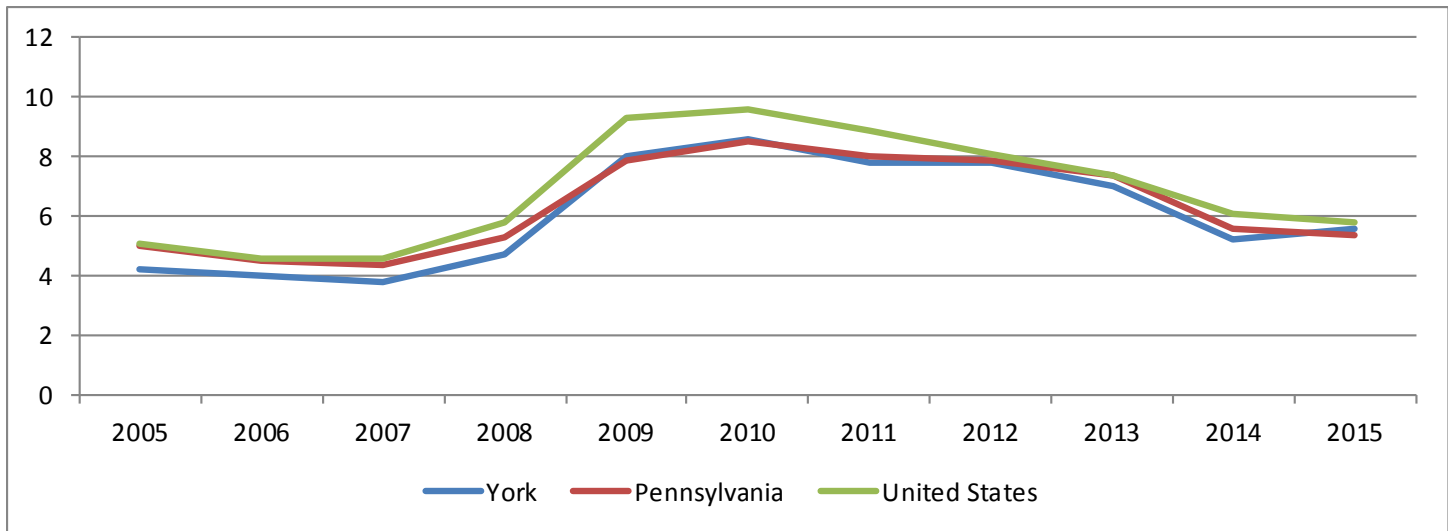


Labor Statistics

	York County May 2014	York County June 2015	Pennsylvania July 2015	United States 2013
Labor Force	225,100	234,100	6,524,000	158,197,577
Employment	212,900	222,100	6,140,000	141,864,697
Unemployment	12,200	12,000	384,000	15,249,189
Unemployment Rate	5.4%	5.1%	5.9%	9.7%

Source: Center for Workforce Information and Analysis
(Not Seasonally Adjusted); U.S. Census Data

Unemployment Rate



Right to Work and Union Information	
Right to Work State	No
York-Hanover, PA MSA - Private Workforce Organized (%)	10.7%
Pennsylvania - Private Workforce Organized (%)	12.7%

Source: UnionStats.com - 2013 Data

Wage by Industry Sector



NAICS Code	Industry Sector	Number of Establishments 2014	Number of Employees 2014	County Wage	Pennsylvania Wage
11	Agriculture, Forestry, Fishing and Hunting	62	590	\$26,000	\$30,784
21	Mining	10	361	\$71,968	\$79,456
22	Utilities	24	1307	\$109,408	\$82,524
23	Construction	824	10382	\$54,704	\$57,668
31-33	Manufacturing	592	30,698	\$52,572	\$55,848
42	Wholesale Trade	476	6,241	\$53,924	\$70,720
44-45	Retail Trade	1,209	21,451	\$24,596	\$26,104
48-49	Transportation and Warehousing	293	9,332	\$41,496	\$45,760
51	Information	72	1,650	\$48,204	\$65,988
52	Finance and Insurance	476	3,382	\$60,476	\$72,800
53	Real Estate and Rental and Leasing	284	1,765	\$41,288	\$49,504
54	Professional, Scientific, and Technical Services	716	5,755	\$53,404	\$79,768
55	Management of Companies and Enterprises	84	3,966	\$81,640	\$103,220
56	Admin., Support, Waste Management, Remediation	463	9,668	\$26,936	\$32,500
61	Educational Services	228	10,321	\$47,268	\$53,300
62	Health Care and Social Assistance	1,216	24,589	\$47,944	\$46,904
71	Arts, Entertainment and Recreation	141	2,390	\$14,196	\$29,120
72	Accommodation and Food Services	761	13,856	\$13,936	\$16,692
81	Other Services (Except Public Administration)	875	6,489	\$26,208	\$30,004
York County Total		8,806	164,193	\$47,167	\$54,140

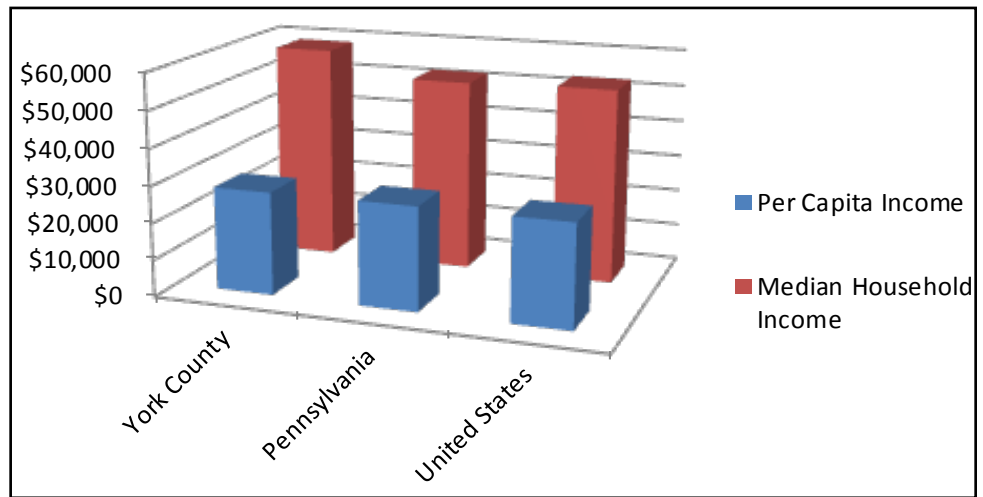
Source: Pennsylvania Department of Labor & Industry - Center for Workforce Information & Analysis
3rd Quarter, 2014



Income & COLI

	York County	Pennsylvania	United States
Per Capita Income	\$28,454	\$28,912	\$28,555
Median Household Income	\$58,906	\$53,115	\$53,482

Source: U.S. Census Bureau 2010-2014 American Community Survey (5 Year Estimate)



Component Index Weights Urban Area & State	100% Composite Index	13% Grocery Item	26% Housing	10% Utilities	13% Trans.	5% Health Care	33% Misc.
Cost of Living Index - Fourth Quarter 2015 Data							
York, Pennsylvania MSA	101.2	99.0	96.5	114.6	99.8	94.1	103.3
Harrisburg-Carlisle, Pennsylvania Metro	98.8	97.1	89.8	115.5	89.2	91.2	106.2
Pittsburgh, Pennsylvania MSA	98.6	99.6	95.8	101.1	113.4	96.3	95.1
Philadelphia, Pennsylvania MSA	119.5	115.8	135.0	122.5	110.0	99.8	112.8
Baltimore, Maryland PMSA	112.8	119.0	144.0	93.9	104.2	89.0	95.6
Washington-Arlington- Alexandria DC-VA	146.8	111.9	245.8	96.2	114.2	94.2	110.4

The index measures relative price levels for consumer goods and services in participating areas. The average for all participating places, both metropolitan and non-metropolitan, equals 100, and each participant's index is read as a percentage of the average for all places.