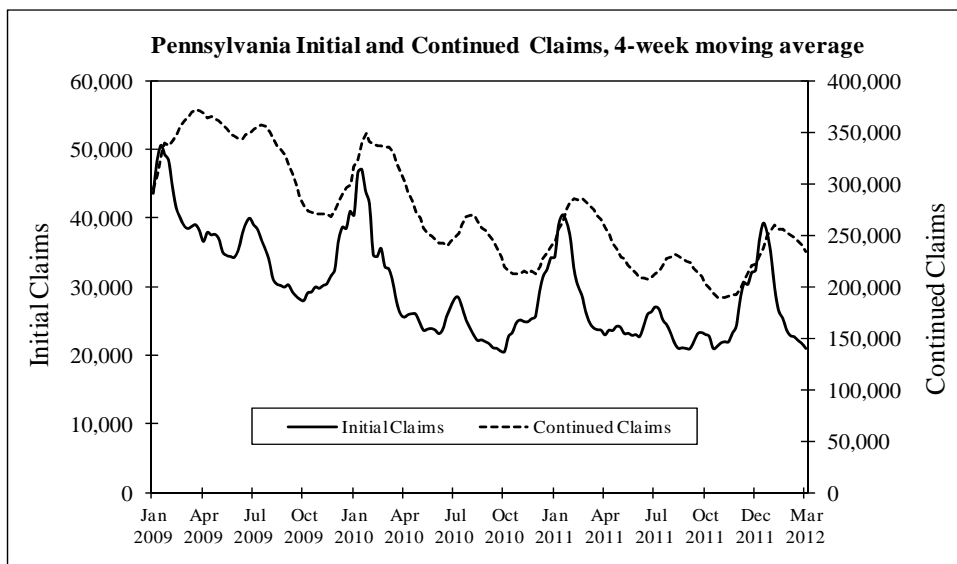
Unemployment Compensation Federal Loan Balance

- As of March 31, 2011: \$3,599,267,337
- As of April 17, 2012: \$3,856,609,653

Available Weeks of Benefits

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

Claims



All claims data are not seasonally adjusted.

O-T-Y: Over-the-Year

Regular Compensation

- Initial claims for March were 101,300, O-T-Y change was -12,800 (-11%)
- Continued claims for March were 961,200, O-T-Y change was -122,400 (-11%)

Emergency Compensation (EUC)

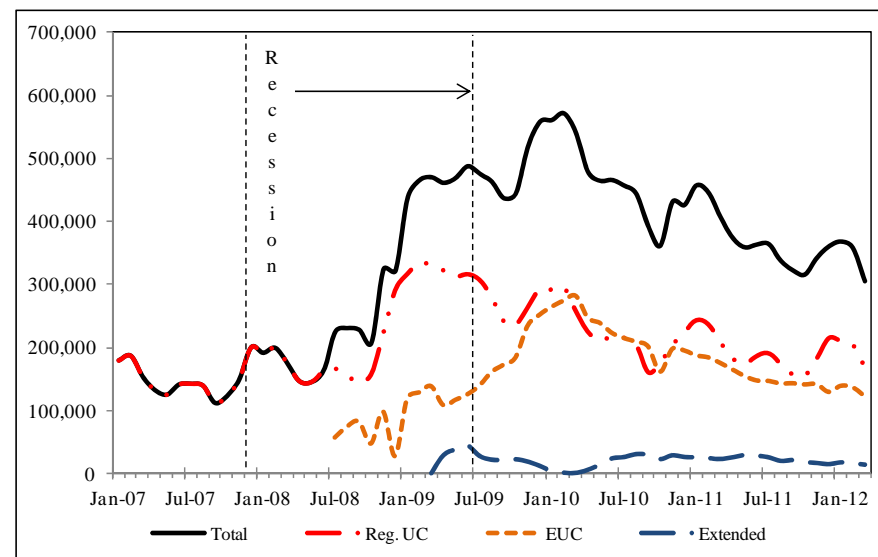
- Initial claims for March were 22,900, O-T-Y change was -3,700 (-14%)
- Continued claims for March were 593,400, O-T-Y change was -175,400 (-23%)

Extended Benefits (EB)

- Initial claims for March were 9,500, O-T-Y change was -7,000 (-42%)
- Continued claims for March were 82,500, O-T-Y change was -66,700 (-45%)

UNEMPLOYMENT COMPENSATION

Individual Payments



Individual Payments by Week Ending Date

Program	Mar 31, 2012	Feb 25, 2012	Sep 24, 2011
Total	305,684	358,360	323,077
Regular UC	168,711	204,719	157,879
Emergency UC	123,090	137,381	144,073
Extended Benefits	13,883	16,260	21,125

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 March 31, 2012.

- The number of individuals who had exhausted regular state UC benefits (26 weeks) and were receiving some form of emergency or extended benefits was 136,973 for the week ending March 31, 2012.
- For the same week, the total number of individuals who received UC benefits (305,684) was lower than both the previous month (358,360) and six months ago (323,077).
- The total number of individuals who received emergency UC benefits (123,090) was lower than both the previous month (137,381) and six months ago (144,073).

UNEMPLOYMENT COMPENSATION

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

Pre-UC Supersector	Exhaustees	% of Total
Total	202,000	100%
Natural Resources & Mining	1,140	0.6%
Construction	18,960	9.4%
Manufacturing	31,240	15.5%
Trade, Transportation & Utilities	43,790	21.7%
Information	3,490	1.7%
Financial Activities	10,220	5.1%
Professional & Business Services	42,050	20.8%
Education & Health Services	23,450	11.6%
Leisure & Hospitality	16,300	8.1%
Other Services	5,720	2.8%
Government	1,970	1.0%
Unclassified Industry	3,670	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 March 31, 2012, the number of individuals who exhausted all available state and federal UC benefits was 202,000.
- In March 2012 alone, total exhaustions were 6,000. (See next page)
- The supersector with the highest number of exhaustees was Trade, Transportation & Utilities with 43,790, or 21.7% of all exhaustees.
- The next highest number of UC Exhaustees was from the Professional & Business Services supersector with 42,050, or 20.8%.

UNEMPLOYMENT COMPENSATION

Estimates of UC Exhaustees by County

Area	Jan 2010 - Feb 2012	Actual Mar 2012	Projected			Total
			Apr 2012	May 2012	Jun 2012	
Pennsylvania	196,000	6,000	6,000	20,000	11,000	239,000
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Adams County	1,630	90	50	170	90	2,030
Allegheny County	15,230	480	470	1,550	850	18,580
Armstrong County	2,340	30	70	240	130	2,810
Beaver County	4,380	100	130	450	250	5,310
Bedford County	870	50	30	90	50	1,090
Berks County	6,830	180	210	700	380	8,300
Blair County	1,790	40	50	180	100	2,160
Bradford County	1,480	10	50	150	80	1,770
Bucks County	6,840	190	210	700	380	8,320
Butler County	2,000	60	60	200	110	2,430
Cambria County	2,890	70	90	290	160	3,500
Cameron County	200	10	10	20	10	250
Carbon County	1,200	30	40	120	70	1,460
Centre County	860	40	30	90	50	1,070
Chester County	4,790	120	150	490	270	5,820
Clarion County	520	30	20	50	30	650
Clearfield County	1,370	40	40	140	80	1,670
Clinton County	470	20	10	50	30	580
Columbia County	810	30	20	80	50	990
Crawford County	1,230	20	40	130	70	1,490
Cumberland County	2,290	70	70	230	130	2,790
Dauphin County	4,140	150	130	420	230	5,070
Delaware County	7,690	200	240	780	430	9,340
Elk County	610	10	20	60	30	730
Erie County	5,160	110	160	530	290	6,250
Fayette County	2,510	130	80	260	140	3,120
Forest County	70	<10	<10	10	<10	80
Franklin County	1,770	70	50	180	100	2,170
Fulton County	270	<10	10	30	20	330
Greene County	370	<10	10	40	20	440
Huntingdon County	780	40	20	80	40	960
Indiana County	1,120	40	30	110	60	1,360
Jefferson County	700	10	20	70	40	840

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

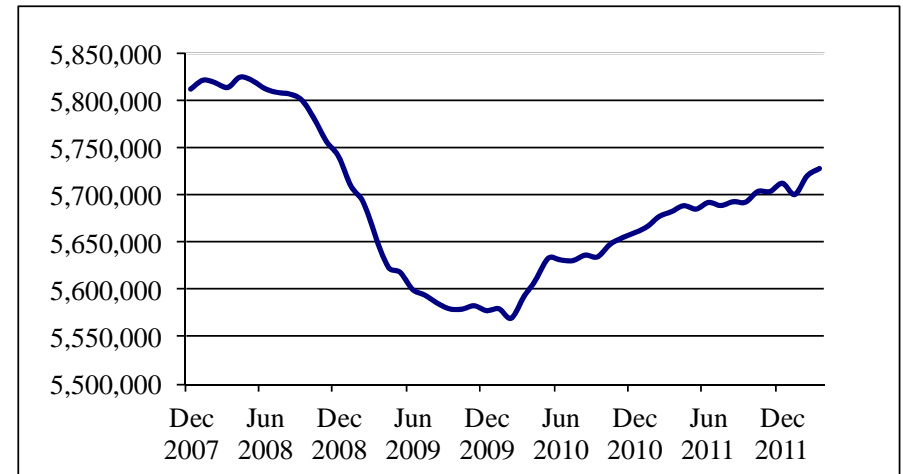
Area	Jan 2010 - Feb 2012	Actual	Projected			Total
		Mar 2012	Apr 2012	May 2012	Jun 2012	
Juniata County	260	10	10	30	10	320
Lackawanna County	3,650	140	110	370	200	4,470
Lancaster County	5,910	190	180	600	330	7,210
Lawrence County	1,340	50	40	140	80	1,650
Lebanon County	1,440	30	40	150	80	1,740
Lehigh County	6,060	200	190	620	340	7,410
Luzerne County	6,210	300	190	630	350	7,680
Lycoming County	1,730	60	50	180	100	2,120
McKean County	660	10	20	70	40	800
Mercer County	1,500	30	50	150	80	1,810
Mifflin County	740	30	20	80	40	910
Monroe County	2,430	80	70	250	140	2,970
Montgomery County	9,910	280	300	1,010	560	12,060
Montour County	130	10	<10	10	10	160
Northampton County	3,770	120	120	380	210	4,600
Northumberland County	1,730	60	50	180	100	2,120
Perry County	600	20	20	60	30	730
Philadelphia County	36,770	1,100	1,130	3,750	2,060	44,810
Pike County	410	10	10	40	20	490
Potter County	200	<10	10	20	10	240
Schuylkill County	3,020	140	90	310	170	3,730
Snyder County	470	10	10	50	30	570
Somerset County	1,320	50	40	130	70	1,610
Sullivan County	50	<10	<10	10	<10	60
Susquehanna County	340	10	10	30	20	410
Tioga County	260	10	10	30	10	320
Union County	330	20	10	30	20	410
Venango County	800	<10	20	80	40	940
Warren County	500	20	20	50	30	620
Washington County	2,290	80	70	230	130	2,800
Wayne County	440	10	10	40	20	520
Westmoreland County	5,330	160	160	540	300	6,490
Wyoming County	320	10	10	30	20	390
York County	5,870	180	180	600	330	7,160
Other	4,000	100	120	410	220	4,850

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 March 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 5,728,400 in March
- O-T-M change for March was +7,800 (+0.1%)
- O-T-Y change for March was +45,700 (+0.8%), the 23rd consecutive O-T-Y increase
- Change since December 2007, the start of the recession, was -84,200 (-1.4%)
- Global Insight forecasts PA nonfarm jobs to recover to pre-recession levels (4th quarter 2007) in the 2nd quarter 2013 at 5,827,100 (see page 27 for additional Global Insight forecasts).

U.S. Job Facts

- U.S. Nonfarm jobs were at 132.8 million in March
- O-T-M change for March was +120,000 (+0.1%)
- O-T-Y change for March was +1,899,000 (+1.5%)
- Change since December 2007 was -5,161,000 (-3.7%)

PA Jobs Detail

- March's jobs increase was concentrated in service-providing industries, which were up 8,200, while goods-producing jobs declined for the first time since November 2011
- Two supersectors, mining & logging and leisure & hospitality, reached new record high levels in March, while professional & business services remained at the record high set in February
- Nine of the eleven supersectors added jobs since last March

JOBS BY INDUSTRY

Pennsylvania Nonagricultural Wage & Salary Employment

Seasonally Adjusted

Industry Sector	March 2012	Change from February 2012	Change from December 2007	
			volume	percent
Total Nonfarm Jobs	5,728,400	7,800	-84,200	-1.4%
Goods-Producing Industries	835,700	-400	-100,700	-10.8%
Mining & Logging	38,500	500	17,200	80.8%
Construction	226,700	-3,000	-33,100	-12.7%
Manufacturing	570,500	2,100	-84,800	-12.9%
Durable Goods	351,400	1,500	-53,700	-13.3%
Nondurable Goods	219,100	600	-31,100	-12.4%
Service-Providing Industries	4,892,700	8,200	16,500	0.3%
Trade, Transp. & Utilities	1,100,300	4,000	-34,200	-3.0%
Wholesale Trade	228,300	-1,200	-11,900	-5.0%
Retail Trade	629,800	2,800	-26,000	-4.0%
Transp., Warehousing & Utilities	242,200	2,400	3,700	1.6%
Information	88,900	-800	-19,400	-17.9%
Financial Activities	312,800	1,700	-19,100	-5.8%
Finance & Insurance	250,000	500	-15,200	-5.7%
Real Estate & Rental & Leasing	62,800	1,200	-3,900	-5.8%
Professional & Business Services	715,700	0	3,800	0.5%
Professional & Technical Services	312,200	200	-1,900	-0.6%
Management of Companies	125,700	0	14,800	13.3%
Admin & Waste Services	277,800	-200	-9,100	-3.2%
Education & Health Services	1,165,400	-400	80,700	7.4%
Educational Services	248,200	2,800	26,400	11.9%
Health Care & Social Assistance	917,200	-3,200	54,300	6.3%
Leisure & Hospitality	522,000	7,000	18,700	3.7%
Arts, Entertainment & Recreation	97,400	2,400	11,700	13.7%
Accommodation & Food Services	424,600	4,600	7,000	1.7%
Other Services	253,700	-800	-1,200	-0.5%
Government	733,900	-2,500	-12,800	-1.7%
Federal Government	101,600	300	-2,100	-2.0%
State Government	157,500	200	-3,300	-2.1%
Local Government	474,800	-3,000	-7,400	-1.5%

Source: Current Employment Statistics

INDUSTRY HIGHLIGHTS

Industries with Growing Companies in 2nd Quarter 2011

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

Growing Companies Detail

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

Industries with Declining Companies in 2nd Quarter 2011

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

Declining Companies Detail

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

PA EMPLOYER ACTIVITIES

(Based on published media reports)

Reported^{1/} Openings or Expansions by Industry

Industry	Jan to Mar 2012		Apr 2011 to Mar 2012	
	Events	Employment Gain	Events	Employment Gain
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	0	0	1	90
Utilities	0	0	0	0
Construction	0	0	0	0
Manufacturing	0	0	6	600
Wholesale Trade	0	0	1	71
Retail Trade	17	1,170	60	4,720
Transportation and Warehousing	1	300	6	550
Information	0	0	3	3,285
Financial Activities	1	31	3	562
Professional and Business Services	1	90	9	1,065
Education and Health Services	2	270	4	695
Leisure and Hospitality	7	575	34	2,761
Other Services	1	75	1	75
Public Administration	0	0	0	0
Total	30	2,511	128	14,474

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

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

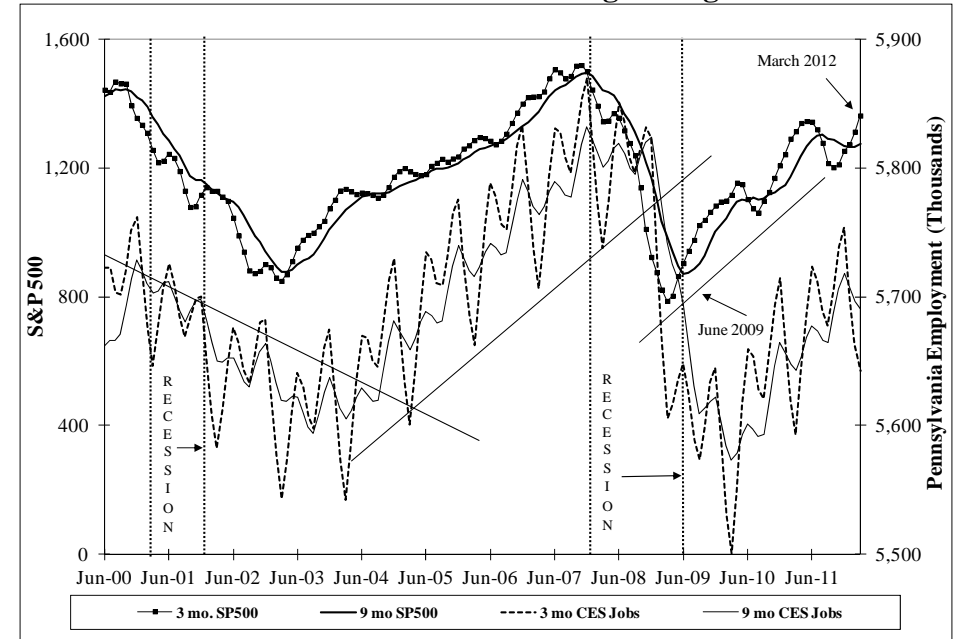
Industry	Jan to Mar 2012		Apr 2011 to Mar 2012	
	Events	Employment Loss	Events	Employment Loss
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	0	0	1	-46
Utilities	0	0	0	0
Construction	0	0	1	-80
Manufacturing	11	-1,574	47	-4,893
Wholesale Trade	0	0	5	-263
Retail Trade	4	-152	35	-2,056
Transportation and Warehousing	1	-58	11	-1,465
Information	2	-85	7	-3,388
Financial Activities	4	-189	12	-1,196
Professional and Business Services	2	-230	15	-1,669
Education and Health Services	3	-378	29	-5,196
Leisure and Hospitality	13	-520	26	-1,093
Other Services	0	0	1	-190
Public Administration	1	-91	2	-127
Total	41	-3,277	192	-21,662

^{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 1,408 in March, down 141 points from a record high of 1,549 in October 2007.
- The O-T-M change was +43 points (+3.1%)
- The O-T-Y change was +83 points (+6.2%)

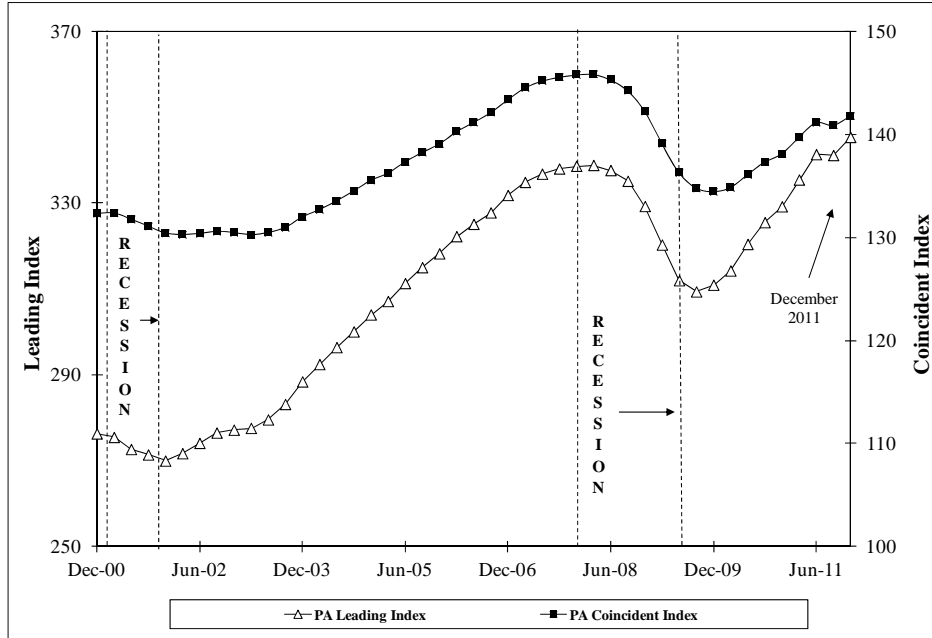
O-T-M: Over-the-Month
O-T-Y: Over-the-Year

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 27 out of 35 months since June 2009. It dropped below in August 2011 due to uncertainty in the national economy, but it rose above again in January 2012. Employment appears to have bottomed out in March 2010, and CES employment looks to be following an upwards trajectory, although the three-month SMA dropped below the nine-month SMA for the first time since April 2011.

ECONOMIC INDICATORS

Pennsylvania Leading and Coincident Indexes, Quarterly Average



Leading Index

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

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

Coincident Index

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

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

MASS LAYOFF STATISTICS

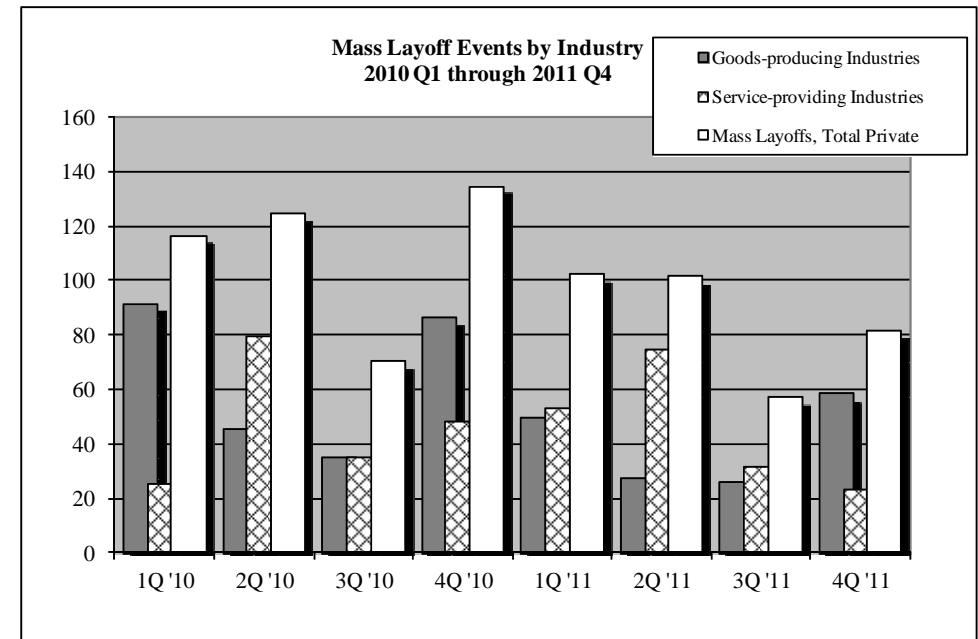
Statewide Mass Layoff Events by Industry 2011 Q4 and 2010 Q4

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

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

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

Total Separations - Number of employees affected by layoff events



NEW HIRES

Pennsylvania New Hires, 2010 to 2011, 4th Quarter

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

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

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

STATE UNEMPLOYMENT

RATES

Current Unemployment Rates for States and Historical Highs/Lows

Seasonally Adjusted

State	Mar 2012	Historical High		Historical Low	
	Rate (%)	Date	Rate	Date	Rate
ND	3.0	Feb-83	6.8	Jul-01	2.6
NE	4.0	Feb-83	6.7	Feb-98	2.2
SD	4.3	Feb-83	6.0	Mar-00	2.5
VT	4.8	Jan-76	8.8	Apr-00	2.4
IA	5.2	Mar-83	8.6	Oct-99	2.5
NH	5.2	Sep-92	7.6	May-87	2.1
WY	5.3	Jan-87	9.1	Apr-79	2.3
OK	5.4	Jun-83	9.2	Dec-00	2.8
VA	5.6	Jan-83	7.8	Dec-00	2.2
MN	5.8	Dec-82	9.1	Mar-99	2.5
UT	5.8	Mar-83	10.0	Mar-07	2.4
KS	6.2	Aug-09	7.6	Apr-79	3.0
MT	6.2	Mar-83	8.8	Dec-06	3.1
HI	6.4	Jan-76	9.9	Dec-06	2.3
MA	6.5	Jan-76	11.1	Oct-00	2.6
MD	6.6	Nov-82	8.4	Feb-08	3.3
WI	6.8	Jan-83	11.5	Feb-00	3.0
DE	6.9	Dec-76	9.3	Feb-89	2.8
WV	6.9	Mar-83	18.1	Apr-08	3.9
AK	7.0	Jun-86	11.5	Apr-07	5.9
TX	7.0	Nov-86	9.3	Jan-01	4.2
LA	7.1	Nov-86	12.8	Jul-06	3.6
ME	7.2	Jan-77	9.0	Jan-01	3.1
NM	7.2	Mar-83	10.0	Jun-07	3.4
AL	7.3	Dec-82	14.3	Apr-07	3.2
AR	7.4	Jul-83	10.1	Nov-00	4.0

State	Mar 2012	Historical High		Historical Low	
	Rate (%)	Date	Rate	Date	Rate
MO	7.4	Feb-83	10.6	Jan-00	2.8
OH	7.5	Jan-83	13.9	Jan-01	3.8
PA	7.5	Mar-83	12.9	Mar-00	4.0
CT	7.7	Dec-10	9.4	Oct-00	2.1
CO	7.8	Nov-10	9.0	Jan-01	2.6
ID	7.9	Feb-83	9.6	Mar-07	2.7
TN	7.9	Jan-83	12.8	May-00	3.9
IN	8.2	Jan-83	12.7	Apr-99	2.6
WA	8.3	Nov-82	12.2	May-07	4.4
MI	8.5	Dec-82	16.8	Mar-00	3.3
NY	8.5	Nov-76	10.3	Apr-88	4.0
AZ	8.6	Jan-83	11.6	Jul-07	3.5
KY	8.6	Jan-83	12.0	Jun-00	4.1
OR	8.6	Jan-83	12.1	Feb-95	4.7
IL	8.8	Feb-83	12.9	Feb-99	4.2
SC	8.9	Dec-09	12.0	Mar-98	3.2
FL	9.0	Feb-10	11.4	Aug-06	3.3
GA	9.0	Jan-10	10.5	Dec-00	3.3
MS	9.0	Apr-83	13.5	Apr-01	4.9
NJ	9.0	Dec-76	10.7	Jul-00	3.6
NC	9.7	Feb-10	11.4	Mar-99	3.1
DC	9.8	Feb-83	11.6	May-89	4.8
CA	11.0	Oct-10	12.4	Jan-01	4.7
RI	11.1	Jan-10	11.9	Jul-88	2.9
NV	12.0	Oct-10	14.0	Apr-00	3.8

Note: Data series begins in January 1976.

BUSINESS EMPLOYMENT DYNAMICS

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

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

During the 2nd quarter 2011, Pennsylvania:

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

During the same period, in Pennsylvania:

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

Private Sector Gross Job Gains and Losses

Seasonally Adjusted

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

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

HELP WANTED ONLINE ADS

Pennsylvania Help Wanted Online Active Ads by Industry Sector

Industry Sector	March 2012	March 2011	Volume Change	Percent Change
Total Ads by Industry Sector	201,736	178,667	23,069	12.9%
Goods-producing Industries	9,936	7,947	1,989	25.0%
Ag, Forestry, Fishing, Hunt.	110	70	40	57.1%
Mining	259	339	-80	-23.6%
Construction	1613	1110	503	45.3%
Manufacturing	7,954	6,428	1,526	23.7%
Service-providing Industries	86,839	76,070	10,769	14.2%
Trade, Transp. & Utilities	22,367	17,553	4,814	27.4%
Wholesale Trade	5,185	4,863	322	6.6%
Retail Trade	13,141	9,534	3,607	37.8%
Transp., Warehouse & Utilities	4,041	3,156	885	28.0%
Information	2,486	3,015	-529	-17.5%
Financial Activities	7,601	7,068	533	7.5%
Finance & Insurance	5,786	5,210	576	11.1%
Real Estate & Rental & Leasing	1,815	1,858	-43	-2.3%
Professional & Business Svcs.	28,254	25,992	2,262	8.7%
Professional & Technical Svcs.	11,204	10,199	1,005	9.9%
Management of Companies	33	56	-23	-41.1%
Admin & Waste Services	17,017	15,737	1,280	8.1%
Education & Health Services	19,158	16,979	2,179	12.8%
Educational Services	3,572	3,058	514	16.8%
Health Care & Social Assistance	15,586	13,921	1,665	12.0%
Leisure & Hospitality	3,985	2,813	1,172	41.7%
Arts, Entertainment & Recreation	463	434	29	6.7%
Accommodation & Food Svcs.	3,522	2,379	1,143	48.0%
Other Services	2,130	1,943	187	9.6%
Government	858	707	151	21.4%
Unclassified or unavailable	104,961	94,650	10,311	10.9%

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	March 2012	March 2011	Volume Change	Percent Change
Total	202,474	179,490	22,984	12.8%
Sales and Related	26,260	23,430	2,830	12.1%
Healthcare Practitioners and Technical	24,662	25,055	-393	-1.6%
Computer and Mathematical	20,861	19,494	1,367	7.0%
Office and Administrative Support	20,828	18,317	2,511	13.7%
Management	17,708	16,848	860	5.1%
Transportation and Material Moving	12,286	10,508	1,778	16.9%
Business and Financial Operations	10,742	8,916	1,826	20.5%
Architecture and Engineering	8,797	6,267	2,530	40.4%
Healthcare Support	8,304	7,933	371	4.7%
Production	8,177	6,739	1,438	21.3%
Installation, Maintenance, and Repair	7,554	5,780	1,774	30.7%
Food Preparation and Serving Related	7,185	6,002	1,183	19.7%
Arts, Design, Entertainment, Sports, and Media	4,397	3,235	1,162	35.9%
Education, Training, and Library	4,277	3,620	657	18.1%
Personal Care and Service	3,872	3,036	836	27.5%
Community and Social Services	3,758	3,176	582	18.3%
Building & Grounds Cleaning & Maintenance	3,547	3,261	286	8.8%
Construction and Extraction	3,347	2,928	419	14.3%
Life, Physical, and Social Science	3,159	2,580	579	22.4%
Protective Service	1,516	1,186	330	27.8%
Legal	958	964	-6	-0.6%
Farming, Fishing, and Forestry	255	154	101	65.6%
Military Specific	19	61	-42	-68.9%
Miscellaneous	5	0	5	N/A

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

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Industries Help Wanted Online Active Ads

Industry	March 2012
Temporary Help Services	6,001
Employment Placement Agencies	5,549
General Medical and Surgical Hospitals	3,453
Home Health Care Services	2,384
Office Supplies and Stationery Stores	2,233
Colleges, Universities, and Professional Schools	1,922
Commercial Banking	1,907
Computer Systems Design Services	1,891
Home Centers	1,647
Nursing Care Facilities	1,633
All Other Miscellaneous Ambulatory Health Care Services	1,622
Department Stores (except Discount Department Stores)	1,587
General Freight Trucking, Long-Distance, Truckload	1,566
Custom Computer Programming Services	1,504
Offices of Physicians (except Mental Health Specialists)	1,471
All Other Professional, Scientific, and Technical Services	1,471
Engineering Services	1,423
Limited-Service Restaurants	1,356
All Other Business Support Services	1,174
Insurance Agencies and Brokerages	1,139
Office Administrative Services	1,022
Hotels (except Casino Hotels) and Motels	937
Other Individual and Family Services	916
General Line Grocery Merchant Wholesalers	847
Administrative Management & General Mgmt. Consulting Services	838

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Occupations Help Wanted Online Active Ads

Occupation	March 2012
Registered Nurses*	7,345
Retail Salespersons	6,485
Truck Drivers, Heavy and Tractor-Trailer*	6,395
First-Line Supervisors/Managers of Retail Sales Workers	5,094
Customer Service Representatives*	4,477
Computer Systems Analysts*	4,203
Web Developers	3,237
Physical Therapists*	3,226
Supervisors/Managers of Food Prep. & Serving Workers	3,103
Occupational Therapists*	3,093
Computer Support Specialists*	2,661
Executive Secretaries and Administrative Assistants*	2,619
Industrial Engineers*	2,606
Sale Reps, Wholesale & Mfg. (except Sci & Tech)*	2,501
Accountants*	2,392
Medical and Health Services Managers	2,333
Supervisors/Managers of Office and Admin. Support Workers*	2,247
Supervisors/Managers of Production & Operating Workers*	2,131
Occupational Therapist Assistants*	1,967
Computer Software Engineers, Applications*	1,952
Marketing Managers	1,937
Speech-Language Pathologists	1,934
Sales Representatives, Services, All Other	1,927
Sales Managers	1,910
Home Health Aides*	1,710

*2011 High Priority Occupation (HPO) for PA

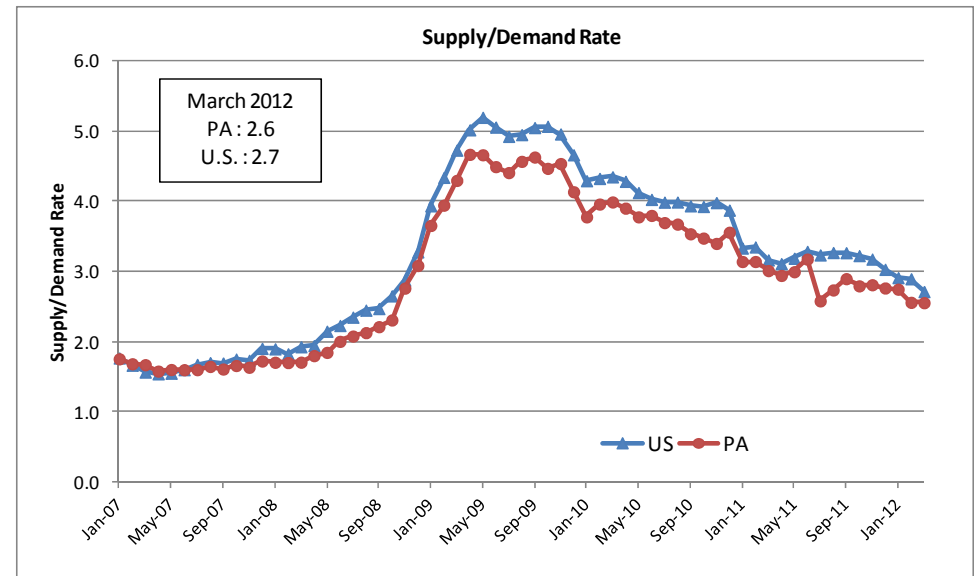
HELP WANTED ONLINE ADS

Pennsylvania Top 25 Employers Help Wanted Online Active Ads

Employer	Mar 2012
Staples	2,196
Lowe's	1,183
Reflectx Services	1,130
Allegis Group	1,020
BAYADA Home Health Care	968
IBM	835
PNC	832
StaffUS Healthcare, LLC.	822
Aerotek	736
Community Health Systems	723
Pizza Hut	715
Judge Group, Inc.	645
Deloitte	594

Employer	Mar 2012
WellSpan Health	592
Capital Healthcare Solutions, In...	585
JCPenney	578
Geisinger Health System	566
Adecco	549
Genesis HealthCare	532
CrossMark	528
Dick's Sporting Goods	500
HGI Healthcare Staffing	491
Comcast	461
Lockheed Martin	447
Medical Staffing Network	444

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	7.5%	7.4%	7.4%	7.3%	7.2%
U.S.	8.3%	8.2%	8.2%	8.1%	8.1%

- 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	5,761	5,786	5,807	5,827	5,847
U.S.	133,466	134,058	134,566	135,052	135,553

NEWS OF THE MONTH

New Data Sets in the Workforce Investment Area Fast Facts Reports

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

Unemployment Compensation Initial Claims Demographics

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

Workforce Investment Act Common Measures

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

The WIA Fast Facts reports can be found at:

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

DEFINITIONS

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

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

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

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

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

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

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

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

Demographics: Characteristics of a population

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

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

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

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

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

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

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

DEFINITIONS

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

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

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

UNEMPLOYMENT COMPENSATION - Source: Pennsylvania Department of Labor & Industry

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

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

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

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

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

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

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

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

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

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

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

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

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

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

DEFINITIONS

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

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

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

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

PA EMPLOYER ACTIVITIES - Source: Based on media reports

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

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

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

PA CES Employment: Pennsylvania total nonfarm jobs.

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

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

DEFINITIONS

MASS LAYOFF STATISTICS - Source: Pennsylvania Department of Labor & Industry; Mass Layoff Statistics (MLS)

The MLS program collects and reports on mass layoff actions that result in workers being separated from their jobs. Monthly mass layoff numbers are from establishments which have at least 50 initial claims for unemployment compensation filed against them during a five-week period.

NEW HIRES - Source: Pennsylvania Department of Labor & Industry

New Hire Reporting is a process by which employers report information on all employees hired on or after January 1, 1998, to locate non-custodial parents, establish child support orders, or enforce existing orders. Company and individual data are confidential and cannot be reported on. However, the data can be aggregated to show where and in what industries hiring is taking place as an indication of what sectors of the economy are experiencing growth or decline. Approximately 60 percent of all new hires are captured. New hire counts by industry are an indication of trend only.

OTHER STATES RATES - Source: U.S. Bureau of Labor Statistics; Local Area Unemployment Statistics

BUSINESS EMPLOYMENT DYNAMICS - Source: U.S. Bureau of Labor Statistics

Business Employment Dynamics (BED) data track the expansion and contraction of employment for private businesses. These employment changes - gross job gains (expansions and openings) and gross job losses (reductions and closures) - are components of the net change in employment at the establishment level. These data help to provide a picture of the dynamic state of the labor market. For example, even in an economic recession there are businesses that hire as well as businesses that lay off workers.

HELP WANTED ONLINE ADS - Source: The Conference Board Help Wanted OnLine™ (HWOL)

The Conference Board Help Wanted OnLine data set provides real-time insight into the employment marketplace through the world's largest database of online job ads. Jobs ads can be classified by industry, occupation, employer, and geographic area. Data are analyzed for employment trends and to forecast economic conditions. The underlying data for The Conference Board HWOL are provided by Wanted Technologies Corporation.

SHORT-TERM FORECASTS - Source: IHS Global Insight

Global Insight's economic forecasts are based on past trends. These trends are used in conjunction with an econometric model to predict the future state of the economy. Global Insight provides economic and financial information on countries, regions and industries.

NEWS OF THE MONTH - Source: Pennsylvania Department of Labor & Industry

MAP OF UNEMPLOYMENT RATES BY COUNTY - Source: Pennsylvania Local Area Unemployment Statistics (LAUS).

