

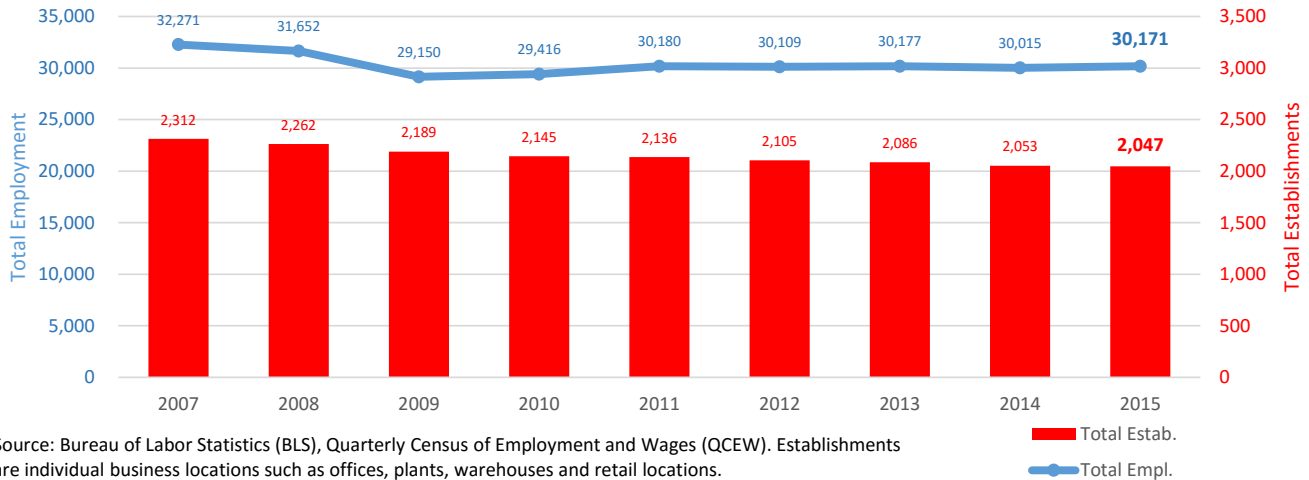
Summary

In 2015, Ashtabula County had about 30,200 workers employed in over 2,000 establishments. Total wages were over \$1 billion and average annual pay was about \$35,400. An average business establishment employed 14 workers and paid over \$500,000 in wages. There was no overall job growth since 2011 and the total number of establishments has decreased every year since 2011. However, 2015 employment had a small gain and establishments a small loss as business activity strengthened during the second half of the year.

Total Employment & Establishments

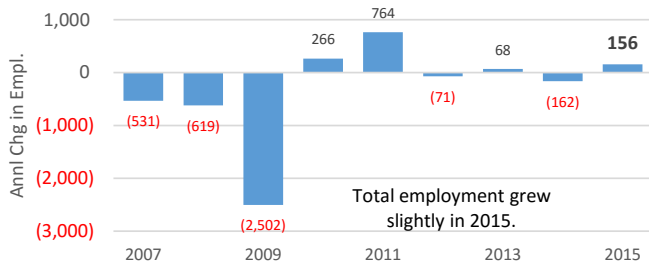
Total Employment and Establishments (2007-15)

Since 2007, Employment Fell By About 6% But Establishments Dropped By 12%



Source: Bureau of Labor Statistics (BLS), Quarterly Census of Employment and Wages (QCEW). Establishments are individual business locations such as offices, plants, warehouses and retail locations.

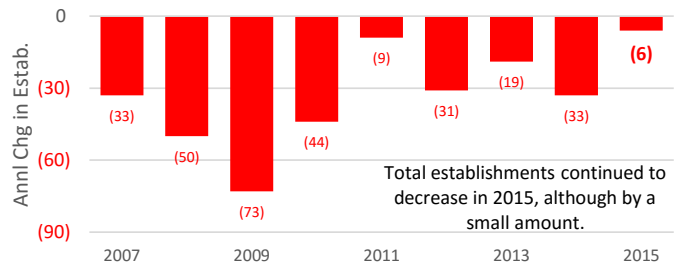
Annual Change in Employment



Total employment grew slightly in 2015.

Source: BLS, QCEW

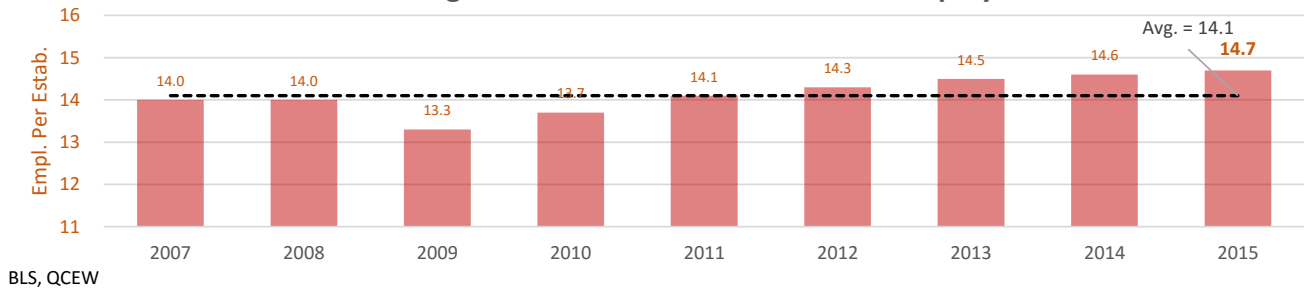
Annual Change in Establishments



Total establishments continued to decrease in 2015, although by a small amount.

Source: BLS, QCEW

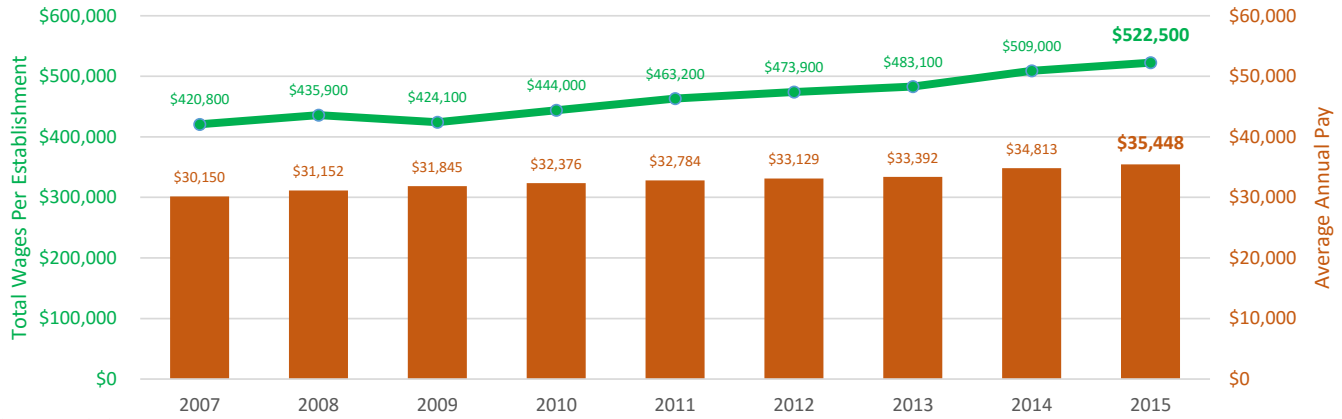
Average Business Establishment Had 14 Employees



BLS, QCEW

Note on data source: The Bureau of Labor Statistics (BLS) monitors employment, establishments and wages through the Quarterly Census of Employment and Wages (QCEW). The data is based on the tabulation of employment and wages of establishments which report to the Unemployment Insurance (UI) programs of the US. Employment covered by these UI programs is by place of employment and represents about 97% of all wage and salary civilian employment in the country. Establishments are individual business locations such as offices, plants, warehouses and retail locations. The data is published about six months after the end of a quarter.

Wages Per Establishment & Average Annual Pay Per Employee
Average Establishment Provided Over \$520,000 In Wages



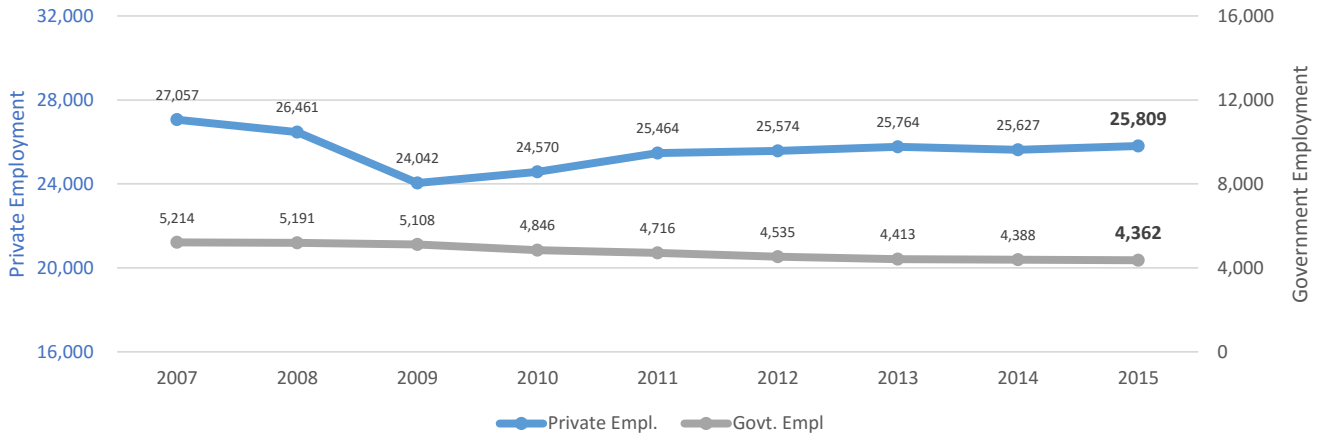
Source: BLS, QCEW

Private & Government Employment

In 2015, Ashtabula County's private employment base was 25,800, about 1,200 (-6%) lower than 2007. Private employment dropped by 3,000 after 2007, but it rebounded by 1,500 in 2010 and 2011. However, private employment has increased by only 300 more since 2011. In 2015, government employment was 4,400, about 800 (-16%) below 2007.

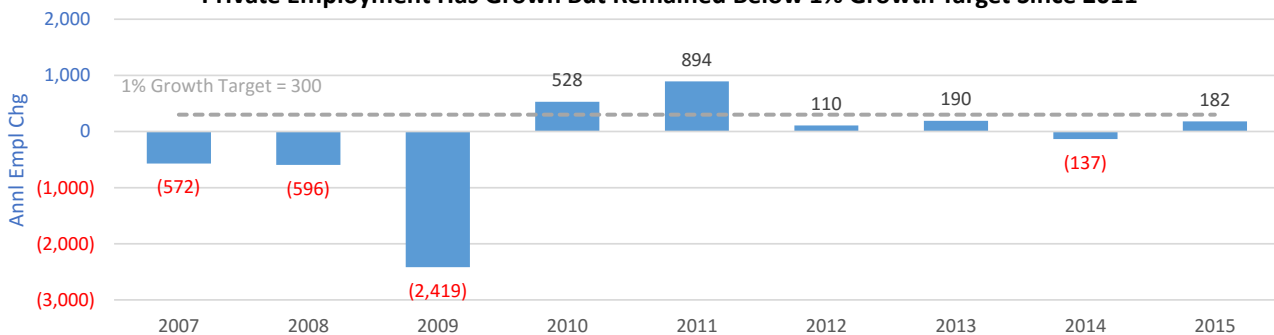
Private & Government Employment (2007-2015)

Private Employment Has Grown Little Since 2011 & Remained 1,200 Under 2007



Private Employment Annual Growth

Private Employment Has Grown But Remained Below 1% Growth Target Since 2011

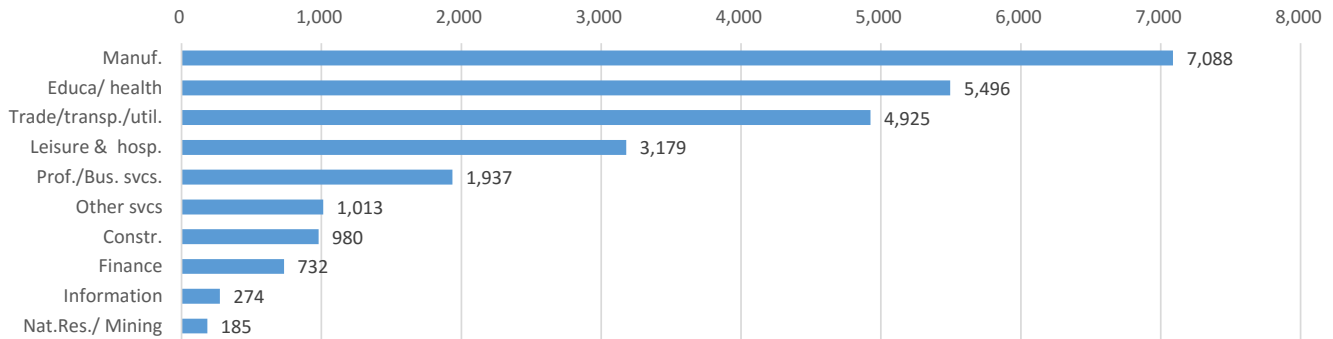


Source: BLS, QCEW. Note: 1% (300 jobs in Ashtabula County) represents employment target for a mature economy. It is based on approximate historical average of employment growth in Ohio from 1960 to 2015.

Employment By Industry

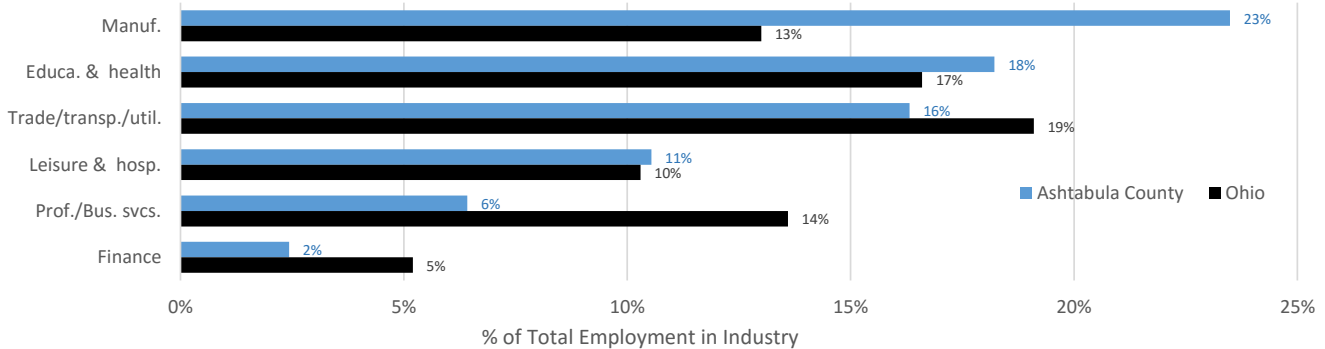
Ashtabula had 23% (7,100 workers) of its 2015 employment base in manufacturing, compared to 13% for Ohio and 9% for the US. As a result, Ashtabula has been highly vulnerable to negative structural and cyclical changes in the manufacturing industries. Among service sector industries, employment in education and health services was slightly over-represented, compared to Ohio and the US. Ashtabula County is under-represented in trade, professional/business services and finance, compared to Ohio and the US.

Employment By Industry
Manufacturing (7,100) & Education/Health (5,500) Were Largest Industries



Source: BLS, QCEW.

Ashtabula County & Ohio % Employment- Selected Industries
County Stronger In Manufacturing, But Underrepresented in Trade, Business Services & Finance



Source: BLS, QCEW.

Ashtabula County Employment By Industry

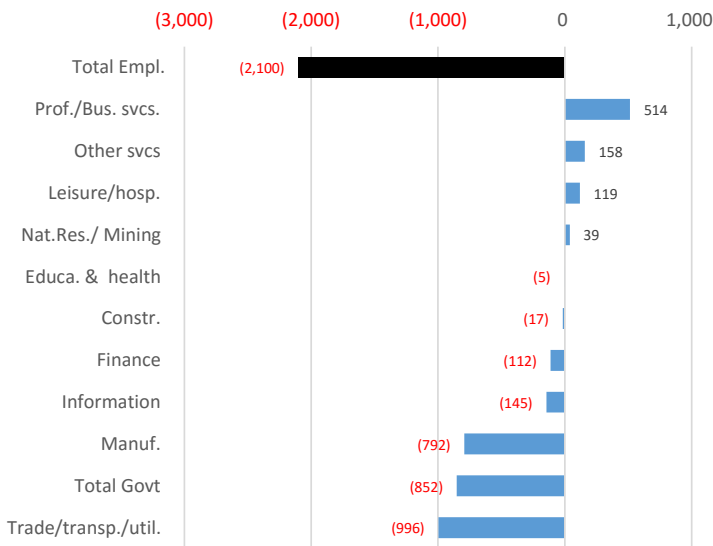
	2015 Empl	2015 Empl By Indus.	Ashtab. - % of Total	Ohio - % of Total	US- % of Total
Total Employment	30,171		100%	100%	100%
Total Private	25,809		86%	87%	85%
Manuf.		7,088	23%	13%	9%
Educa/ health		5,496	18%	17%	15%
Trade/transp./util.		4,925	16%	19%	19%
Leisure & hosp.		3,179	11%	10%	11%
Prof./Bus. svcs.		1,937	6%	14%	14%
Other svcs		1,013	3%	3%	3%
Constr.		980	3%	4%	5%
Finance		732	2%	5%	6%
Information		274	1%	1%	2%
Nat.Res./ Mining		185	1%	1%	1%
Unclassified		1	0%	0%	0%
Total Govt	4,362		14%	13%	15%

Source: BLS, QCEW. 2015 was preliminary.

Industry Employment Trends

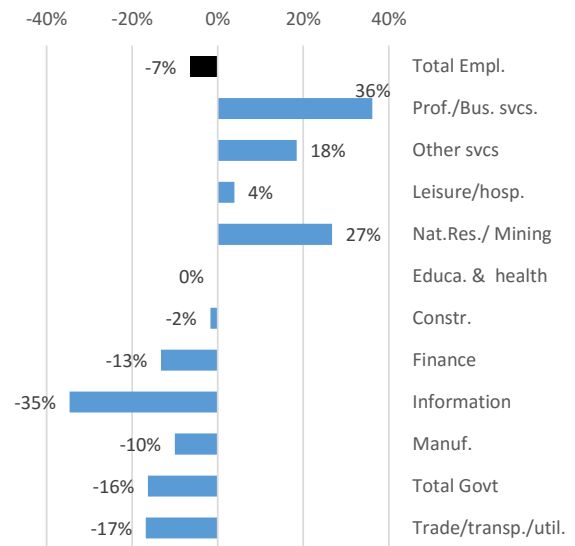
Although Manufacturing has usually been regarded as the primary industry for job losses, Trade/Transp./Utilities (1,000), Government (-850) and Manufacturing (-800) employment all had sizable employment losses in Ashtabula County from 2007 to 2015. Professional/business services, Other Services and Leisure/Hospitality all gained jobs since 2007. While overall employment has not been growing strongly in recent years, the fact that employment in manufacturing, professional/business services, leisure and recreation, and construction all rebounded by over 10% since 2010 was a positive sign.

Employment Change By Industry



Source: BLS, QCEW.

% Employment Change



Source: BLS, QCEW.

Ashtabula County Industry Employment Trends

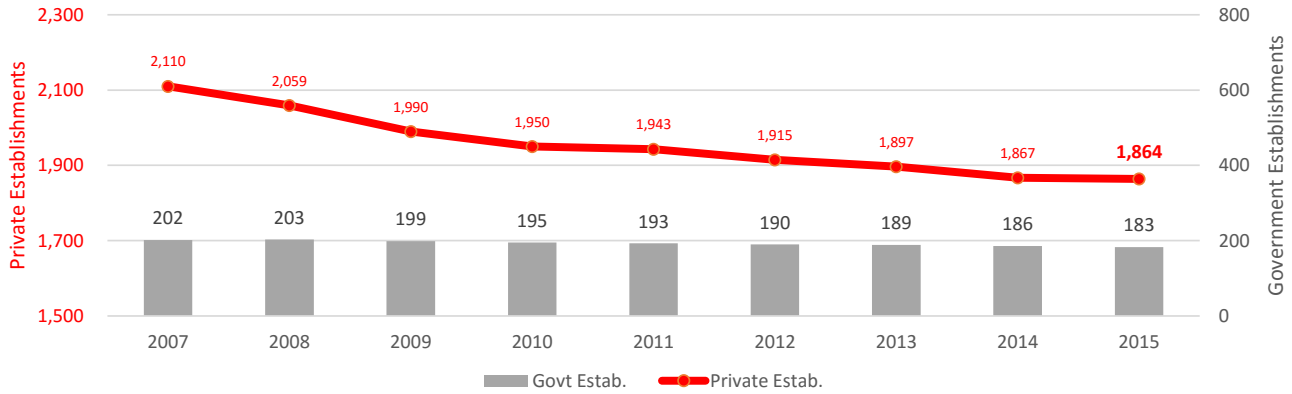
	Trend	2007	2010	2015	07-15 Chg	07-15 % Chg	10-15 % Chg
Total Empl.		32,271	29,416	30,171	(2,100)	-7%	3%
Prof./Bus. svcs.		1,423	1,620	1,937	514	36%	20%
Other svcs		855	1,031	1,013	158	18%	-2%
Leisure & hosp.		3,060	2,764	3,179	119	4%	15%
Nat.Res./ Mining		146	123	185	39	27%	50%
Educa. & health		5,501	5,549	5,496	(5)	0%	-1%
Unclassified		11	4	1	(10)	-91%	-75%
Constr.		997	847	980	(17)	-2%	16%
Finance		844	737	732	(112)	-13%	-1%
Information		419	345	274	(145)	-35%	-21%
Manuf.		7,880	6,279	7,088	(792)	-10%	13%
Total Govt		5,214	4,846	4,362	(852)	-16%	-10%
Trade/transp./util.		5,921	5,270	4,925	(996)	-17%	-7%

Source: BLS, QCEW. 2015 was preliminary.

Private & Government Establishments

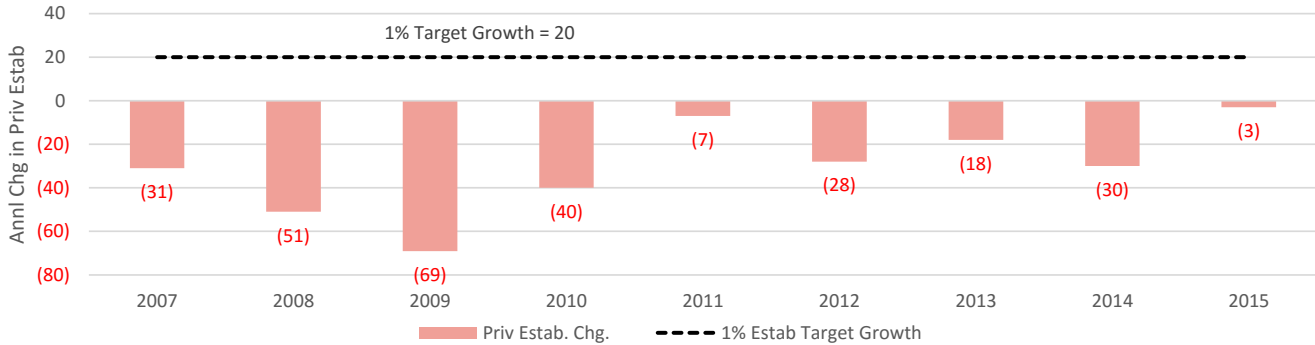
In 2015, Ashtabula County's private business establishment base was estimated at 1,864, a decrease of 255 establishments (11%) from 2007. The largest drop took place during the 2008-2009 recession, but the county has lost private establishments every year. The average private establishment employed 13.8 employees in 2015, an 8-year high.

Private & Government Establishments (2007-15)
Number of Private Establishments Fell By 255 (-11%) Since 2007



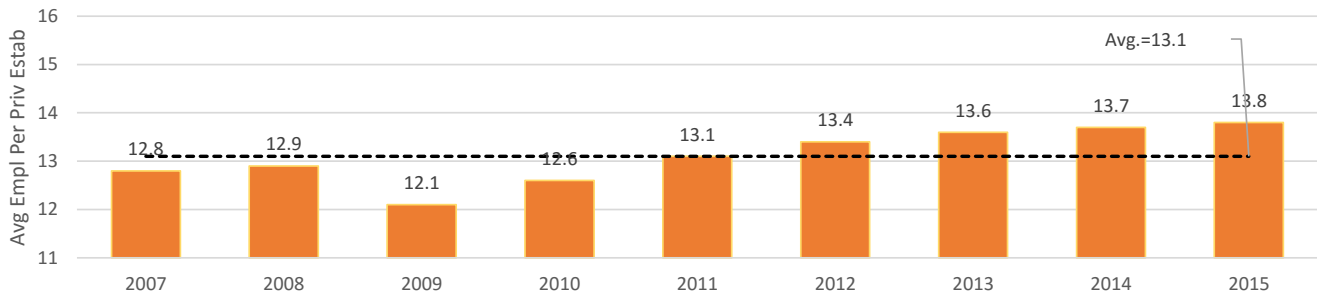
Source: BLS, QCEW. Note: Establishments are individual business locations such as offices, plants, warehouses, retail locations or government offices.

Annual Change In Private Establishments
Establishment Base Has Been Contracting Since 2007



Source: BLS, QCEW. Note: 1% (20 establishments in Ashtabula County) represents an establishment annual growth target for a mature economy. It is based on approximate historical average of establishment growth in Ohio from 1960 to 2015.

Average Private Establishment Employed 13 Workers

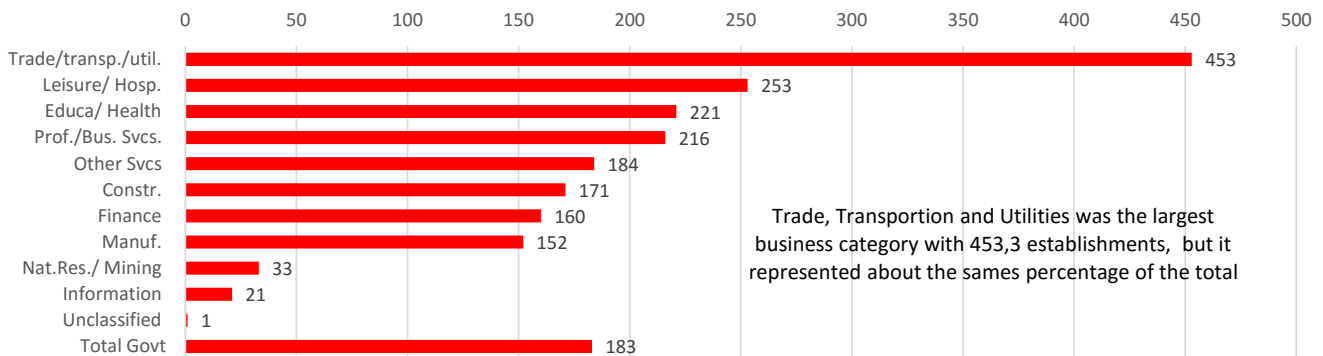


Source: BLS, QCEW.

Establishments By Industry

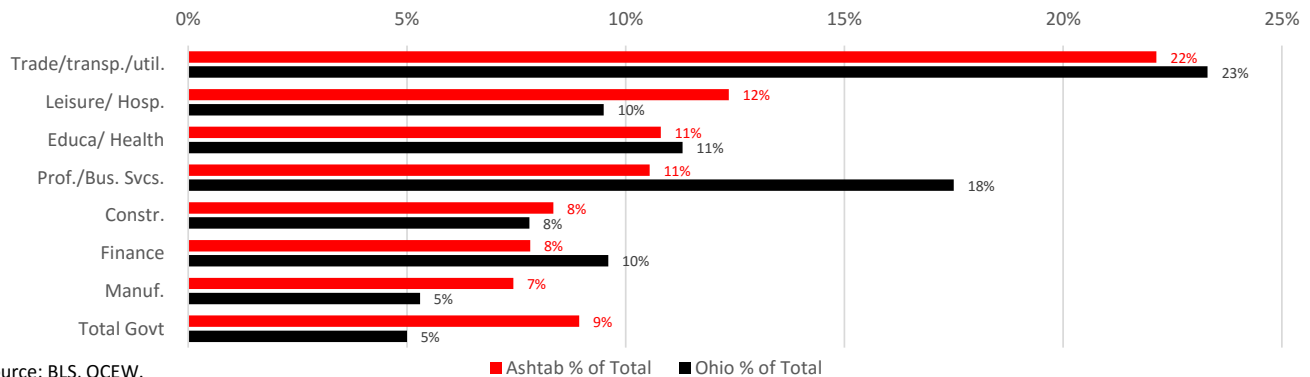
Trade/Transportation/Utilities was the most numerous business category with over 450 (22%) establishments, but the county had roughly the same percentage (22%) of establishments in Trade/Transportation/Utilities as Ohio (23%) and the US (20%). Compared to Ohio, the county had higher percentages in Leisure/Hospitality (12%, vs Ohio 10%) Manufacturing (7.4%, vs Ohio 5.3%) and Government (9%, vs Ohio 5%). The county had over twice the percentage of manufacturing as the US (7.4% vs 3.6%). Among service sector industries, Professional/Business Services (11%, vs. Ohio 18%) and Finance (8%, vs. Ohio 10%) were slightly under-represented compared to Ohio.

Establishments By Industry



Source: BLS, QCEW.

Ashtabula County & Ohio % Establishments- Selected Industries County Had Greater Percentage in Leisure, Manufacturing & Government, But Was Underrepresented in Prof./Business Services & Finance



Source: BLS, QCEW.

Ashtabula County Establishments By Industry

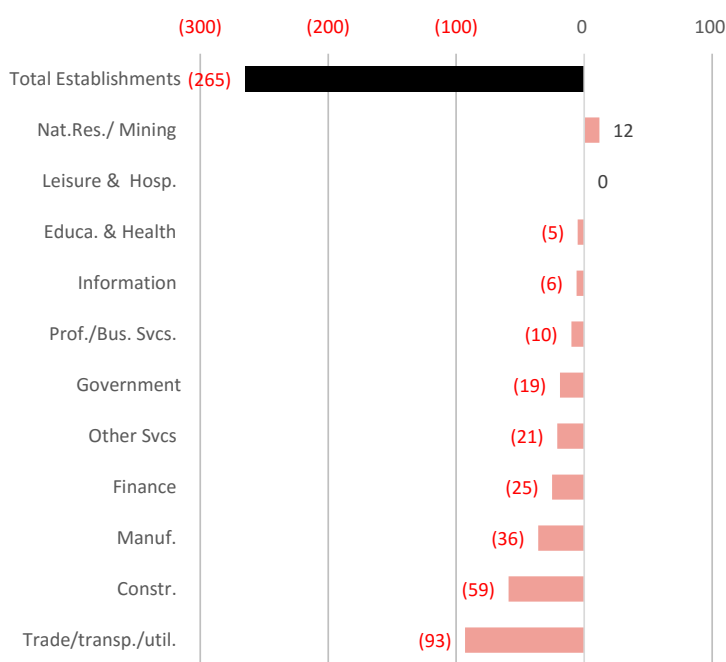
	2015 Estab.	2015 Estab. By Industry	Ashtabula-% of Total	Ohio-% of Total	US-% of Total
Total Establishments	2,047		100%	100%	100%
Total Private	1,864		91%	95%	97%
Trade/transport./util.		453	22.1%	23.3%	20.1%
Leisure/ Hosp.		253	12.4%	9.5%	8.4%
Educa/ Health		221	10.8%	11.3%	16.0%
Prof./Bus. Svcs.		216	10.6%	17.5%	18.1%
Other Svcs		184	9.0%	8.1%	8.6%
Constr.		171	8.4%	7.8%	8.0%
Finance		160	7.8%	9.6%	8.9%
Manuf.		152	7.4%	5.3%	3.6%
Nat.Res./ Mining		33	1.6%	0.9%	1.4%
Information		21	1.0%	1.4%	1.6%
Unclassified		1	0.1%	0.3%	2.2%
Total Govt	183	183	8.9%	5.0%	3.1%

Source: BLS, QCEW. 2015 was preliminary.

Industry Establishment Trends

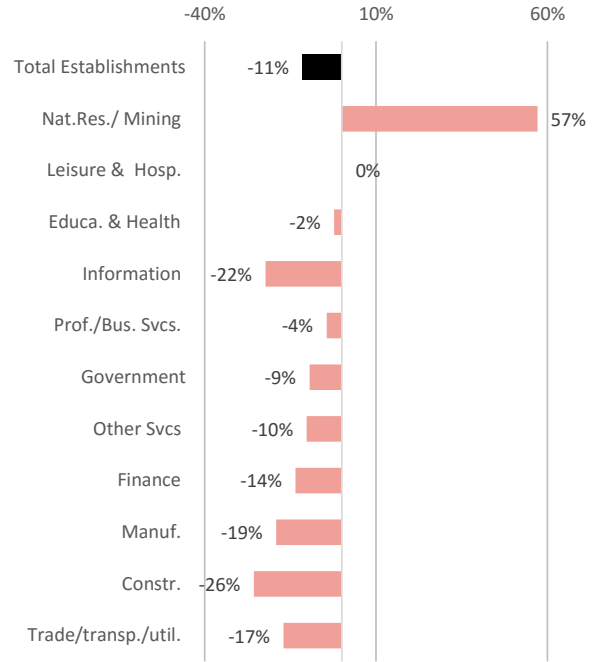
Trade/transportation/utilities, construction and manufacturing industries lost the most establishments, but almost every industry lost establishments in Ashtabula County since 2007.

Change in Establishments



Source: BLS, QCEW.

% Change in Establishments



Source: BLS, QCEW.

Ashtabula County Industry Establishment Trends

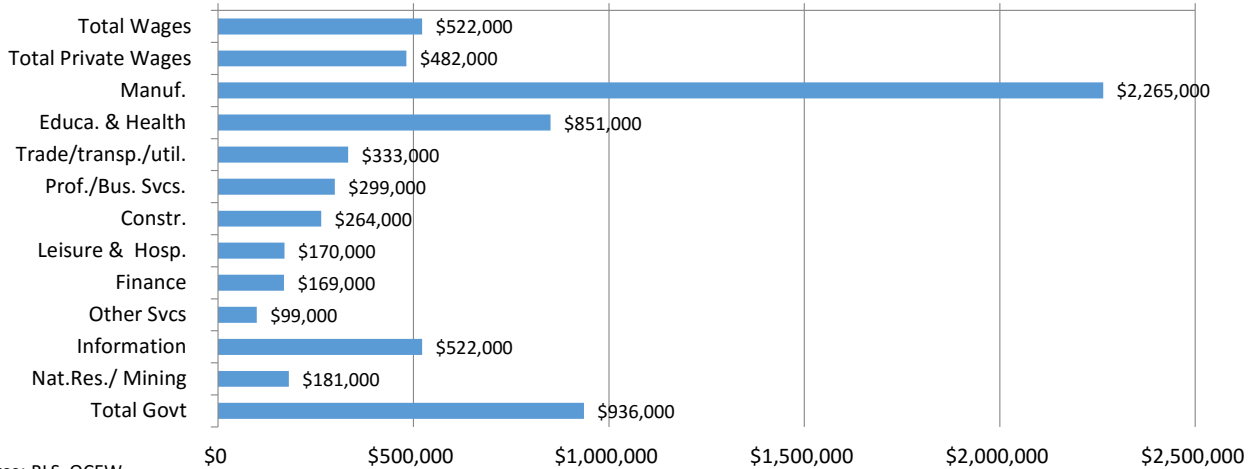
Industry	2007-15 Trend	2007	2010	2015	07-15 Chg	07-15 %Chg	10-15 %Chg
Total Establishments		2,312	2,145	2,047	(265)	-11%	-5%
Nat.Res./ Mining		21	26	33	12	57%	27%
Leisure & Hosp.		253	245	253	0	0%	3%
Educa. & Health		226	236	221	(5)	-2%	-6%
Unclassified		6	3	1	(5)	-83%	-67%
Information		27	26	21	(6)	-22%	-19%
Prof./Bus. Svcs.		226	207	216	(10)	-4%	4%
Government		202	195	183	(19)	-9%	-6%
Other Svcs		205	197	184	(21)	-10%	-7%
Finance		185	169	160	(25)	-14%	-5%
Manuf.		188	167	152	(36)	-19%	-9%
Constr.		230	195	171	(59)	-26%	-12%
Trade/transp./util.		546	479	453	(93)	-17%	-5%

Source: BLS, QCEW. 2015 was preliminary.

Total Wages

Ashtabula County establishments paid over \$1 billion in total wages in 2015. The average establishment paid about \$522,000 in wages; the average manufacturing establishment paid over \$2 million in wages.

Average Wages Per Ashtabula County Establishment
Average Private Business Establishment Generated Over \$520,000 in Wages



Source: BLS, QCEW.

Ashtabula County Total Wages By Industry

	Trend	2007 Wages (\$Mil)	2015 Wages (\$Mil)	07-15 Chg	07-15 %Chg	Wages/ Estab
Total Wages	↗	\$973	\$1,069	\$97	10%	\$522,000
Total Private Wages	↗	\$793	\$898	\$192	27%	\$482,000
Manuf.	↗	\$322	\$344	\$27	9%	\$2,265,000
Educa. & Health	↗	\$154	\$188	\$70	60%	\$851,000
Trade/transp./util.	↘	\$153	\$151	\$31	26%	\$333,000
Prof./Bus. Svcs.	↗	\$38	\$65	\$36	123%	\$299,000
Constr.	↗	\$35	\$45	\$7	19%	\$264,000
Leisure & Hosp.	↗	\$33	\$43	\$15	54%	\$170,000
Finance	↗	\$26	\$27	\$1	3%	\$169,000
Other Svcs	↗	\$13	\$18	\$6	44%	\$99,000
Information	↘	\$13	\$11	(\$3)	-24%	\$522,000
Nat.Res./ Mining	↗	\$4	\$6	\$3	110%	\$181,000
Total Govt	↘	\$180	\$171	\$15	10%	\$936,000

Source: BLS, QCEW. 2015 is preliminary. Unclassified not incl.

Average Annual Pay

In 2015, average annual pay by Ashtabula County establishments was about \$35,400, which was two-thirds of the US average annual pay of \$53,000. Ashtabula's average annual pay was about three-quarters of Ohio's average annual pay. From 2007 to 2015, average annual pay in Ashtabula grew by 18%, roughly the same as Ohio and the US.

Ashtabula County Average Annual Pay By Industry

	2007 Ashtabula Avg Annl Pay	2015 Ashtabula Avg Annl Pay	Oh- 2015 Avg Annl Pay	US- 2015 Avg Annl Pay	2015 Ashtab Annl Pay Index (Oh=100)	2015 Ashtab Annl Pay Index (US=100)
Total Avg Annl Pay	\$30,150	\$35,448	\$47,139	\$52,937	75	67
Total Private Avg Annl Pay	\$29,306	\$34,802	\$46,579	\$52,874	75	66
Nat. Res./ Mining Avg Annl Pay	\$28,279	\$32,248	\$49,079	\$58,468	66	55
Constr. Avg Annl Pay	\$35,368	\$46,130	\$55,933	\$57,016	83	81
Manuf. Avg Annl Pay	\$40,871	\$48,580	\$58,188	\$64,305	84	76
Trade/transp./util. Avg Annl Pay	\$25,912	\$30,605	\$41,090	\$44,319	75	69
Information Avg Annl Pay	\$31,519	\$39,502	\$64,850	\$95,038	61	42
Finance Avg Annl Pay	\$31,124	\$37,023	\$65,892	\$87,914	56	42
Prof./Bus. Svcs. Avg Annl Pay	\$27,029	\$33,404	\$60,025	\$69,266	56	48
Educa. & Health Avg Annl Pay	\$27,946	\$34,214	\$43,608	\$47,384	79	72
Leisure & Hosp. Avg Annl Pay	\$10,766	\$13,505	\$17,858	\$21,804	76	62
Other Svcs Avg Annl Pay	\$15,517	\$17,988	\$29,871	\$35,118	60	51
Unclassified Avg Annl Pay	\$15,024	\$12,346	\$40,841	\$50,369	30	25
Total Govt Avg Annl Pay	\$32,200	\$38,300	\$47,610	\$53,466	80	72

Source: BLS, QCEW. 2015 was preliminary. Ashtabula Information and Total Govt is estimate.

Ashtabula County Changes In Average Annual Pay By Industry

	2007 Ashtabula Avg Annl Pay	2015 Ashtabula Avg Annl Pay	07-15 Ashtab Chg	07-15 Ashtab %Chg	07-15 Ohio %Chg	07-15 US %Chg
Total Avg Annl Pay	\$30,150	\$35,448	\$5,298	18%	18%	19%
Total Priv. Avg Annl Pay	\$29,306	\$34,802	\$5,496	19%	18%	19%
Nat. Res./ Mining	\$28,279	\$32,248	\$3,969	14%	21%	28%
Constr.	\$35,368	\$46,130	\$10,762	30%	26%	22%
Manuf.	\$40,871	\$48,580	\$7,709	19%	13%	20%
Trade/transp./util.	\$25,912	\$30,605	\$4,693	18%	18%	17%
Information	\$31,519	\$39,502	\$7,983	25%	22%	38%
Finance	\$31,124	\$37,023	\$5,899	19%	24%	19%
Prof./Bus. Svcs.	\$27,029	\$33,404	\$6,375	24%	23%	26%
Educa. & Health	\$27,946	\$34,214	\$6,268	22%	19%	17%
Leisure & Hosp.	\$10,766	\$13,505	\$2,739	25%	22%	18%
Other Svcs	\$15,517	\$17,988	\$2,471	16%	22%	26%
Unclassified	\$15,024	\$12,346	(\$2,678)	-18%	25%	13%
Total Govt Avg Annl Pay	\$32,200	\$38,300	\$6,100	19%	18%	0%

Source: BLS, QCEW. 2015 was preliminary. Ashtabula Information and Total Govt is estimate.

Appendix: Ashtabula County Employment, Establishment & Wage Data (2001-15)

Ashtabula County Employment, Establishments & Wages By Year

	Total Empl.	Total Estab.	Chg Empl.	Chg Estab.	Empl. Per Estab.	Total Wages (\$Mil)	Avg Wages/ Estab	Avg Annl Pay/ Empl
2001	33,571	2,295			14.6	\$862	\$375,600	\$25,679
2002	34,257	2,330	686	35	14.7	\$902	\$387,000	\$26,326
2003	33,334	2,353	(923)	23	14.2	\$893	\$379,600	\$26,794
2004	33,703	2,334	369	(19)	14.4	\$942	\$403,400	\$27,936
2005	33,685	2,337	(18)	3	14.4	\$957	\$409,400	\$28,402
2006	32,802	2,345	(883)	8	14.0	\$957	\$408,000	\$29,170
2007	32,271	2,312	(531)	(33)	14.0	\$973	\$420,800	\$30,150
2008	31,652	2,262	(619)	(50)	14.0	\$986	\$435,900	\$31,152
2009	29,150	2,189	(2,502)	(73)	13.3	\$928	\$424,100	\$31,845
2010	29,416	2,145	266	(44)	13.7	\$952	\$444,000	\$32,376
2011	30,180	2,136	764	(9)	14.1	\$989	\$463,200	\$32,784
2012	30,109	2,105	(71)	(31)	14.3	\$997	\$473,900	\$33,129
2013	30,177	2,086	68	(19)	14.5	\$1,008	\$483,100	\$33,392
2014	30,015	2,053	(162)	(33)	14.6	\$1,045	\$509,000	\$34,813
2015	30,171	2,047	156	(6)	14.7	\$1,069	\$522,500	\$35,448
07-15 Chg	(2,100)	(265)	(2,100)	(265)	14.1	\$97	\$101,700	\$5,298
07-15 % Chg	-6%	-12%				11%	27%	21%
07-15 CAGR	-0.8%	-1.5%				1.2%	2.7%	2.0%

Source: Bureau of Labor Statistics (BLS), Quarterly Census of Employment and Wages (QCEW). 2015 is preliminary. CAGR is compound annual growth rate. Establishments are individual business locations such as offices, plants, stores or warehouses.

Ashtabula County Private & Government Employment and Establishments By Year

	Private Empl.	Priv Empl Chg	Govt. Empl	Govt Empl Chg	Private Estab.	Priv Estab. Chg.	Govt Estab.	Govt Estab. Chg.
2001	28,170		5,401		2,119		176	
2002	28,814	644	5,443	42	2,152	33	178	2
2003	27,915	(899)	5,419	(24)	2,175	23	178	0
2004	28,295	380	5,408	(11)	2,125	(50)	209	31
2005	28,477	182	5,208	(200)	2,131	6	206	(3)
2006	27,629	(848)	5,173	(35)	2,141	10	204	(2)
2007	27,057	(572)	5,214	41	2,110	(31)	202	(2)
2008	26,461	(596)	5,191	(23)	2,059	(51)	203	1
2009	24,042	(2,419)	5,108	(83)	1,990	(69)	199	(4)
2010	24,570	528	4,846	(262)	1,950	(40)	195	(4)
2011	25,464	894	4,716	(130)	1,943	(7)	193	(2)
2012	25,574	110	4,535	(181)	1,915	(28)	190	(3)
2013	25,764	190	4,413	(122)	1,897	(18)	189	(1)
2014	25,627	(137)	4,388	(25)	1,867	(30)	186	(3)
2015	25,809	182	4,362	(26)	1,864	(3)	183	(3)
07-15 Chg	(1,248)	(1,248)	(852)	(852)	(246)	(246)	(19)	(19)
07-15 % Chg	-4%		-16%		-12%		-11%	
07-15 CAGR	-0.59%		-2.21%		-1.54%		-1.23%	

Source: BLS, QCEW, 2015 is preliminary. CAGR is compound annual growth rate.