NATIONAL SMALL BUSINESSES

When I Work®

Hourly Employment Trend

As of December 17, 2020: All Industries

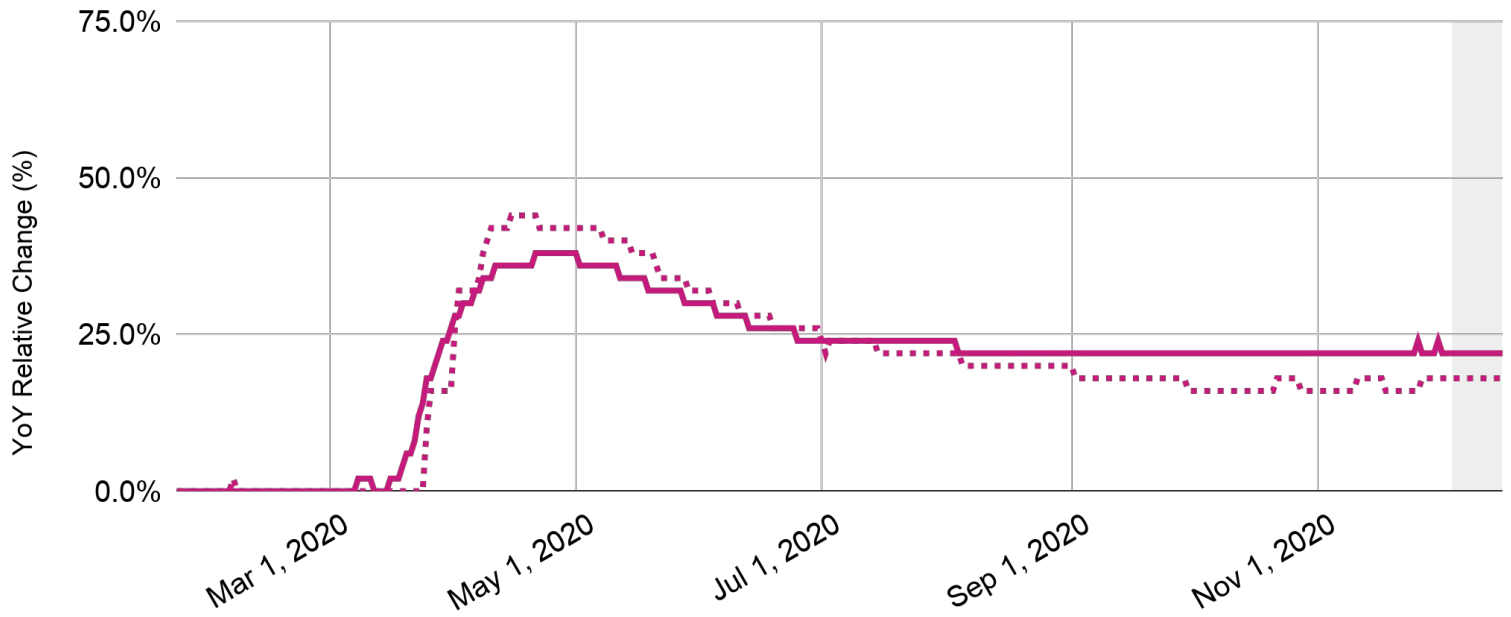
Nationally, 22% of hourly employees that were employed last year are not employed today, and those that are currently employed are working 18% fewer hours than they were last year at this time.

UNEMPLOYMENT

22%

UNDEREMPLOYMENT

18%



Updated weekly, the Hourly Workforce Index (HWI) shows real-time hourly employment activity nationally and among states with the highest density of hourly employees; —often before jobs reports and other traditional lagging indicators of economic activity.

NATIONAL SMALL BUSINESSES

When I Work®

Hourly Employment Trend

As of December 17, 2020: Food Service, Retail, and Hospitality

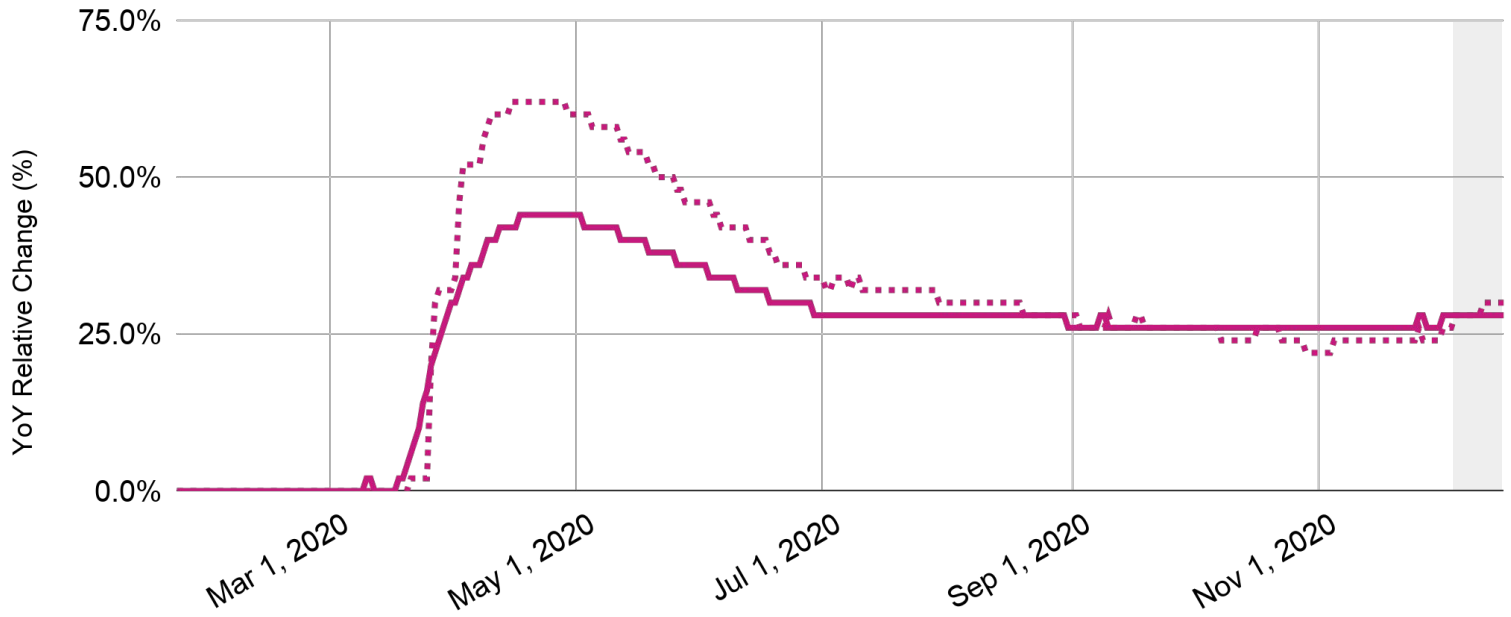
Nationally, 28% of hourly employees that were employed last year are not employed today, and those that are currently employed are working 30% fewer hours than they were last year at this time.

UNEMPLOYMENT

28%

UNDEREMPLOYMENT

30%



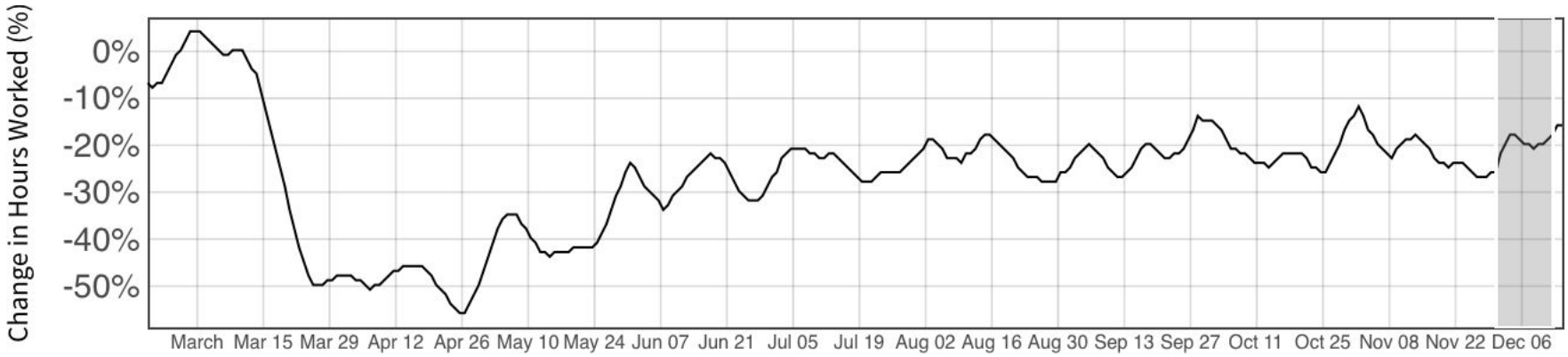
Updated weekly, the Hourly Workforce Index (HWI) shows real-time hourly employment activity nationally and among states with the highest density of hourly employees; —often before jobs reports and other traditional lagging indicators of economic activity.

FOOD SERVICE, RETAIL, AND HOSPITALITY

When I Work®

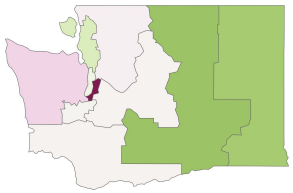
Washington

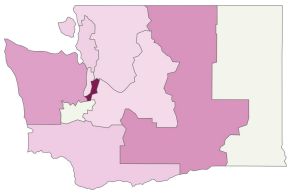
+8% gain in hourly employment activity in December as of December 13, 2020.

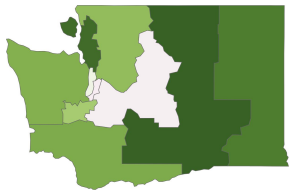


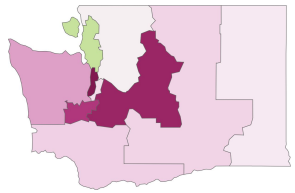
Trendline shows the change in hourly employment activity compared to last year.

LAST WEEK	+1%	Since Dec 6
LAST MONTH	-12%	Nov 2020
COVID IMPACT	+31%	Since Mar 2020
LAST YEAR	-18%	Since Dec 2019







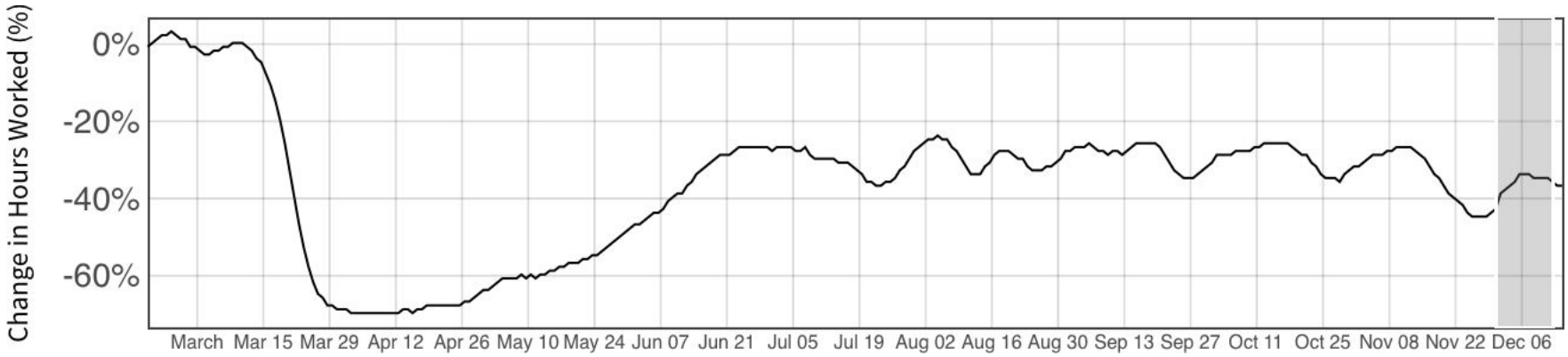


FOOD SERVICE, RETAIL, AND HOSPITALITY

When I Work®

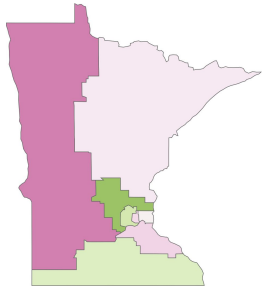
Minnesota

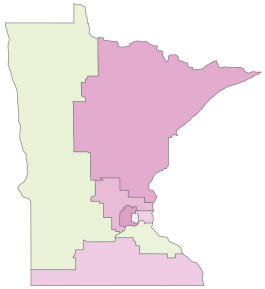
+7% gain in hourly employment activity in December as of December 13, 2020.

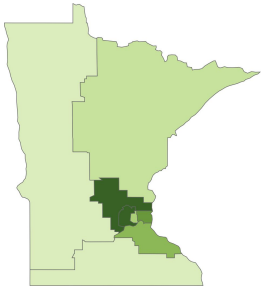


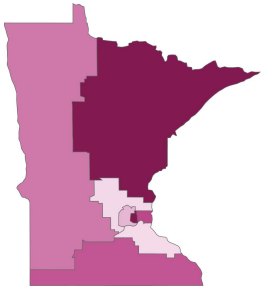
Trendline shows the change in hourly employment activity compared to last year.

LAST WEEK	-2%	Since Dec 6
LAST MONTH	-12%	Nov 2020
COVID IMPACT	+32%	Since Mar 2020
LAST YEAR	-36%	Since Dec 2019







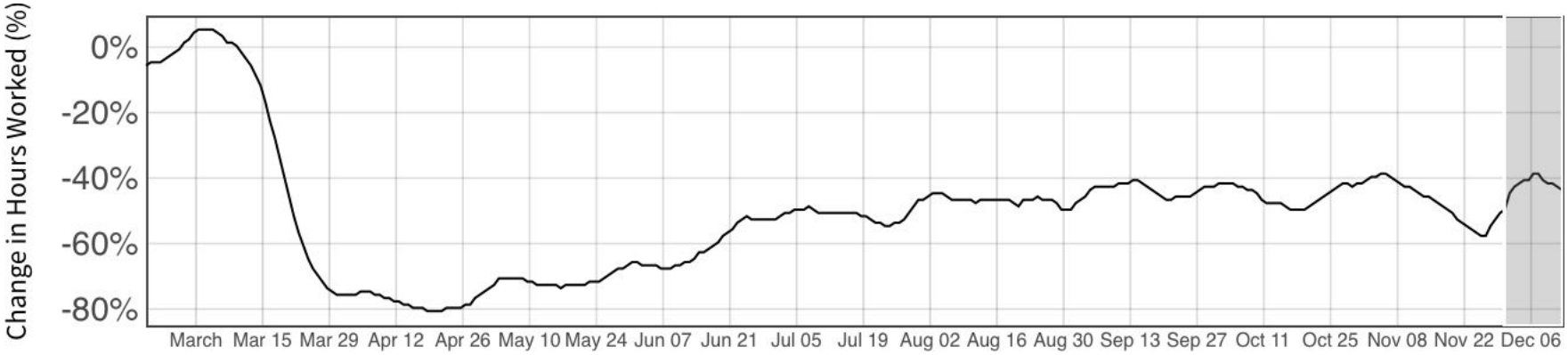


FOOD SERVICE, RETAIL, AND HOSPITALITY

When I Work®

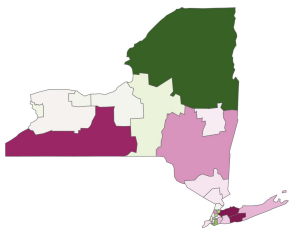
New York

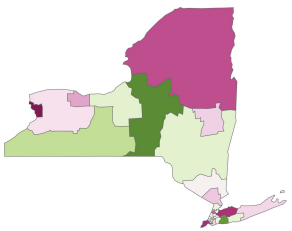
+6% gain in hourly employment activity in December as of December 13, 2020.

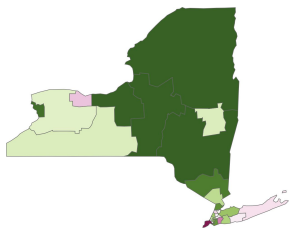


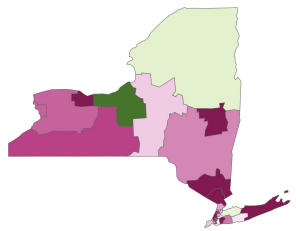
Trendline shows the change in hourly employment activity compared to last year.

LAST WEEK	-3%	Since Dec 6
LAST MONTH	-9%	Nov 2020
COVID IMPACT	+31%	Since Mar 2020
LAST YEAR	-44%	Since Dec 2019







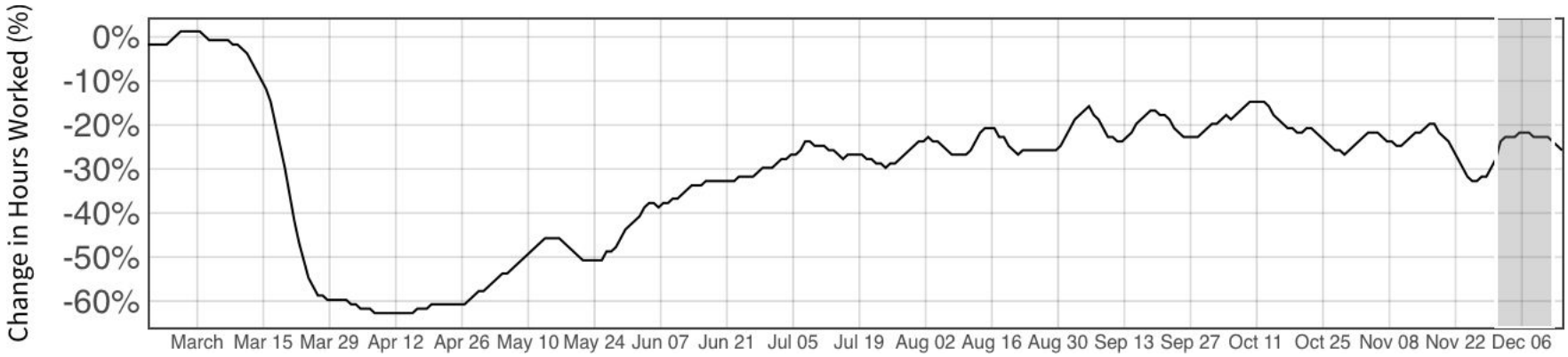


FOOD SERVICE, RETAIL, AND HOSPITALITY

When I Work®

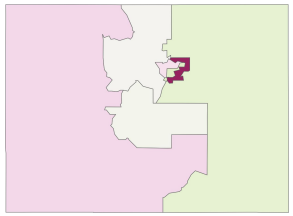
Colorado

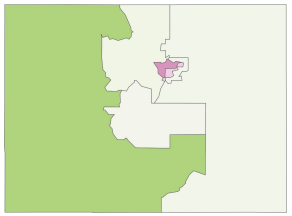
+4% gain in hourly employment activity in December as of December 13, 2020.

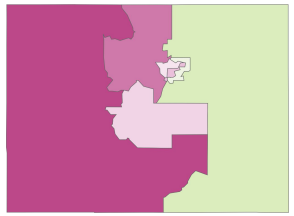


Trendline shows the change in hourly employment activity compared to last year.

LAST WEEK	-2%	Since Dec 6
LAST MONTH	-5%	Nov 2020
COVID IMPACT	+36%	Since Mar 2020
LAST YEAR	-24%	Since Dec 2019





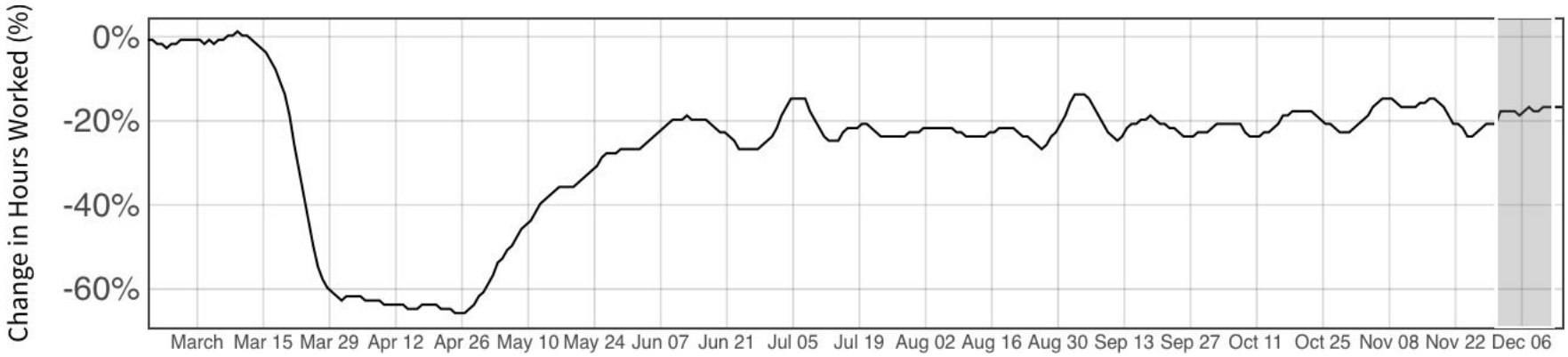


FOOD SERVICE, RETAIL, AND HOSPITALITY

When I Work®

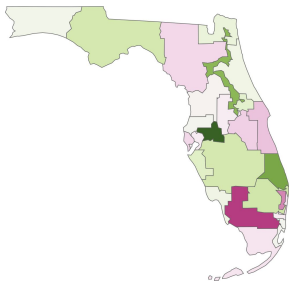
Florida

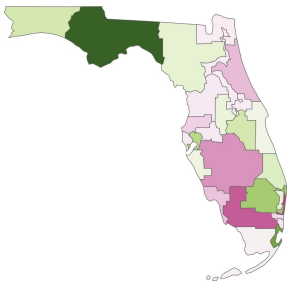
+4% gain in hourly employment activity in December as of December 13, 2020.

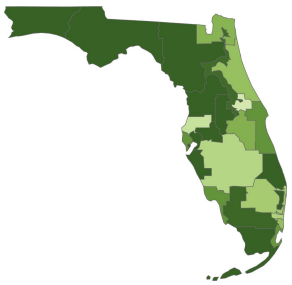


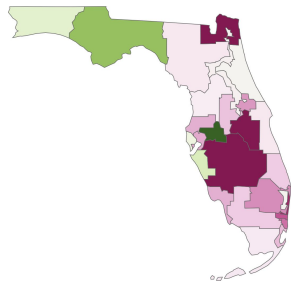
Trendline shows the change in hourly employment activity compared to last year.

LAST WEEK	+2%	Since Dec 6
LAST MONTH	+1%	Nov 2020
COVID IMPACT	+44%	Since Mar 2020
LAST YEAR	-17%	Since Dec 2019







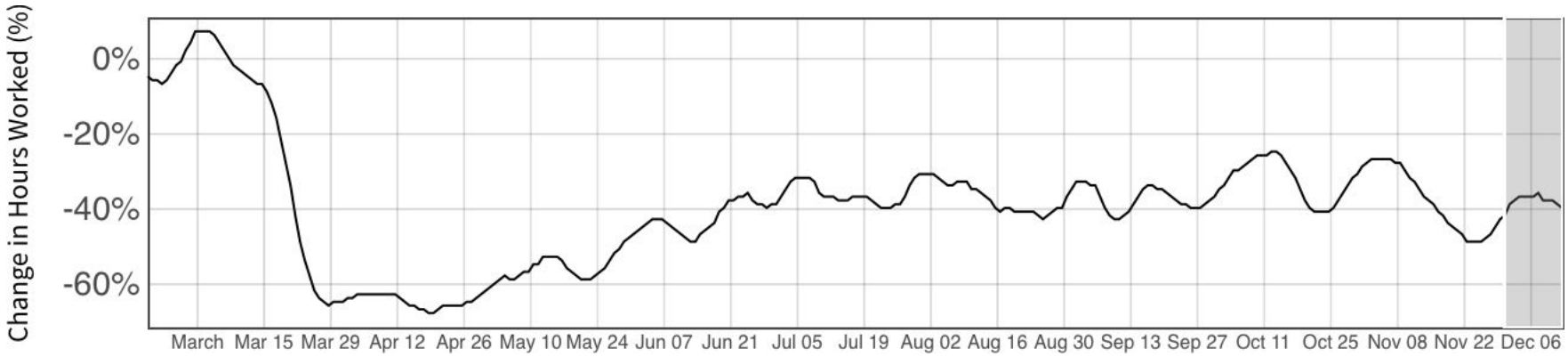


FOOD SERVICE, RETAIL, AND HOSPITALITY

When I Work®

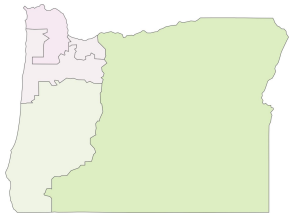
Oregon

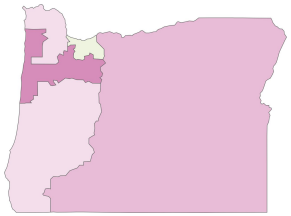
+2% gain in hourly employment activity in December as of December 13, 2020.

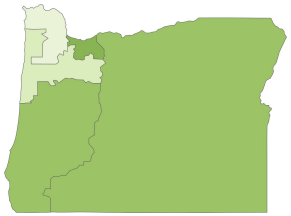


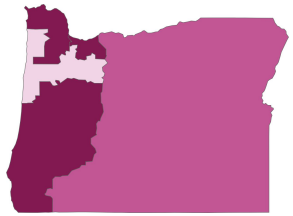
Trendline shows the change in hourly employment activity compared to last year.

LAST WEEK	-3%	Since Dec 6
LAST MONTH	-14%	Nov 2020
COVID IMPACT	+25%	Since Mar 2020
LAST YEAR	-40%	Since Dec 2019





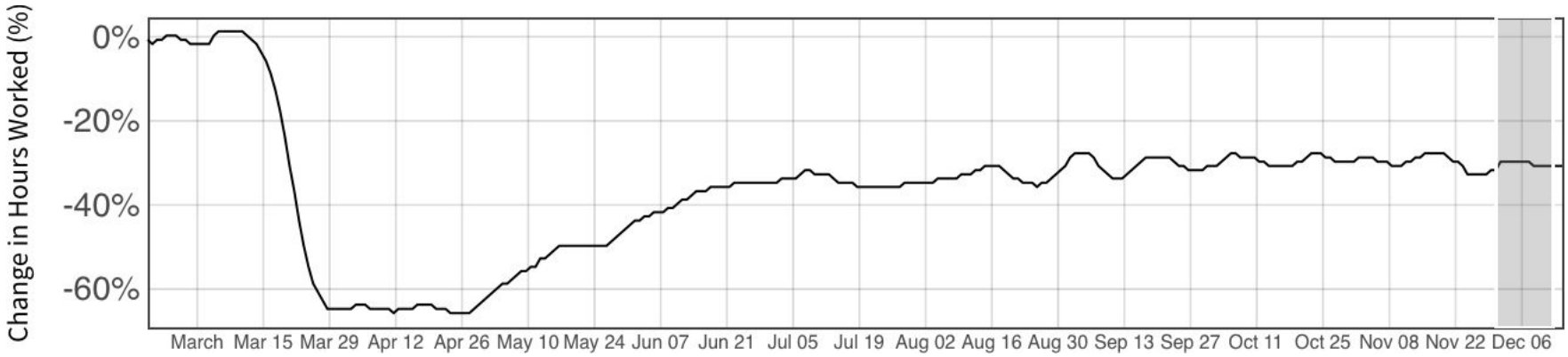




FOOD SERVICE, RETAIL, AND HOSPITALITY

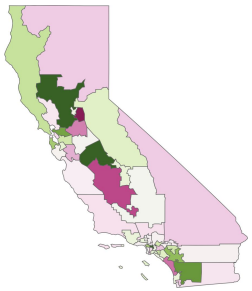
California

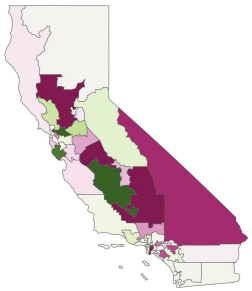
+1% gain in hourly employment activity in December as of December 13, 2020.

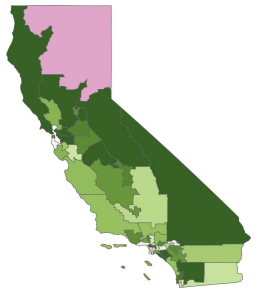


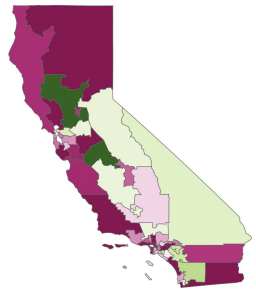
Trendline shows the change in hourly employment activity compared to last year.

LAST WEEK	-1%	Since Dec 6
LAST MONTH	-2%	Nov 2020
COVID IMPACT	+34%	Since Mar 2020
LAST YEAR	-31%	Since Dec 2019







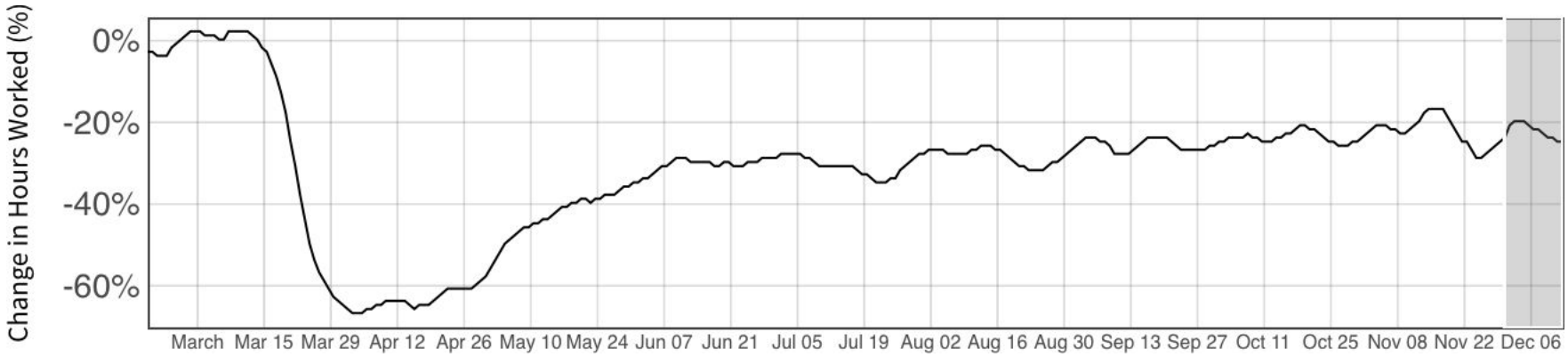


FOOD SERVICE, RETAIL, AND HOSPITALITY

When I Work®

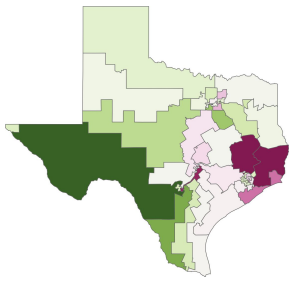
Texas

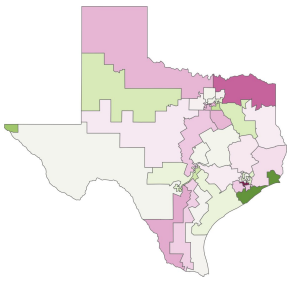
-1% drop in hourly employment activity in December as of December 13, 2020.

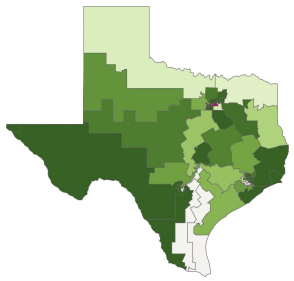


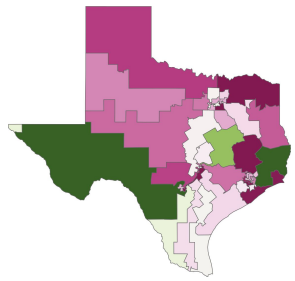
Trendline shows the change in hourly employment activity compared to last year.

LAST WEEK	-4%	Since Dec 6
LAST MONTH	-1%	Nov 2020
COVID IMPACT	+38%	Since Mar 2020
LAST YEAR	-25%	Since Dec 2019









HOURLY WORKFORCE INDEX

Methodology

Updated weekly, the Hourly Workforce Index (HWI) is sourced from When I Work® Scheduling and Attendance product data sets that contain hourly-level data on the hourly workforce across a broad range of industries and other firmagraphic categories. There are approximately 400 million worked hours contained within the data set used to generate the HWI that represent over 1.25 million hourly workers that work for small businesses with 500 employees or less. The results are national and drill down among states with the highest density of hourly employees; —showing trends often before jobs reports and other traditional lagging indicators of economic activity.

These data are anonymized and aggregated to provide the HWI metrics with trend normalization to remove business related artifacts that establishes the applicability of the HWI metrics to the general economic trends for the hourly workforce. The HWI results are presented in relative terms to avoid compounding errors that would be introduced by integrating an absolute baseline value from governmental or other established industrial employment measure due to outmoded data collection processes and a collection bias toward larger-firm reporting.

These data account for year-over-year geographical and economic trends in the represented geographies using publicly available economic data at the state and federal levels. Looking at operational changes in terms of the number of hours worked, provides additional clarity given that it is inclusive of the immediate impacts of both unemployment and underemployment being felt across each geography.

Learn more and subscribe to updates at wheniwork.com/futureofwork