Table I. A. 1(1996) Number of private-sector establishments by firmsize and sel ected char acteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 5, 956, 479 | 3, 655, 645 | 735, 970 | 486, 509 | 355, 744 | 722, 610 | 4, 678, 649 | 1, 277, 829 |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 236, 611 | 205, 490 | 17,838 | 8, 094 | 2, 550 | 2, 639 | 229, 042 | 7, 569 |
| M ni ng | 23, 074 | 10, 880 | 3, 408 | 911 * | 1, 844 | 6, 031 | 14, 750 | 8, 324 |
| Constructi on | 489, 488 | 378, 952 | 67, 123 | 30, 267 | 8, 303 | 4, 843 | 467, 385 | 22, 103 |
| Manuf act uri ng | 357, 806 | 146, 197 | 68, 812 | 55, 532 | 38, 675 | 48, 590 | 250, 116 | 107, 690 |
| Transp., commu., util. | 230, 050 | 117, 174 | 29, 855 | 17, 908 | 15, 993 | 49, 122 | 156, 919 | 73, 131 |
| Whol esal e trade | 423, 959 | 220, 571 | 53, 381 | 47, 843 | 40, 703 | 61, 460 | 302, 006 | 121, 953 |
| Retail trade | 1, 429, 047 | 708, 981 | 180, 388 | 124, 347 | 97, 607 | 317, 725 | 962, 718 | 466, 329 |
| Fin., ins., real est. | 528, 261 | 300, 778 | 38, 054 | 34, 951 | 38, 529 | 115, 949 | 355, 004 | 173, 257 |
| Ser vi ces | 2, 201, 831 | 1,531, 514 | 275, 871 | 166, 656 | 111, 540 | 116, 250 | 1, 904, 358 | 297, 473 |
| Unknown | 36, 350 | 35, 109 | 1, 241 * | 0 | 0 | 0 | 36, 350 | 0 |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 3, 716, 474 | 1, 886, 313 | 552, 460 | 377, 549 | 256, 225 | 643, 928 | 2,665, 065 | 1, 051, 409 |
| For profit, uni ncorporated | 1, 453, 217 | 1, 274, 693 | 101, 170 | 41, 852 | 21, 196 | 14, 306 | 1, 401, 600 | 51, 616 |
| Nonpr of it | 491, 303 | 286, 264 | 66, 972 | 59, 051 | 57, 111 | 21, 905 | 384, 420 | 106, 882 |
| Unknown | 295, 485 | 208, 376 | 15, 370 | 8, 058 | 21, 211 | 42, 470 | 227, 563 | 67, 921 |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 1, 428, 283 | 1, 213, 296 | 139, 903 | 59, 008 | 10, 181 | 5, 895 | 1, 396, 743 | 31, 541 |
| 5-9 years | 1, 041, 012 | 814, 499 | 139, 689 | 62, 024 | 15, 338 | 9, 463 | 997, 686 | 43, 327 |
| 10-19 years | 1, 222, 054 | 864, 446 | 189, 547 | 98, 012 | 43, 141 | 26, 908 | 1, 115, 477 | 106, 576 |
| 20 or more years | 1, 326, 843 | 684, 295 | 226, 767 | 172, 546 | 116, 506 | 126, 729 | 1, 006, 858 | 319, 985 |
| Unknown | 938, 286 | 79, 110 | 40, 065 | 94, 921 | 170, 577 | 553, 614 | 161, 886 | 776, 401 |
| Multi/single st at us |  |  |  |  |  |  |  |  |
| 2 or more locations | 1, 347, 845 | 39, 480 | 78, 621 | 200, 339 | 307, 727 | 721,679 | 200, 788 | 1, 147, 057 |
| 1 location only | 4, 608, 633 | 3, 616, 166 | 657, 349 | 286, 171 | 48, 017 | 931 | 4, 477, 861 | 130, 772 |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 822, 008 | 650, 470 | 77, 337 | 39, 768 | 18, 451 | 35, 982 | 754, 138 | 67, 870 |
| 25-49\% | 395, 642 | 197, 450 | 66, 176 | 36, 506 | 23, 827 | 71, 683 | 286, 799 | 108, 843 |
| 50-74\% | 814, 894 | 508, 957 | 104, 022 | 61, 428 | 45, 296 | 95, 191 | 648, 891 | 166, 003 |
| 75\% or more | 3, 923, 934 | 2, 298, 769 | 488, 434 | 348, 807 | 268, 170 | 519, 754 | 2, 988, 822 | 935, 112 |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 4, 794, 223 | 3, 162, 508 | 647, 411 | 420, 636 | 277, 498 | 286, 170 | 4, 056, 642 | 737, 581 |
| Has uni on empl oyees | 174, 681 | 68, 590 | 24, 843 | 25, 532 | 24, 816 | 30, 899 | 108, 608 | 66, 073 |
| Unknown | 987, 574 | 424, 547 | 63, 716 | 40, 341 | 53, 430 | 405, 540 | 513, 399 | 474, 175 |
| Percent I ow- wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 1, 100, 346 | 706, 489 | 144, 033 | 102, 395 | 73, 305 | 74, 124 | 914, 451 | 185, 895 |
| Less than 50\% l ow wage | 3, 766, 196 | 2, 511, 808 | 524, 530 | 333, 573 | 208, 289 | 187, 996 | 3, 231, 251 | 534, 945 |
| Unknown | 1, 089, 937 | 437, 348 | 67, 408 | 50,541 | 74, 150 | 460, 490 | 532, 947 | 556, 990 |


Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.

Table I. A. 1(1996) Standard error for number of private-sector establishments by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| United States | 29, 537 | 34, 140 | 8,473 | 10,596 | 9, 695 | 13, 712 | 33, 342 | 14,471 |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 6, 999 | 6, 653 | 1, 911 | 2, 018 | 1, 162 * | 670 | 7, 206 | 1, 195 |
| M ni ng | 2, 868 | 1,998 | 680 | 423 * | 442 * | 1, 062 | 2, 507 | 982 |
| Construction | 6, 931 | 5, 306 | 2, 329 | 2, 705 | 1, 371 | 756 | 6, 463 | 1,998 |
| Manuf act uri ng | 8, 365 | 6, 928 | 3, 959 | 3, 305 | 1,962 | 2,923 | 8, 855 | 4, 105 |
| Transp., commu., util. | 9, 153 | 4,997 | 3, 172 | 2, 050 | 2,900 | 2, 225 | 7, 321 | 3, 779 |
| Whol esal e trade | 15,496 | 10, 057 | 3, 883 | 2, 446 | 5, 274 | 6, 134 | 12, 317 | 7, 218 |
| Retail trade | 24, 569 | 13, 741 | 6, 926 | 4, 690 | 6, 771 | 14, 811 | 14, 314 | 13, 714 |
| Fin., ins., real est. | 15, 532 | 12, 752 | 2, 887 | 3, 566 | 2, 839 | 12, 866 | 12, 869 | 14, 373 |
| Servi ces | 22,810 | 23, 378 | 6, 797 | 8, 301 | 2, 641 | 3, 839 | 24,400 | 8, 063 |
| Unknown | 3, 391 | 3, 401 | 493 * | 0 | 0 | 0 | 3, 391 | 0 |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 29,405 | 28, 841 | 11, 873 | 8, 727 | 6, 647 | 12,923 | 29, 176 | 15,921 |
| For profit, uni ncorporated | 23, 876 | 22, 331 | 5, 085 | 3, 318 | 1, 844 | 1, 883 | 21, 235 | 4, 100 |
| Nonpr of it | 8, 105 | 7, 049 | 3, 772 | 5, 270 | 4, 687 | 1,968 | 7, 983 | 4, 938 |
| Unknown | 10, 727 | 7, 361 | 1, 610 | 1,407 | 2,427 | 4, 050 | 7,460 | 4, 614 |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 21, 290 | 23, 884 | 7,067 | 4, 391 | 1, 187 | 1, 307 | 22, 004 | 2, 039 |
| 5-9 years | 22, 597 | 22, 770 | 3, 044 | 3, 791 | 1,924 | 1, 729 | 22, 868 | 3, 165 |
| 10-19 years | 20,581 | 20, 235 | 8, 363 | 4, 638 | 3, 867 | 3, 874 | 17, 409 | 7, 147 |
| 20 or more years | 15, 024 | 15, 079 | 3, 378 | 6, 739 | 5, 459 | 8, 576 | 14, 462 | 5, 711 |
| Unknown | 16, 819 | 5,649 | 3, 229 | 5, 364 | 7, 390 | 13, 910 | 5, 289 | 15, 346 |
| Multi/single stat us |  |  |  |  |  |  |  |  |
| 2 or more locations | 14,963 | 3, 256 | 5, 029 | 7, 626 | 7, 724 | 13, 622 | 7, 310 | 13, 625 |
| 1 location only | 33, 833 | 34, 863 | 8, 628 | 6, 195 | 2, 639 | 239 | 35,418 | 5, 046 |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 18, 780 | 17, 566 | 4, 214 | 3, 360 | 754 | 4, 799 | 16, 190 | 5,634 |
| 25-49\% | 5, 911 | 5, 726 | 4, 037 | 1, 719 | 3, 509 | 4, 912 | 5, 831 | 7, 222 |
| 50-74\% | 19, 573 | 10, 369 | 4, 812 | 3, 420 | 2, 991 | 7,613 | 14, 168 | 9, 630 |
| 75\% or more | 32, 489 | 23, 009 | 7, 299 | 8, 916 | 6, 137 | 17, 377 | 28, 298 | 18, 154 |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 35, 157 | 33, 365 | 7, 191 | 9, 692 | 5,719 | 13, 094 | 36, 485 | 12, 028 |
| Has uni on empl oyees | 8, 912 | 6, 207 | 3, 129 | 2, 618 | 2, 373 | 3, 526 | 7, 534 | 4,917 |
| Unknown | 12,693 | 9, 857 | 4, 811 | 3,716 | 5,137 | 8, 907 | 8, 482 | 10, 604 |
| Percent l ow- wage empl oyees |  |  |  |  |  |  |  |  |
| 50\% or more low wage | 19, 035 | 19, 897 | 2,938 | 5, 872 | 5, 286 | 6, 970 | 19, 075 | 8, 319 |
| Less than 50\% l ow wage | 28, 705 | 30, 541 | 7, 708 | 5, 891 | 6, 743 | 9, 835 | 31, 401 | 11, 163 |
| Unknown | 14, 661 | 16, 677 | 3, 303 | 3, 323 | 5, 310 | 11, 380 | 14, 507 | 14, 735 |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Fi gure does not meet standard of reliability or precision.

Table I. A. 1. a(1996) Percent of number of private-sector establishments by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted States | 5, 956, 479 | 61. $4 \%$ | 12. $4 \%$ | 8. $2 \%$ | 6. $0 \%$ | 12. 1\% | 78. 5\% | 21. 5\% |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 236, 611 | 86. 8\% | 7. 5\% | 3. $4 \%$ | 1. $1 \%$ * | 1. 1\% | 96. 8\% | 3. $2 \%$ |
| M ni ng | 23, 074 | 47. 2\% | 14. 8\% | 3. $9 \%$ * | 8. $0 \%$ * | 26.1\% | 63. 9\% | 36. 1\% |
| Construction | 489, 488 | 77. 4\% | 13. 7\% | 6. 2\% | 1. 7\% | 1. $0 \%$ | 95. 5\% | 4. 5\% |
| Manuf act uri ng | 357, 806 | 40. 9\% | 19. 2\% | 15. 5\% | 10. 8\% | 13. $6 \%$ | 69. 9\% | 30. 1\% |
| Transp., commu., util. | 230, 050 | 50.9\% | 13. 0\% | 7. 8\% | 7. $0 \%$ | 21. 4\% | 68. 2\% | 31. 8\% |
| Whol esal e trade | 423, 959 | 52. 0\% | 12. 6\% | 11. 3\% | 9. $6 \%$ | 14. $5 \%$ | 71. 2\% | 28. 8\% |
| Retail trade | 1, 429, 047 | 49.6\% | 12. $6 \%$ | 8. 7\% | 6. 8\% | 22. 2\% | 67. 4\% | 32. 6\% |
| Fin., ins., real est. | 528, 261 | 56. 9\% | 7. $2 \%$ | 6. $6 \%$ | 7. 3\% | 21. 9\% | 67. 2\% | 32. 8\% |
| Servi ces | 2, 201, 831 | 69. 6\% | 12. 5\% | 7. 6\% | 5. 1\% | 5. 3\% | 86. 5\% | 13. 5\% |
| Unknown | 36, 350 | 96. 6\% | 3. $4 \%$ * | 0. $0 \%$ | 0. 0\% | 0. 0\% | 100. 0\% | 0. $0 \%$ |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 3, 716, 474 | 50. 8\% | 14. 9\% | 10. 2\% | 6. 9\% | 17. 3\% | 71. 7\% | 28. 3\% |
| For profit, uni ncorporated | 1, 453, 217 | 87. 7\% | 7. $0 \%$ | 2. 9\% | 1. 5\% | 1. $0 \%$ | 96. $4 \%$ | 3. $6 \%$ |
| Nonpr of it | 491, 303 | 58. 3\% | 13. $6 \%$ | 12.0\% | 11. 6\% | 4. 5\% | 78. 2\% | 21. 8\% |
| Unknown | 295, 485 | 70. 5\% | 5. $2 \%$ | 2. $7 \%$ | 7. $2 \%$ | 14. 4\% | 77. 0\% | 23. 0\% |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 1, 428, 283 | 84. 9\% | 9. 8\% | 4. 1\% | 0.7\% | 0. 4\% | 97. 8\% | 2. $2 \%$ |
| 5-9 years | 1, 041, 012 | 78. 2\% | 13. $4 \%$ | 6. $0 \%$ | 1. 5\% | 0. 9\% | 95. 8\% | 4. 2\% |
| 10-19 years | 1, 222, 054 | 70.7\% | 15. 5\% | 8. $0 \%$ | 3. 5\% | 2. $2 \%$ | 91. 3\% | 8. 7\% |
| 20 or more years | 1, 326, 843 | 51. 6\% | 17. 1\% | 13. 0\% | 8. 8\% | 9. $6 \%$ | 75. 9\% | 24. 1\% |
| Unknown | 938, 286 | 8. $4 \%$ | 4. 3\% | 10. 1\% | 18. 2\% | 59.0\% | 17. 3\% | 82. 7\% |
| Multi/single stat us |  |  |  |  |  |  |  |  |
| 2 or more locations | 1, 347, 845 | 2. 9\% | 5. 8\% | 14. 9\% | 22. 8\% | 53. 5\% | 14. 9\% | 85. 1\% |
| 1 l ocati on only | 4, 608, 633 | 78. 5\% | 14. 3\% | 6. $2 \%$ | 1. $0 \%$ | 0. $0 \%$ | 97. 2\% | 2. $8 \%$ |
| Percent full-time employees |  |  |  |  |  |  |  |  |
| Less than 25\% | 822, 008 | 79. 1\% | 9. $4 \%$ | 4. $8 \%$ | 2. $2 \%$ | 4. 4\% | 91. 7\% | 8. $3 \%$ |
| 25-49\% | 395, 642 | 49. 9\% | 16. 7\% | 9. $2 \%$ | 6. $0 \%$ | 18. 1\% | 72. 5\% | 27. 5\% |
| 50-74\% | 814, 894 | 62. 5\% | 12. 8\% | 7. 5\% | 5. 6\% | 11. 7\% | 79.6\% | 20. $4 \%$ |
| 75\% or more | 3, 923, 934 | 58. 6\% | 12. $4 \%$ | 8. 9\% | 6. 8\% | 13. 2\% | 76. 2\% | 23. 8\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 4, 794, 223 | 66. 0\% | 13. 5\% | 8. 8\% | 5. 8\% | 6. $0 \%$ | 84. 6\% | 15. $4 \%$ |
| Has uni on empl oyees | 174, 681 | 39. 3\% | 14. 2\% | 14. 6\% | 14. 2\% | 17. 7\% | 62. 2\% | 37. 8\% |
| Unknown | 987, 574 | 43. 0\% | 6. 5\% | 4. 1\% | 5. $4 \%$ | 41. 1\% | 52. $0 \%$ | 48. 0\% |
| Percent I ow- wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 1, 100, 346 | 64. 2\% | 13. 1\% | 9. 3\% | 6. 7\% | 6. 7\% | 83. 1\% | 16. 9\% |
| Less than 50\% l ow wage | 3, 766, 196 | 66. 7\% | 13. 9\% | 8. 9\% | 5. 5\% | 5. $0 \%$ | 85. 8\% | 14. 2\% |
| Unknown | 1, 089, 937 | 40. 1\% | 6. 2\% | 4. 6\% | 6. 8\% | 42. 2\% | 48. 9\% | 51. 1\% |


Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
Percents may not add to $100 \%$ because of roundi ng.
*Figure does not meet standard of reliability or precision.


| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 29,537 | 0. $33 \%$ | 0. $17 \%$ | 0. $17 \%$ | 0. $16 \%$ | 0. $25 \%$ | 0. $27 \%$ | 0. $27 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 6, 999 | 1. $20 \%$ | 0. 66\% | 0. 91\% | 0. $45 \%$ * | 0. $30 \%$ | 0. $52 \%$ | 0.52\% |
| M ni ng | 2, 868 | 4. 18\% | 2. $90 \%$ | 1. $37 \%$ * | 2. $72 \%$ * | 4. $46 \%$ | 4. $85 \%$ | 4. 85\% |
| Construction | 6, 931 | 0. $58 \%$ | 0. $49 \%$ | 0. 51\% | 0. $28 \%$ | 0.15\% | 0. 39\% | 0. $39 \%$ |
| Manuf act uring | 8, 365 | 1. $38 \%$ | 0. 83\% | 0. $91 \%$ | 0. 51\% | 0. $96 \%$ | 1. $27 \%$ | 1. $27 \%$ |
| Transp., commu., util. | 9, 153 | 1. $52 \%$ | 1. $05 \%$ | 0.78\% | 1. $36 \%$ | 0. $92 \%$ | 1. $41 \%$ | 1. $41 \%$ |
| Whol esal e trade | 15, 496 | 1. $26 \%$ | 0. $80 \%$ | 0. 67\% | 1. $24 \%$ | 1. $30 \%$ | 1. $28 \%$ | 1. $28 \%$ |
| Retail trade | 24, 569 | 0. 69\% | 0. $45 \%$ | 0. $33 \%$ | 0. $48 \%$ | 0. 79\% | 0. 54\% | 0. $54 \%$ |
| Fin., ins., real est. | 15,532 | 2. $27 \%$ | 0. $42 \%$ | 0. $67 \%$ | 0. $56 \%$ | 2. 09\% | 2. 16\% | 2. 16\% |
| Servi ces | 22, 810 | 0. 49\% | 0. 31\% | 0. 38\% | 0. 15\% | 0.17\% | 0. $40 \%$ | 0. $40 \%$ |
| Unknown | 3, 391 | 1. $54 \%$ | 1. $54 \%$ * | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 29,405 | 0. $50 \%$ | 0.33\% | 0. $28 \%$ | 0. 15\% | 0. 33\% | 0. $42 \%$ | 0. $42 \%$ |
| For profit, uni ncorporated | 23, 876 | 0. $39 \%$ | 0. $37 \%$ | 0. $22 \%$ | 0. 12\% | 0. 12\% | 0. $25 \%$ | 0. $25 \%$ |
| Nonpr of it | 8, 105 | 0. $96 \%$ | 0. $72 \%$ | 1. $03 \%$ | 1. 02\% | 0.37\% | 0. $97 \%$ | 0. $97 \%$ |
| Unknown | 10, 727 | 0. $87 \%$ | 0. $53 \%$ | 0. $48 \%$ | 0. $87 \%$ | 0. $99 \%$ | 1. $07 \%$ | 1. $07 \%$ |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 21, 290 | 0. 77\% | 0. $55 \%$ | 0. $30 \%$ | 0. 09\% | 0. 09\% | 0. 15\% | 0. 15\% |
| 5-9 years | 22, 597 | 0. 76\% | 0. $41 \%$ | 0. $34 \%$ | 0. 18\% | 0. 18\% | 0. 32\% | 0. 32\% |
| 10-19 years | 20, 581 | 1. 15\% | 0.76\% | 0. $36 \%$ | 0. 30\% | 0. 29\% | 0. $52 \%$ | 0. 52\% |
| 20 or more years | 15, 024 | 0. 68\% | 0. 36\% | 0. 53\% | 0. $45 \%$ | 0. 60\% | 0. $44 \%$ | 0. $44 \%$ |
| Unknown | 16, 819 | 0. $53 \%$ | 0. $42 \%$ | 0. 51\% | 0. $76 \%$ | 0. 86\% | 0. $52 \%$ | 0. $52 \%$ |
| Multi/single stat us |  |  |  |  |  |  |  |  |
| 2 or more locations | 14,963 | 0. 22\% | 0. 39\% | 0. 55\% | 0. 55\% | 0. 77\% | 0. 50\% | 0. 50\% |
| 1 l ocati on onl y | 33, 833 | 0. $29 \%$ | 0. $22 \%$ | 0. 13\% | 0. $06 \%$ | 0. $01 \%$ | 0. 12\% | 0. 12\% |
| Percent full-time employees |  |  |  |  |  |  |  |  |
| Less than 25\% | 18, 780 | 0. 69\% | 0. $58 \%$ | 0. $41 \%$ | 0. 08\% | 0.54\% | 0.60\% | 0.60\% |
| 25-49\% | 5, 911 | 1. $62 \%$ | 0. $97 \%$ | 0. $46 \%$ | 0.78\% | 1. 17\% | 1. $59 \%$ | 1. 59\% |
| 50-74\% | 19, 573 | 0. $42 \%$ | 0. 52\% | 0. $36 \%$ | 0. $36 \%$ | 0.79\% | 0. 89\% | 0. 89\% |
| 75\% or more | 32,489 | 0. $37 \%$ | 0. 16\% | 0. $23 \%$ | 0. 15\% | 0. $40 \%$ | 0. $40 \%$ | 0. $40 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 35, 157 | 0. 29\% | 0. 15\% | 0. $20 \%$ | 0. 12\% | 0. $28 \%$ | 0. $27 \%$ | 0. $27 \%$ |
| Has uni on empl oyees | 8, 912 | 2. $52 \%$ | 1. $47 \%$ | 1. $28 \%$ | 1. $47 \%$ | 1. $65 \%$ | 2. 15\% | 2. 15\% |
| Unknown | 12,693 | 0. $98 \%$ | 0. $44 \%$ | 0. $38 \%$ | 0. $50 \%$ | 0. $68 \%$ | 0. $74 \%$ | 0. $74 \%$ |
| Percent I ow- wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 19, 035 | 0. 90\% | 0. 33\% | 0. $59 \%$ | 0. $50 \%$ | 0. 60\% | 0.76\% | 0.76\% |
| Less than 50\% l ow wage | 28, 705 | 0. 39\% | 0. $24 \%$ | 0. 18\% | 0. $17 \%$ | 0. $26 \%$ | 0. 32\% | 0. $32 \%$ |
| Unknown | 14, 661 | 1. $34 \%$ | 0. $36 \%$ | 0. $29 \%$ | 0. $48 \%$ | 0. $97 \%$ | 1. $18 \%$ | 1. $18 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.


| Characteristics | Tot al | Less than 10 empl oyees | 10-24 empl oyees | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 52. 9\% | 34. 2\% | 64. 9\% | 80. 8\% | 92. $7 \%$ | 96. $7 \%$ | 41. 7\% | 93. 9\% |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 29.0\% | 24. $4 \%$ | 49. 0\% | 65. 9\% | 78. $7 \%$ | 89. 4\% | 27. 3\% | 80. 3\% |
| M ni ng | 67. 7\% | 44. 8\% | 61. 0\% | 97. 0\% | 94. 4\% | 100. 0\% | 50. 3\% | 98. $4 \%$ |
| Constructi on | 40. 1\% | 29.6\% | 67. 1\% | 85. 6\% | 95. 4\% | 100. 0\% | 37. 7\% | 90. 7\% |
| Manuf act uring | 70. $9 \%$ | 45. 1\% | 77. 4\% | 89. 6\% | 94. 8\% | 98. 9\% | 60. 0\% | 96. $4 \%$ |
| Transp., commu., util. | 58. 2\% | 29. 2\% | 64. 5\% | 88. 1\% | 97. 7\% | 99. 7\% | 39. 4\% | 98. 6\% |
| Whol esal e trade | 67. 8\% | 47. 6\% | 77. 7\% | 89. 3\% | 94. 7\% | 97. 2\% | 56. 5\% | 95. 8\% |
| Retail trade | 53. 2\% | 26. 1\% | 48. 9\% | 69. 4\% | 88. 4\% | 98. 9\% | 33. 2\% | 94. 3\% |
| Fin., ins., real est. | 62. 7\% | 40. 9\% | 91. 3\% | 93. 2\% | 98. 8\% | 88. 6\% | 48. 5\% | 91. 7\% |
| Ser vi ces | 49. 8\% | 36. 8\% | 66. 8\% | 80. 2\% | 92. 4\% | 96. 0\% | 43. 2\% | 92. 1\% |
| Unknown | 18. $7 \%$ | 17. 3\% | 60.0\% * | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 18.7\% | 0. $0 \%$ |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 62. 9\% | 42. 0\% | 68. 6\% | 81. 4\% | 92. 3\% | 96. 5\% | 50. 6\% | 94. 0\% |
| For profit, uni ncorpor at ed | 27. 8\% | 23. $4 \%$ | 43. $4 \%$ | 67. 3\% | 92. 5\% | 97. 2\% | 25. 5\% | 90. 0\% |
| Nonpr of it | 60. 9\% | 42. 1\% | 71. 8\% | 88. 1\% | 99. 0\% | 99. 4\% | 50. 7\% | 97. 4\% |
| Unknown | 37. 2\% | 18. $7 \%$ | 43. $4 \%$ | 68. 2\% | 80. 6\% | 97. 9\% | 21. 2\% | 90. 6\% |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 28. $2 \%$ | 24. 0\% | 43. 5\% | 60. 2\% | 89. 0\% | 97. 9\% | 27. 0\% | 79. 7\% |
| 5-9 years | 38. 2\% | 30. 8\% | 55. 8\% | 75. 3\% | 83. 9\% | 98. 9\% | 36. 3\% | 83. 2\% |
| 10-19 years | 51. 3\% | 40. 5\% | 68. 9\% | 81. 4\% | 91. 7\% | 98. 4\% | 47. 4\% | 91. 8\% |
| 20 or more years | 69. 9\% | 49. 5\% | 82. 3\% | 93. 3\% | 98. 6\% | 99. 7\% | 60.7\% | 98. $7 \%$ |
| Unknown | 84. 7\% | 23. $7 \%$ | 54. 7\% | 73. $7 \%$ | 90. 0\% | 95. 9\% | 43. 1\% | 93. $4 \%$ |
| Multi/single status |  |  |  |  |  |  |  |  |
| 2 or more locations | 91. 5\% | 54. 7\% | 73. 3\% | 85. 1\% | 93. 1\% | 96. 7\% | 72. 9\% | 94. 8\% |
| 1 l ocati on onl y | 41. $6 \%$ | 34. 0\% | 63. 9\% | 77. 8\% | 90. 3\% | 98. 3\% | 40. 3\% | 85. 9\% |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 15. $6 \%$ | 7. 6\% | 18. 8\% | 44. 1\% | 71. 4\% | 92. 1\% | 9. $7 \%$ | 80. 6\% |
| 25-49\% | 49. 6\% | 25. 9\% | 44. 1\% | 66. 5\% | 86. 1\% | 99. 2\% | 32. 9\% | 93. 5\% |
| 50-74\% | 48. 6\% | 32.0\% | 54. 0\% | 74. 5\% | 89. 6\% | 95. 7\% | 37. 6\% | 92. 0\% |
| 75\% or more | 61. 9\% | 42. 9\% | 77. $4 \%$ | 87. 6\% | 95. 3\% | 96. 8\% | 51. 5\% | 95. 3\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 49. 8\% | 34. 6\% | 65. 1\% | 81. 1\% | 92. 4\% | 96. 3\% | 42. 1\% | 92. 4\% |
| Has uni on empl oyees | 78. $4 \%$ | 56. 3\% | 80. 4\% | 93. 4\% | 97. 5\% | 98. 0\% | 67. 1\% | 97. 0\% |
| Unknown | 63. 1\% | 27. 3\% | 57. 3\% | 70. 0\% | 92. 2\% | 96. 9\% | 32. 9\% | 95. 8\% |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 31. 1\% | 14. 3\% | 32.5\% | 59. 7\% | 83. 0\% | 97. 4\% | 19. 8\% | 86. 3\% |
| Less than 50\% l ow wage | 55. 4\% | 40. 8\% | 74. 4\% | 88. 4\% | 95. 7\% | 95. 1\% | 49. 0\% | 94. 3\% |
| Unknown | 66. $0 \%$ | 28. 5\% | 60. 3\% | 73. 1\% | 93. 8\% | 97. 2\% | 34. 6\% | 96. 1\% |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 Uni ted States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $32 \%$ | 0. $50 \%$ | 0.74\% | 0. $48 \%$ | 0. 76\% | 0. $68 \%$ | 0. $39 \%$ | 0. $45 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 1. $41 \%$ | 1. $60 \%$ | 5. $60 \%$ | 10. 07\% | 13. $36 \%$ | 11. 45\% | 1. 53\% | 5. 62\% |
| M ni ng | 5. 71\% | 7. 89\% | 13. 74\% | 23. 02\% | 10. 38\% | 0. 00\% | 8. 11\% | 1. $25 \%$ |
| Construction | 1. $32 \%$ | 1. $07 \%$ | 2. $97 \%$ | 3. 48\% | 2. $41 \%$ | 0. 00\% | 1. 33\% | 1. $93 \%$ |
| Manuf act uri ng | 1. 16\% | 2. $62 \%$ | 2. $76 \%$ | 1. $79 \%$ | 1. $23 \%$ | 0. $47 \%$ | 1. 60\% | 0. 50\% |
| Transp., commu., util. | 2. 19\% | 2. 16\% | 6. 05\% | 2. 61\% | 2. $22 \%$ | 0. 23\% | 2. $26 \%$ | 0. 59\% |
| Whol esal e trade | 1. 14\% | 2. $07 \%$ | 2. $87 \%$ | 1. 61\% | 1. 83\% | 1. $24 \%$ | 1. $43 \%$ | 1. $17 \%$ |
| Retail trade | 0. 68\% | 1. $14 \%$ | 1. $70 \%$ | 1. $48 \%$ | 1. 13\% | 0. $36 \%$ | 0. 86\% | 0. 37\% |
| Fin., ins., real est. | 1. $43 \%$ | 1. $38 \%$ | 2. $21 \%$ | 1. $99 \%$ | 0. $70 \%$ | 3. $22 \%$ | 1. $33 \%$ | 1. $96 \%$ |
| Servi ces | 0. 51\% | 0. $85 \%$ | 1. 39\% | 1. $46 \%$ | 1. $38 \%$ | 1. $80 \%$ | 0. 64\% | 0. 80\% |
| Unknown | 5. 11\% | 4. $97 \%$ | 18. $86 \%$ * | 0. 00\% | 0. 00\% | 0. 00\% | 5. 11\% | 0. 00\% |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0. $34 \%$ | 0. $66 \%$ | 0. $92 \%$ | 0. 58\% | 0. $99 \%$ | 0.71\% | 0. $43 \%$ | 0. 50\% |
| For profit, uni ncorporated | 0. $57 \%$ | 0. $56 \%$ | 2. $61 \%$ | 3. $30 \%$ | 2. 31\% | 1. $82 \%$ | 0. 57\% | 1. $94 \%$ |
| Nonpr of it | 1. 09\% | 2. 08\% | 2. $88 \%$ | 1. $79 \%$ | 0. 43\% | 0. 29\% | 1. $73 \%$ | 0. 93\% |
| Unknown | 1. $53 \%$ | 1. $88 \%$ | 7. $40 \%$ | 6. $99 \%$ | 5. 51\% | 1. $41 \%$ | 2. $01 \%$ | 2. 55\% |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 0.91\% | 1. $00 \%$ | 2. $77 \%$ | 2. 62\% | 4. 86\% | 0.95\% | 0. $91 \%$ | 2. 08\% |
| 5-9 years | 1. $03 \%$ | 1. $20 \%$ | 2. 14\% | 2. $09 \%$ | 3. $14 \%$ | 0. $77 \%$ | 0. $97 \%$ | 1. $79 \%$ |
| 10-19 years | 0.83\% | 0. 69\% | 1. $20 \%$ | 1. 56\% | 2. 61\% | 2. 14\% | 0. 80\% | 1. $40 \%$ |
| 20 or more years | 0.72\% | 1. $47 \%$ | 1. $38 \%$ | 0.83\% | 0. 60\% | 0.14\% | 0. $90 \%$ | 0. $28 \%$ |
| Unknown | 0.77\% | 2. $55 \%$ | 6. $15 \%$ | 1. $65 \%$ | 1. $51 \%$ | 0. $88 \%$ | 1. $30 \%$ | 0. 64\% |
| Multi/single status |  |  |  |  |  |  |  |  |
| 2 or more locations | 0.43\% | 3. $75 \%$ | 3. $54 \%$ | 1. $41 \%$ | 0. $97 \%$ | 0. 68\% | 1. 63\% | 0. 51\% |
| 1 l ocati on only | 0. $35 \%$ | 0. $50 \%$ | 0. $80 \%$ | 0. 68\% | 1. $07 \%$ | 1. $55 \%$ | 0. $39 \%$ | 1. $15 \%$ |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 0.71\% | 0. 65\% | 2. $82 \%$ | 2. $79 \%$ | 4. $43 \%$ | 2. $09 \%$ | 0. 53\% | 2. 94\% |
| 25-49\% | 0.96\% | 2. $22 \%$ | 3. $54 \%$ | 4. 06\% | 3. 73\% | 0. $34 \%$ | 1. $46 \%$ | 0. 86\% |
| 50-74\% | 0. $92 \%$ | 1. 34\% | 2. $67 \%$ | 2. 99\% | 1. $79 \%$ | 2. $39 \%$ | 0. 83\% | 1. $46 \%$ |
| 75\% or more | 0. $42 \%$ | 0. $71 \%$ | 1. $13 \%$ | 0. $59 \%$ | 0. $56 \%$ | 0. $68 \%$ | 0. $50 \%$ | 0. $52 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. $32 \%$ | 0. $51 \%$ | 0. $84 \%$ | 0. 57\% | 0.76\% | 1. $06 \%$ | 0. $42 \%$ | 0. $40 \%$ |
| Has uni on empl oyees | 2. 78\% | 4. 19\% | 4. $55 \%$ | 2. 17\% | 1. 78\% | 1. $43 \%$ | 3. 12\% | 1. 11\% |
| Unknown | 1. 14\% | 1. $68 \%$ | 4. $75 \%$ | 4. 04\% | 2. $55 \%$ | 0. $81 \%$ | 1. $61 \%$ | 0.87\% |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 0.87\% | 0. 68\% | 2. $22 \%$ | 0. $97 \%$ | 2. 64\% | 0. $53 \%$ | 0. 60\% | 1. $38 \%$ |
| Less than 50\% l ow wage | 0. $56 \%$ | 0.77\% | 0. $41 \%$ | 1. $07 \%$ | 0.70\% | 1. $27 \%$ | 0. 59\% | 0. 54\% |
| Unknown | 1. $30 \%$ | 1. $54 \%$ | 3. $36 \%$ | 4. 02\% | 1. $85 \%$ | 0. $75 \%$ | 1. $41 \%$ | 0. $70 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 characteristics: United States, 1996

|  | Tot al |  | Less than 100 empl oyees |  | $100-499$ <br> empl oyees |  | 500 or more empl oyees | Less than 50 empl oyees |  | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 28. $5 \%$ |  | 12. 1\% |  | 35. 3\% |  | 71. 6\% | 11. $4 \%$ |  | 56. 3\% |
| I ndustry group |  |  |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 10.1\% |  | 7. 2\% |  | 39. $4 \%$ | * | 57. 9\% | 7. 2\% |  | 39. 7\% |
| M ni ng | 50. 6\% |  | 16. 8\% | * | 63. 3\% |  | 88. $4 \%$ | 15. 7\% | * | 82. 2\% |
| Constr uct i on | 15. $4 \%$ |  | 13. $4 \%$ |  | 34. 0\% |  | 57. 8\% | 13. $2 \%$ |  | 35. 4\% |
| Manuf act uri ng | 28.9\% |  | 12. 5\% |  | 40. 7\% |  | 71. 9\% | 11. 0\% |  | 54. 8\% |
| Transp., commu., util. | 38. $6 \%$ |  | 13. 3\% |  | 36. 7\% |  | 72. 1\% | 11. 1\% |  | 62. $2 \%$ |
| Whol esal e trade | 32. 9\% |  | 12. 7\% |  | 53. 1\% |  | 79. $5 \%$ | 11. 7\% |  | 64. 0\% |
| Retail trade | 39. $4 \%$ |  | 10. $9 \%$ |  | 31. 6\% |  | 71. 7\% | 10. 5\% |  | 60. $4 \%$ |
| Fin., ins., real est. | 33. 8\% |  | 7. 8\% |  | 45. 0\% |  | 75. 9\% | 6. $9 \%$ |  | 63. $0 \%$ |
| Ser vi ces | 20.1\% |  | 13. $0 \%$ |  | 26. 1\% |  | 63. 3\% | 12. 5\% |  | 42. 8\% |
| Unknown | 31. 8\% | * | 31. 8\% | * | 0. 0\% |  | 0. $0 \%$ | 31. 8\% | * | 0. $0 \%$ |
| Ownership |  |  |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 31. 1\% |  | 10. 8\% |  | 38. $0 \%$ |  | 73. 8\% | 9. $9 \%$ |  | 59. $9 \%$ |
| For profit, uni ncorporated | 14. 0\% |  | 11. 2\% |  | 32. 6\% |  | 54. 0\% | 10. $9 \%$ |  | 38.0\% |
| Nonpr of it | 23. 3\% |  | 19. 7\% |  | 21. 1\% |  | 50. 4\% | 20. 3\% |  | 28. 9\% |
| Unknown | 42. 3\% |  | 21. 2\% |  | 51. 1\% |  | 62. 7\% | 21. 4\% |  | 58. 6\% |
| Age of firm |  |  |  |  |  |  |  |  |  |  |
| Less than 5 years | 11. $4 \%$ |  | 9. 7\% |  | 41. 8\% |  | 70.1\% | 9. 6\% |  | 38. $5 \%$ |
| 5-9 years | 14. 2\% |  | 12.4\% |  | 29. 9\% |  | 57. 7\% | 12. 1\% |  | 35. 0\% |
| 10-19 years | 16. 1\% |  | 12. $2 \%$ |  | 31. 3\% |  | 65. 9\% | 11. 7\% |  | 39. 6\% |
| 20 or more years | 22. 5\% |  | 11. 6\% |  | 30. 8\% |  | 68. 1\% | 10. 9\% |  | 44. 9\% |
| Unknown | 61. 3\% |  | 21. 0\% |  | 40. $4 \%$ |  | 73. 1\% | 20. 5\% |  | 65. 2\% |
| Multi/single st at us |  |  |  |  |  |  |  |  |  |  |
| 2 or more locations | 54. 5\% |  | 16. 7\% |  | 37. 2\% |  | 71. 7\% | 14. 3\% |  | 59. 9\% |
| 1 l ocati on only | 11. 8\% |  | 11. $4 \%$ |  | 25. 3\% |  | 55. 1\% | 11. 2\% |  | 21. 8\% |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |  |  |
| Less than 25\% | 27. 7\% |  | 11. 6\% |  | 10. 3\% | * | 68. $9 \%$ | 11. $4 \%$ |  | 49. $5 \%$ |
| 25-49\% | 35. 9\% |  | 11. 2\% |  | 31. 6\% |  | 71. 5\% | 11. 7\% |  | 58. $2 \%$ |
| 50-74\% | 26. 9\% |  | 10. 3\% |  | 27. 7\% |  | 70.7\% | 10. 0\% |  | 53. 9\% |
| 75\% or more | 28. $2 \%$ |  | 12. $4 \%$ |  | 38. 1\% |  | 71. $9 \%$ | 11. 6\% |  | 56. 9\% |
| Uni on presence |  |  |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 19. $9 \%$ |  | 11. 1\% |  | 32. 1\% |  | 62. 1\% | 10. $4 \%$ |  | 43. 6\% |
| Has uni on empl oyees | 34. 7\% |  | 21. 9\% |  | 38. 2\% |  | 62. 6\% | 22.0\% |  | 49. 1\% |
| Unknown | 60. 3\% |  | 17. 1\% |  | 53. 1\% |  | 79. $9 \%$ | 16. 8\% |  | 76. $4 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 23. 1\% |  | 10.6\% |  | 17. 9\% |  | 57. 3\% | 10. 7\% |  | 37. 1\% |
| Less than 50\% l ow wage | 18. $4 \%$ |  | 11. 3\% |  | 36. 3\% |  | 61. 2\% | 10. 6\% |  | 42. 9\% |
| Unknown | 60. 6\% |  | 20. 3\% |  | 49. 9\% |  | 79.0\% | 19. 4\% |  | 74. 7\% |

 Note: Definitions and descriptions of the rethods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 by firmsize and sel ected characteristics: United States, 1996

|  | Less than 100 | $100-499$ | 500 or more | Less than 50 | 50 or more |
| ---: | ---: | ---: | ---: | ---: | ---: |
| Tot al | empl oyees | empl oyees | empl oyees | empl oyees |  |


| Uni ted St at es | 0. $50 \%$ |  | 0. $40 \%$ |  | 1. $70 \%$ |  | 0. $92 \%$ | 0. $49 \%$ | 0. $77 \%$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| I ndustry group |  |  |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 1. $98 \%$ |  | 1. $92 \%$ |  | 12. $49 \%$ | * | 12. $63 \%$ | 1. $81 \%$ |  | 11. $45 \%$ |
| M ni ng | 6. 71\% |  | 10. $37 \%$ | * | 14. 00\% |  | 3. $90 \%$ | 10.47\% | * | 4. $64 \%$ |
| Construction | 1. $74 \%$ |  | 1. $80 \%$ |  | 5. 99\% |  | 10. 15\% | 1. $99 \%$ |  | 5. $20 \%$ |
| Manuf act uring | 1. $84 \%$ |  | 1. $31 \%$ |  | 2. $63 \%$ |  | 2. $22 \%$ | 1. $31 \%$ |  | 2. $28 \%$ |
| Transp., commu., util. | 3. $04 \%$ |  | 3. $38 \%$ |  | 7. $97 \%$ |  | 4. $02 \%$ | 3. 01\% |  | 4. $27 \%$ |
| Whol esal e trade | 1. $92 \%$ |  | 1. $34 \%$ |  | 4. $42 \%$ |  | 4. $13 \%$ | 1. $34 \%$ |  | 3. $41 \%$ |
| Retail trade | 1. $27 \%$ |  | 0. $85 \%$ |  | 4. $45 \%$ |  | 1. $68 \%$ | 0. $86 \%$ |  | 1. $72 \%$ |
| Fin., ins., real est. | 1. $60 \%$ |  | 1. $30 \%$ |  | 3. $86 \%$ |  | 2. $47 \%$ | 1. $27 \%$ |  | 1. $66 \%$ |
| Ser vi ces | 0. 59\% |  | 0.78\% |  | 3. $14 \%$ |  | 2. $02 \%$ | 0. $82 \%$ |  | 1. $37 \%$ |
| Unknown | 12. $66 \%$ | * | 12. $66 \%$ | * | 0. 00\% |  | 0. 00\% | 12.66\% | * | 0. $00 \%$ |
| Ownershi p |  |  |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0. $57 \%$ |  | 0. $42 \%$ |  | 2. $00 \%$ |  | 0. $99 \%$ | 0. 54\% |  | 0. $90 \%$ |
| For profit, uni ncorporated | 1. $11 \%$ |  | 1. $21 \%$ |  | 5. $20 \%$ |  | 5. $64 \%$ | 1. $27 \%$ |  | 2. $53 \%$ |
| Nonpr of it | 1. $07 \%$ |  | 1. $11 \%$ |  | 2. $86 \%$ |  | 3. $97 \%$ | 1. $13 \%$ |  | 2. $22 \%$ |
| Unknown | 2. $62 \%$ |  | 3. $44 \%$ |  | 9. $90 \%$ |  | 3. $32 \%$ | 3. $44 \%$ |  | 2. $42 \%$ |
| Age of firm |  |  |  |  |  |  |  |  |  |  |
| Less than 5 years | 0. $98 \%$ |  | 0. $97 \%$ |  | 6. $16 \%$ |  | 7. $62 \%$ | 1. $04 \%$ |  | 4. $52 \%$ |
| 5-9 years | 1. $57 \%$ |  | 1. $44 \%$ |  | 7. $30 \%$ |  | 9. $86 \%$ | 1. $55 \%$ |  | 4. $77 \%$ |
| 10-19 years | 1. $21 \%$ |  | 0. $93 \%$ |  | 5. 55\% |  | 3. $46 \%$ | 0. 96\% |  | 3. $30 \%$ |
| 20 or more years | 0. 86\% |  | 0. 55\% |  | 1. $74 \%$ |  | 3. $23 \%$ | 0. 61\% |  | 1. $95 \%$ |
| Unknown | 0. $99 \%$ |  | 2. $16 \%$ |  | 2. $99 \%$ |  | 1. $09 \%$ | 2. $43 \%$ |  | 0. $94 \%$ |
| Multi/single status |  |  |  |  |  |  |  |  |  |  |
| 2 or more locations | 0. $77 \%$ |  | 1. $99 \%$ |  | 2. $03 \%$ |  | 0. $92 \%$ | 1. $83 \%$ |  | 0. $77 \%$ |
| 1 l ocati on only | 0. $59 \%$ |  | 0. 61\% |  | 1. $41 \%$ |  | 6. 11\% | 0. 61\% |  | 1. $15 \%$ |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |  |  |
| Less than 25\% | 3. $79 \%$ |  | 1. $70 \%$ |  | 3. $13 \%$ | * | 7. $31 \%$ | 1. $74 \%$ |  | 5. $42 \%$ |
| 25-49\% | 2. 95\% |  | 1. $40 \%$ |  | 5. $50 \%$ |  | 4. $73 \%$ | 1. $40 \%$ |  | 4. 04\% |
| 50-74\% | 1. $18 \%$ |  | 1. $02 \%$ |  | 3. 19\% |  | 1. $64 \%$ | 1. $19 \%$ |  | 1. $05 \%$ |
| 75\% or more | 0. $42 \%$ |  | 0. $54 \%$ |  | 1. $88 \%$ |  | 1. $19 \%$ | 0. $65 \%$ |  | 0. $75 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. $42 \%$ |  | 0. $35 \%$ |  | 1. $67 \%$ |  | 2. $07 \%$ | 0. $44 \%$ |  | 1. $09 \%$ |
| Has uni on empl oyees | 2. $14 \%$ |  | 1. $87 \%$ |  | 5. $50 \%$ |  | 3. $93 \%$ | 2. 14\% |  | 4. $13 \%$ |
| Unknown | 1. $75 \%$ |  | 2. $12 \%$ |  | 4. $75 \%$ |  | 1. $37 \%$ | 2. $48 \%$ |  | 1. $42 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |  |  |
| $50 \%$ or more low wage | 1. $40 \%$ |  | 1. $17 \%$ |  | 3. 02\% |  | 5. 10\% | 1. $33 \%$ |  | 2. $91 \%$ |
| Less than 50\% l ow wage | 0. 50\% |  | 0. $42 \%$ |  | 1. $92 \%$ |  | 1. $82 \%$ | 0. $50 \%$ |  | 0. $90 \%$ |
| Unknown | 1. $48 \%$ |  | 1. $90 \%$ |  | 3. $48 \%$ |  | 1. $21 \%$ | 2. $30 \%$ |  | 1. $07 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 contributi on from the empl oyee for single cover age by firmsize and sel ected char acteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 50. $8 \%$ | 71. 9\% | 61. 3\% | 44. 9\% | 31. 5\% | 18. $2 \%$ | 66. 7\% | 24. 9\% |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 77. 2\% | 84. 8\% | 80. 8\% | 48. 5\% | 24. 8\% * | 9. $8 \%$ * | 82. 1\% | 26.5\% |
| M ni ng | 51. $4 \%$ | 79. $4 \%$ | 29. 1\% * | 17. 5\% * | 10. 3\% * | 53. $4 \%$ | 60. 6\% | 43. 1\% |
| Construction | 64. 2\% | 69. 9\% | 63. 3\% | 57. 6\% | 42. 2\% | 10. 1\% * | 67. 1\% | 38. 2\% |
| Manuf act uri ng | 48. 1\% | 65. 2\% | 55. 9\% | 42. 4\% | 37. 2\% | 30. 2\% | 58. $4 \%$ | 33. 2\% |
| Transp., commu., util. | 51. 5\% | 64. 2\% | 57. 2\% | 39. 7\% | 42. 3\% | 47. 0\% | 59. 5\% | 44. 5\% |
| Whol esal e trade | 48. 7\% | 70. 3\% | 63. 0\% | 43. 7\% | 29.7\% | 16. 9\% | 64. 9\% | 25. 2\% |
| Retail trade | 35. 2\% | 67. 5\% | 57. 9\% | 36. 4\% | 21. 6\% | 13. $2 \%$ | 61. 3\% | 16. 2\% |
| Fin., ins., real est. | 45. 7\% | 71. 3\% | 64. 0\% | 54. 5\% | 25. 9\% | 13. 3\% | 68. 8\% | 20. $6 \%$ |
| Ser vi ces | 60.1\% | 74. 4\% | 62. 8\% | 47. 7\% | 38. $4 \%$ | 18. $2 \%$ | 69. 7\% | 31. 4\% |
| Unknown | 60. 8\% | 56. 0\% | 100. 0\% | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 60. 8\% | 0.0\% |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 47. 2\% | 71. 2\% | 60. 7\% | 43. 3\% | 27. 7\% | 17. 7\% | 65. 1\% | 22. $8 \%$ |
| For profit, uni ncorporated | 65. 6\% | 72. 1\% | 62. 6\% | 42. 6\% | 41. 2\% | 17. 2\% | 69. 9\% | 33. 0\% |
| Nonpr of it | 63. 2\% | 79. 7\% | 67. 8\% | 52. 7\% | 46. 9\% | 29. 4\% | 74. 1\% | 42. 9\% |
| Unknown | 38. 7\% | 61. 9\% | 37. 5\% * | 73. 5\% | 20.7\% * | 20. 0\% | 58. 9\% | 22.9\% |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 63. 2\% | 69. 0\% | 55. 5\% | 42. 2\% | 33. $4 \%$ | 27. 4\% | 65. 3\% | 31. 1\% |
| 5-9 years | 62. 4\% | 69. 8\% | 59. 0\% | 44. 0\% | 41. 6\% | 14. 1\% * | 65. 5\% | 31. 5\% |
| 10-19 years | 62. 7\% | 73. $6 \%$ | 61. 3\% | 47. 6\% | 29. 8\% | 18. 8\% | 68. 6\% | 30. $4 \%$ |
| 20 or more years | 55. 3\% | 74. 7\% | 64. 5\% | 45. 9\% | 35. 2\% | 20. 1\% | 68. 1\% | 30. 6\% |
| Unknown | 24. 0\% | 64. 0\% | 57. 9\% | 41. 8\% | 28. 1\% | 17. 7\% | 53. 7\% | 21. 1\% |
| Multi/single st at us |  |  |  |  |  |  |  |  |
| 2 or more locations | 26. 3\% | 56. 8\% | 57. 1\% | 40. 6\% | 29. 4\% | 18. 2\% | 51. 0\% | 23. 0\% |
| 1 l ocation only | 66. 5\% | 72. 2\% | 61. 9\% | 48. 3\% | 45. 3\% | 26. 8\% * | 68. 0\% | 43. 1\% |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 56. 5\% | 73. $4 \%$ | 75. 5\% | 60. $4 \%$ | 39. 8\% | 27. 5\% | 71. 9\% | 35. 9\% |
| 25-49\% | 41. 3\% | 74. 9\% | 65. 2\% | 40. 4\% | 32. 2\% | 10. 2\% | 67. 6\% | 16. 9\% |
| 50-74\% | 47. 4\% | 70. 3\% | 62. 4\% | 40. 3\% | 25. 9\% | 10. $4 \%$ | 66. 2\% | 17. 3\% |
| 75\% or more | 51. 8\% | 72. 0\% | 60. 3\% | 45. 1\% | 31. 9\% | 20. 1\% | 66. 5\% | 26. 5\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 54. 8\% | 72. 3\% | 60. 1\% | 43. 6\% | 30. 2\% | 13. $6 \%$ | 66. 5\% | 25. $4 \%$ |
| Has uni on empl oyees | 60. 5\% | 76. 1\% | 79. 9\% | 56. 6\% | 56. 0\% | 34. $4 \%$ | 74. 0\% | 45. 1\% |
| Unknown | 33. 3\% | 67. 2\% | 64. 3\% | 51. $4 \%$ | 26.0\% | 20.1\% | 65. 6\% | 21. 3\% |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 41. 4\% | 69. 6\% | 54. 2\% | 36. 7\% | 28. 2\% | 9. $2 \%$ * | 60. 9\% | 19. $4 \%$ |
| Less than 50\% l ow wage | 59. 1\% | 73. 1\% | 62. 6\% | 46. 3\% | 34. 6\% | 19. $2 \%$ | 68. 0\% | 30. 9\% |
| Unknown | 31. 2\% | 64. 1\% | 56. $4 \%$ | 47. 6\% | 25. 2\% | 19. 2\% | 60. 9\% | 20.9\% |

[^0] Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Fi gure does not meet standard of reliability or precision.
 pl an that requi red no contribution fromthe employee for single cover age by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | 10-24 empl oyees | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $67 \%$ | 1. $05 \%$ | 0. $90 \%$ | 1. $70 \%$ | 1. $27 \%$ | 0. $86 \%$ | 0. 70\% | 0. $68 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 3. $15 \%$ | 2. $74 \%$ | 8. 51\% | 12. 93\% | 12. $11 \%$ * | 9. $86 \%$ * | 3. 07\% | 2. $96 \%$ |
| M ni ng | 6. $34 \%$ | 11. 54\% | 13. $03 \%$ * | 10. $15 \%$ * | 12. $33 \%$ * | 12. 03\% | 10.09\% | 8. $77 \%$ |
| Constr uct i on | 2. $03 \%$ | 3. 60\% | 4. 04\% | 4. $07 \%$ | 6. $30 \%$ | 5. $20 \%$ * | 2. $26 \%$ | 4. $48 \%$ |
| Manuf act uring | 2. $25 \%$ | 4. $82 \%$ | 3. $77 \%$ | 3. $90 \%$ | 3. $75 \%$ | 4. $09 \%$ | 3. 59\% | 2. $31 \%$ |
| Transp., commu., util. | 2. $30 \%$ | 4. $37 \%$ | 7. $58 \%$ | 4. $75 \%$ | 6. $86 \%$ | 3. 19\% | 4. $26 \%$ | 2. $92 \%$ |
| Whol esal e trade | 1. $70 \%$ | 4. $31 \%$ | 5. 11\% | 3. $22 \%$ | 3. $17 \%$ | 2. $70 \%$ | 3. $28 \%$ | 2. $44 \%$ |
| Retail trade | 1. 05\% | 1. 61\% | 2. $10 \%$ | 3. $52 \%$ | 2. $14 \%$ | 1. $32 \%$ | 1. $22 \%$ | 1. $27 \%$ |
| Fin., ins., real est. | 1. $77 \%$ | 2. $54 \%$ | 4. $29 \%$ | 5. $67 \%$ | 3. $43 \%$ | 3. $21 \%$ | 1. $97 \%$ | 2. $77 \%$ |
| Ser vi ces | 0. 83\% | 1. $09 \%$ | 2. 19\% | 2. $41 \%$ | 2. $98 \%$ | 2. $79 \%$ | 1. $05 \%$ | 1. $37 \%$ |
| Unknown | 13. $64 \%$ | 13. $40 \%$ | 29.81\% | 0. $00 \%$ | 0. 00\% | 0. 00\% | 13. $64 \%$ | 0. $00 \%$ |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0. $78 \%$ | 1. $29 \%$ | 1. $09 \%$ | 1. $80 \%$ | 1. $33 \%$ | 1. $02 \%$ | 0. 88\% | 0. $78 \%$ |
| For profit, uni ncorporated | 1. $50 \%$ | 1. 71\% | 2. $74 \%$ | 4. $75 \%$ | 4. $18 \%$ | 4. $57 \%$ | 1. 61\% | 3. $66 \%$ |
| Nonpr of it | 1. $29 \%$ | 2. $38 \%$ | 4. $43 \%$ | 4. $75 \%$ | 4. $23 \%$ | 3. 61\% | 1. $69 \%$ | 2. 14\% |
| Unknown | 2. $13 \%$ | 5. $35 \%$ | 12. $35 \%$ * | 9. $34 \%$ | 6. $28 \%$ * | 5. $22 \%$ | 3. $86 \%$ | 3. $03 \%$ |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 1. $94 \%$ | 2. $35 \%$ | 3. $38 \%$ | 5. 09\% | 7. $49 \%$ | 8. 10\% | 1. $85 \%$ | 5. $19 \%$ |
| 5-9 years | 0.95\% | 1. 50\% | 1. $31 \%$ | 5. 67\% | 5. $49 \%$ | 5. $03 \%$ * | 0.97\% | 3. $36 \%$ |
| 10-19 years | 0. $92 \%$ | 1. $33 \%$ | 1. $99 \%$ | 3. $54 \%$ | 4. $67 \%$ | 4. $95 \%$ | 0. $94 \%$ | 2. $07 \%$ |
| 20 or more years | 0. 86\% | 1. $35 \%$ | 1. $35 \%$ | 2. $03 \%$ | 1. $48 \%$ | 1. $38 \%$ | 1. 03\% | 1. $09 \%$ |
| Unknown | 1. $06 \%$ | 7. $43 \%$ | 7. $90 \%$ | 2. $88 \%$ | 2. $77 \%$ | 1. $22 \%$ | 3. 06\% | 1. $04 \%$ |
| Multi/single status |  |  |  |  |  |  |  |  |
| 2 or more locations | 0. $69 \%$ | 5. $41 \%$ | 3. $28 \%$ | 2. $21 \%$ | 1. $22 \%$ | 0. $86 \%$ | 2. $38 \%$ | 0.74\% |
| 1 l ocati on only | 0. $74 \%$ | 1. 05\% | 1. $11 \%$ | 1. $86 \%$ | 2. $95 \%$ | 12. $09 \%$ * | 0. $75 \%$ | 0. 89\% |
|  |  |  |  |  |  |  |  |  |
| Less than $25 \%$ | 2. $14 \%$ | 4. $25 \%$ | 7. $35 \%$ | 6. $28 \%$ | 6. $64 \%$ | 5. 04\% | 2. $85 \%$ | 2. $68 \%$ |
| 25-49\% | 2. $30 \%$ | 3. 14\% | 4. $93 \%$ | 5. $56 \%$ | 4. $54 \%$ | 2. $42 \%$ | 2. 63\% | 2. $50 \%$ |
| 50-74\% | 1. $21 \%$ | 1. $19 \%$ | 3. $36 \%$ | 5. $20 \%$ | 3. $42 \%$ | 2. $70 \%$ | 1. $89 \%$ | 2. $17 \%$ |
| 75\% or more | 0. $62 \%$ | 1. $20 \%$ | 1. $54 \%$ | 1. $53 \%$ | 1. $77 \%$ | 1. $04 \%$ | 0. 76\% | 0. $55 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. 60\% | 0. $92 \%$ | 1. $09 \%$ | 1. $88 \%$ | 1. $46 \%$ | 1. 03\% | 0. 62\% | 0. $84 \%$ |
| Has uni on empl oyees | 1. $97 \%$ | 4. $80 \%$ | 4. $58 \%$ | 5. $68 \%$ | 5. $37 \%$ | 5. $98 \%$ | 3. $31 \%$ | 4. $89 \%$ |
| Unknown | 1. $33 \%$ | 3. 02\% | 3. $66 \%$ | 4. $73 \%$ | 2. $49 \%$ | 1. $61 \%$ | 2. $30 \%$ | 1. $41 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or nore l ow wage | 1. 30\% | 2. 77\% | 3. $36 \%$ | 4. 93\% | 3. $69 \%$ | 2. $84 \%$ * | 1. $37 \%$ | 2. $50 \%$ |
| Less than 50\% l ow wage | 0. 58\% | 0.96\% | 1. $20 \%$ | 1. $98 \%$ | 1. $33 \%$ | 1. $42 \%$ | 0.69\% | 0.79\% |
| Unknown | 1. $11 \%$ | 3. $36 \%$ | 3. $47 \%$ | 2. $76 \%$ | 2. $67 \%$ | 1. $34 \%$ | 2. 13\% | 1. $15 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 contribution fromthe employee for single cover age by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted States | 14. 5\% | 19. 2\% | 18. $0 \%$ | 13. $2 \%$ | 10. $6 \%$ | 6. $2 \%$ | 18. $4 \%$ | 8. 1\% |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 11. $7 \%$ | 13. 0\% | 8. $5 \%$ * | 12. $4 \%$ * | 5. $4 \%$ * | 0. $0 \%$ | 12. $2 \%$ | 6. $7 \%$ * |
| M ni ng | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 0. 0\% | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ |
| Constructi on | 20. $4 \%$ | 23. 0\% | 18.6\% | 18.5\% | 11. 1\% * | 2. 1\% * | 21. 5\% | 10. $4 \%$ |
| Manuf act uri ng | 16. 0\% | 20.4\% | 16. 9\% | 17. 9\% | 11. 0\% | 10. $9 \%$ | 19. 7\% | 10. $6 \%$ |
| Transp., commu., util. | 13. 8\% | 22. 8\% | 17. 7\% | 3. $9 \%$ * | 12. 3\% * | 9. $7 \%$ | 19. 0\% | 9. $4 \%$ |
| Whol esal e trade | 12. 5\% | 16. 2\% | 20.5\% | 8. $4 \%$ * | 8. 7\% | 5. $8 \%$ * | 16. 0\% | 7. $4 \%$ |
| Retail trade | 11. 5\% | 21. 0\% | 16. 5\% | 11. 6\% | 5. 1\% | 6. $2 \%$ | 19. 2\% | 5. 9\% |
| Fin., ins., real est. | 11. $2 \%$ | 17. 4\% | 15. 0\% | 15. 3\% | 7. 8\% | 2. $4 \%$ * | 16. 9\% | 4. 9\% |
| Ser vi ces | 17. $2 \%$ | 19. 3\% | 19. 5\% | 13. 6\% | 16. 8\% | 6. $9 \%$ * | 18. 8\% | 12. $4 \%$ |
| Unknown | 0. $0 \%$ | 0. $0 \%$ | 0. 0\% | 0. $0 \%$ | 0. $0 \%$ | 0. 0\% | 0. 0\% | 0. $0 \%$ |
| Owner shi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 13. $6 \%$ | 19.6\% | 17. 8\% | 12. 9\% | 8. $2 \%$ | 6. $0 \%$ | 18. $4 \%$ | 7. 1\% |
| For profit, uni ncorporated | 17. $4 \%$ | 18. 7\% | 15. 7\% | 12. 6\% | 17. 3\% | 3. $6 \%$ * | 18. $4 \%$ | 9. $6 \%$ |
| Nonpr of it | 18. $3 \%$ | 19. 3\% | 20. 5\% | 14. 7\% | 19. 1\% | 14. $3 \%$ * | 18. 8\% | 17. 3\% |
| Unknown | 10. $5 \%$ | 14. 4\% | 20. $5 \%$ * | 18. $0 \%$ * | 7. $9 \%$ * | 5. $4 \%$ * | 16. 5\% | 5. $9 \%$ * |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 16. $4 \%$ | 17. 6\% | 11. 8\% | 15. $7 \%$ | 17. $6 \%$ * | 3. $1 \%$ * | 16. 7\% | 11. $7 \%$ |
| 5-9 years | 19. 5\% | 22. 6\% | 15. 1\% | 16. 1\% | 10. 8\% * | 2. 1\% * | 20.7\% | 7. 2\% |
| 10-19 years | 18. 6\% | 20. 9\% | 21. 3\% | 13. 1\% | 9. 8\% | 4. $4 \%$ * | 20. $4 \%$ | 8. 9\% |
| 20 or more years | 14. 6\% | 16. $4 \%$ | 18. 5\% | 14. 3\% | 11. 8\% | 6. 8\% | 16. 9\% | 10. 0\% |
| Unknown | 7. 6\% | 16. $3 \%$ * | 20. 3\% * | 7. 5\% | 9. 5\% | 6. $2 \%$ | 13. 8\% | 7. 0\% |
| Multi/single status |  |  |  |  |  |  |  |  |
| 2 or more locations | 8. 1\% | 13. $4 \%$ * | 19. 1\% | 9. $5 \%$ | 9. $3 \%$ | 6. $2 \%$ | 13. $5 \%$ | 7. $4 \%$ |
| 1 locati on only | 18. $6 \%$ | 19. 3\% | 17. 8\% | 16. 0\% | 19. 1\% | 3. $4 \%$ * | 18. 8\% | 14. $7 \%$ |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 14.7\% | 19. 0\% | 18.7\% | 15. 8\% * | 15. 9\% * | 5. $4 \%$ | 18. 5\% | 9. 6\% |
| 25-49\% | 12. $5 \%$ | 16. 7\% | 23. 5\% | 13. $4 \%$ | 6. 5\% * | 6. $5 \%$ * | 18. 8\% | 6. 7\% |
| 50-74\% | 13. $4 \%$ | 18. 5\% | 16. 7\% | 13. 8\% * | 8. 8\% | 4. $1 \%$ * | 17. 9\% | 6. $2 \%$ |
| 75\% or more | 14. $8 \%$ | 19. $4 \%$ | 17. 7\% | 12. 9\% | 10. 9\% | 6. 6\% | 18. $4 \%$ | 8. $4 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 15. 2\% | 19. $4 \%$ | 17. 3\% | 12. 5\% | 10. 6\% | 3. 1\% | 18. 3\% | 7. 6\% |
| Has uni on empl oyees | 19. $2 \%$ | 22. 9\% | 22. 9\% | 18. 8\% | 19.0\% | 12. $7 \%$ * | 22. 9\% | 15. $0 \%$ |
| Unknown | 10. 5\% | 15. 9\% | 22. 9\% | 16. 1\% | 6. $2 \%$ | 7. 8\% | 17. 7\% | 7. 8\% |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 10. 9\% | 13. $6 \%$ | 18.7\% | 11. 1\% | 11. 1\% | 1. 9\% | 15. 3\% | 5. 9\% |
| Less than 50\% l ow wage | 16. $8 \%$ | 20. 2\% | 17. 9\% | 13. $4 \%$ | 12. 3\% | 5. 3\% | 19. 1\% | 9. 6\% |
| Unknown | 9. $4 \%$ | 14. 9\% | 17. 8\% | 14. 9\% | 5. $4 \%$ | 7. 2\% | 15. 6\% | 7. $2 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 that requi red no contribution fromthe employee for single coverage by firmsize and sel ected char acteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $44 \%$ | 0. $91 \%$ | 1. $24 \%$ | 0. $95 \%$ | 0. $96 \%$ | 0.72\% | 0. 54\% | 0. $57 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 1. $44 \%$ | 1. $84 \%$ | 4. $25 \%$ * | 4. $37 \%$ * | 5. $58 \%$ * | 0. $00 \%$ | 1. 70\% | 2. $50 \%$ * |
| M ni ng | 0. $00 \%$ | 0. $00 \%$ | 0. 00\% | 0. 00\% | 0. $00 \%$ | 0. 00\% | 0. 00\% | 0. 00\% |
| Construction | 2. $01 \%$ | 3. $30 \%$ | 3. $07 \%$ | 1. $99 \%$ | 3. $37 \%$ * | 2. $80 \%$ * | 2. 04\% | 2. $33 \%$ |
| Manuf act uri ng | 1. $24 \%$ | 2. $91 \%$ | 4. $36 \%$ | 2. 16\% | 2. $74 \%$ | 1. $56 \%$ | 1. 73\% | 1. $45 \%$ |
| Transp., commu., util. | 1. $94 \%$ | 5. $37 \%$ | 3. $74 \%$ | 2. 13\% * | 7. $58 \%$ * | 1. $89 \%$ | 3. 65\% | 1. $39 \%$ |
| Whol esal e trade | 1. $23 \%$ | 3. 10\% | 3. $82 \%$ | 2. $81 \%$ * | 2. $42 \%$ | 2. $33 \%$ * | 2. $03 \%$ | 1. $24 \%$ |
| Retail trade | 1. $07 \%$ | 2. 11\% | 2. $35 \%$ | 3. 15\% | 1. $34 \%$ | 1. $43 \%$ | 1. 29\% | 1. 04\% |
| Fin., ins., real est. | 0.94\% | 2. 05\% | 3. $30 \%$ | 2. $35 \%$ | 1. $94 \%$ | 0. $81 \%$ * | 1. 85\% | 0. $93 \%$ |
| Servi ces | 0.81\% | 1. $50 \%$ | 1. $47 \%$ | 1. 03\% | 2. 00\% | 2. $07 \%$ * | 0. $90 \%$ | 1. $08 \%$ |
| Unknown | 0. $00 \%$ | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0. 55\% | 0. $88 \%$ | 1. $11 \%$ | 0. $93 \%$ | 0. 89\% | 0. $88 \%$ | 0.68\% | 0.75\% |
| For profit, uni ncorporated | 1. 79\% | 1. $92 \%$ | 4. 61\% | 2. $45 \%$ | 5. 04\% | 2. $95 \%$ * | 1. $84 \%$ | 2. $44 \%$ |
| Nonpr of it | 1. $25 \%$ | 2. $41 \%$ | 2. $85 \%$ | 2. $40 \%$ | 2. $20 \%$ | 4. $39 \%$ * | 1. $67 \%$ | 1. $75 \%$ |
| Unknown | 1. $86 \%$ | 3. $60 \%$ | 12.58\% * | 5. $90 \%$ * | 4. $20 \%$ * | 2. $22 \%$ * | 3. $43 \%$ | 1. $85 \%$ * |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 2. $06 \%$ | 2. $77 \%$ | 2. $05 \%$ | 4. $66 \%$ | 6. $40 \%$ * | 2. $04 \%$ * | 2. 11\% | 3. $32 \%$ |
| 5-9 years | 1. $31 \%$ | 1. $67 \%$ | 2. $44 \%$ | 4. $75 \%$ | 3. $67 \%$ * | 4. $30 \%$ * | 1. $40 \%$ | 2. 01\% |
| 10-19 years | 0.71\% | 1. 09\% | 2. $76 \%$ | 2. 59\% | 2. 37\% | 3. $34 \%$ * | 0.77\% | 1. $99 \%$ |
| 20 or more years | 0.78\% | 1. $57 \%$ | 1. $89 \%$ | 0. 66\% | 1. $45 \%$ | 2. 01\% | 0.97\% | 1. $32 \%$ |
| Unknown | 0.83\% | 6. $90 \%$ * | 7. $27 \%$ * | 1. $80 \%$ | 1. $75 \%$ | 0. 85\% | 3. $40 \%$ | 0. 73\% |
| Multi/single stat us |  |  |  |  |  |  |  |  |
| 2 or more locations | 0. $53 \%$ | 4. $27 \%$ * | 3. $27 \%$ | 1. $60 \%$ | 1. $07 \%$ | 0. 73\% | 1. 73\% | 0. 60\% |
| 1 locati on only | 0. 54\% | 0. 93\% | 1. $52 \%$ | 1. $70 \%$ | 2. $03 \%$ | 3. $22 \%$ * | 0.58\% | 0. 85\% |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 1. $83 \%$ | 3. $56 \%$ | 5. $17 \%$ | 6. $29 \%$ * | 7. $63 \%$ * | 1. $47 \%$ | 2. $70 \%$ | 2. 15\% |
| 25-49\% | 1. $65 \%$ | 3. $39 \%$ | 3. $23 \%$ | 3. 79\% | 2. $38 \%$ * | 2. $45 \%$ * | 1. 97\% | 1. $94 \%$ |
| 50-74\% | 0. 55\% | 1. $98 \%$ | 2. $80 \%$ | 5. $57 \%$ * | 1. $57 \%$ | 1. $31 \%$ * | 1. $23 \%$ | 0. 89\% |
| 75\% or more | 0. $46 \%$ | 0. 95\% | 1. $68 \%$ | 0. $37 \%$ | 1. $09 \%$ | 0. 96\% | 0.61\% | 0.60\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. $41 \%$ | 0. 96\% | 1. $22 \%$ | 1. $11 \%$ | 0. 98\% | 0. 55\% | 0. 54\% | 0. $44 \%$ |
| Has uni on empl oyees | 1. $44 \%$ | 4. 05\% | 6. $74 \%$ | 3. $72 \%$ | 4. 50\% | 3. $85 \%$ * | 2. 75\% | 2. $75 \%$ |
| Unknown | 0. $98 \%$ | 1. $37 \%$ | 4. 15\% | 2. $47 \%$ | 1. $62 \%$ | 1. $16 \%$ | 1. 60\% | 1. $06 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 0.87\% | 1. $99 \%$ | 3. $35 \%$ | 2. $96 \%$ | 2. $27 \%$ | 0. 56\% | 1. $31 \%$ | 1. $17 \%$ |
| Less than 50\% l ow wage | 0.51\% | 1. 03\% | 1. $59 \%$ | 0. 63\% | 1. $13 \%$ | 1. $07 \%$ | 0.68\% | 0. $56 \%$ |
| Unknown | 0.79\% | 2. $10 \%$ | 3. 06\% | 2. $73 \%$ | 1. $17 \%$ | 1. $05 \%$ | 1. $63 \%$ | 0. $94 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 contribution fromthe employee for single cover age by firmsize and sel ected char acteristics: United States, 1996

| Char acteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 100-999 \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 24.9\% | 32. 8\% | 30. 8\% | 24. 9\% | 18. $6 \%$ | 9. $9 \%$ | 31. 5\% | 14. 3\% |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 32. 9\% | 37. 0\% | 33. 7\% | 17. $4 \%$ * | 4. $7 \%$ * | 1. $6 \%$ * | 35. 0\% | 11. 3\% * |
| M ni ng | 29. 6\% | 55. 9\% | 23. 4 \% * | 15. 1\% * | 8. 1\% * | 18.7\% * | 43. 3\% | 17. 1\% * |
| Constr uct i on | 31. 6\% | 29. 4\% | 37. 3\% | 35. 4\% | 33. 2\% | 9. $0 \%$ * | 32. 2\% | 26. 4\% |
| Manuf act uri ng | 24. $4 \%$ | 32. 3\% | 27. 1\% | 17. 7\% | 23. 7\% | 17. 9\% | 27. 8\% | 19. $5 \%$ |
| Transp., commu., util. | 28. 8\% | 32. 5\% | 28. 8\% | 27. 8\% | 22. 1\% * | 28.7\% | 31. 1\% | 26. 8\% |
| Whol esal e trade | 26. 3\% | 34. 0\% | 31. 6\% | 30. 3\% | 19. $5 \%$ | 10.6\% | 32. 7\% | 16. 9\% |
| Retail trade | 16. $2 \%$ | 28. $7 \%$ | 24. 4\% | 18. $7 \%$ | 10. 9\% | 7. $4 \%$ | 26. 0\% | 9. 1\% |
| Fin., ins., real est. | 22. $2 \%$ | 35. 1\% | 32. 1\% | 24. 1\% | 14. $4 \%$ | 5. 7\% | 33. $6 \%$ | 9. 9\% |
| Ser vi ces | 29. 2\% | 33. 6\% | 33. 0\% | 27. 9\% | 23. 2\% | 8. 2\% | 33. 0\% | 17. 8\% |
| Unknown | 29. 3\% * | 28. 1\% * | 39. $7 \%$ * | 0. 0\% | 0. 0\% | 0. $0 \%$ | 29. $3 \%$ * | 0. $0 \%$ |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 23. 8\% | 33. 7\% | 30. 9\% | 23. $6 \%$ | 16. $4 \%$ | 9. $6 \%$ | 31. 7\% | 13. $0 \%$ |
| For profit, uni ncorporated | 30. 5\% | 32. 3\% | 31. 1\% | 25. 6\% | 22. 3\% | 12. $5 \%$ * | 31. 9\% | 20. $4 \%$ |
| Nonpr of it | 28. 4\% | 30. 5\% | 30. 7\% | 29. 5\% | 27. 5\% | 10. 8\% | 31. 1\% | 23. 2\% |
| Unknown | 19. 3\% | 24. 3\% | 22. $7 \%$ * | 48. 4\% | 15. 1\% * | 12. $0 \%$ * | 24. 2\% | 15. 5\% |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 32. $4 \%$ | 35. $4 \%$ | 28. 3\% | 20.5\% | 16. 1\% * | 23. 1\% * | 33. 3\% | 19. $4 \%$ |
| 5-9 years | 29. $7 \%$ | 31. 4\% | 32. 5\% | 22.5\% | 24. 8\% | 4. $0 \%$ * | 30. 9\% | 18. 2\% |
| 10-19 years | 29. 3\% | 32. 5\% | 30. 9\% | 26. $4 \%$ | 16. 1\% | 8. $0 \%$ * | 31. 7\% | 16. 5\% |
| 20 or more years | 26. 8\% | 32. 3\% | 31. 5\% | 24. 5\% | 20. $4 \%$ | 13. 5\% | 31. 3\% | 18. $0 \%$ |
| Unknown | 13. 1\% | 23. 1\% | 25. 1\% | 27. 7\% | 17. 5\% | 9. $0 \%$ | 24. 3\% | 12. 0\% |
| Multi / single st at us |  |  |  |  |  |  |  |  |
| 2 or more locations | 14. 9\% | 28.5\% | 29.6\% | 24. 1\% | 17. 7\% | 9. 9\% | 28. 1\% | 13. 1\% |
| 1 locati on onl y | 31. $4 \%$ | 32. 9\% | 31. 0\% | 25. $4 \%$ | 24. 5\% | 12. $8 \%$ * | 31. 7\% | 25. $6 \%$ |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 26. 7\% | 32. 6\% | 33. 7\% | 34. 7\% | 17. $4 \%$ | 14. 3\% * | 33. 0\% | 18. 3\% |
| 25-49\% | 19. 3\% | 33. 2\% | 28. 3\% | 21. 1\% | 18. 8\% | 5. 1\% * | 29. 8\% | 9. 5\% |
| 50-74\% | 23. $2 \%$ | 32. 1\% | 31. 4\% | 22.0\% | 16. $4 \%$ | 5. 8\% | 30. 8\% | 11. 0\% |
| 75\% or more | 25. 6\% | 32. 9\% | 30. 8\% | 25.0\% | 19. 0\% | 11. $0 \%$ | 31. 6\% | 15. 1\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 26. $4 \%$ | 33. 0\% | 30. 1\% | 24. 3\% | 17. 2\% | 5. 5\% | 31. 4\% | 13. 9\% |
| Has uni on empl oyees | 32. 9\% | 40. 2\% | 41. 9\% | 29. 3\% | 36. 2\% | 17. 8\% | 38. 8\% | 26. 1\% |
| Unknown | 17. $6 \%$ | 28. $4 \%$ | 32.5\% | 27. 6\% | 17. 3\% | 12. 3\% | 29. $4 \%$ | 13. $2 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 16. 2\% | 27. 2\% | 18. 6\% | 15. 5\% | 12. 1\% | 3. $6 \%$ | 23. 0\% | 8. 6\% |
| Less than 50\% l ow wage | 29. 5\% | 34. 2\% | 32. 4\% | 26. $4 \%$ | 21. 7\% | 9. $4 \%$ | 33. 0\% | 18. $4 \%$ |
| Unknown | 15. 8\% | 25. 3\% | 29. $4 \%$ | 27. 8\% | 15. 3\% | 11. 0\% | 26. 6\% | 12. 1\% |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 requi red no contribution fromthe employee for single cover age by firmsize and sel ected char acteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $59 \%$ | 0. $83 \%$ | 1. $51 \%$ | 0. $91 \%$ | 0. $93 \%$ | 0. $84 \%$ | 0. $81 \%$ | 0. $64 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 1. $23 \%$ | 2. $83 \%$ | 7. $50 \%$ | 12. $93 \%$ * | 7. $92 \%$ * | 10. $41 \%$ * | 1. $62 \%$ | 5. $28 \%$ * |
| M ni ng | 4. $32 \%$ | 14. $72 \%$ | 13. $15 \%$ * | 10. 14\% * | 12. $38 \%$ * | 13. 03\% * | 12. $72 \%$ | 9. $49 \%$ * |
| Constr uct i on | 1. $84 \%$ | 2. $47 \%$ | 4. 53\% | 3. $87 \%$ | 5. $91 \%$ | 5. $30 \%$ * | 1. $86 \%$ | 4. $38 \%$ |
| Manuf act uri ng | 1. $69 \%$ | 4. $50 \%$ | 4. $85 \%$ | 2. $33 \%$ | 3. $78 \%$ | 2. $17 \%$ | 3. $14 \%$ | 1. $38 \%$ |
| Transp., commu., util. | 2. $54 \%$ | 5. $20 \%$ | 6. $32 \%$ | 2. $12 \%$ | 7. $90 \%$ * | 3. $73 \%$ | 3. $48 \%$ | 3. $47 \%$ |
| Whol esal e trade | 1. $38 \%$ | 2. $42 \%$ | 5. $35 \%$ | 4. 09\% | 2. $74 \%$ | 2. $48 \%$ | 2. $62 \%$ | 2. $77 \%$ |
| Retail trade | 0. $73 \%$ | 2. $73 \%$ | 0. $93 \%$ | 1. $26 \%$ | 1. $64 \%$ | 0. $96 \%$ | 1. $76 \%$ | 0. $84 \%$ |
| Fin., ins., real est. | 1. $21 \%$ | 3. $11 \%$ | 4. $29 \%$ | 5. 71\% | 2. $73 \%$ | 1. $45 \%$ | 2. $41 \%$ | 1. $53 \%$ |
| Ser vi ces | 0. $86 \%$ | 1. $50 \%$ | 1. $76 \%$ | 2. 11\% | 2. $66 \%$ | 1. $44 \%$ | 1. $22 \%$ | 0. 79\% |
| Unknown | * | 13. $14 \%$ * | 14. $07 \%$ * | 0. 00\% | 0. 00\% | 0. $00 \%$ | 12. $82 \%$ * | 0. $00 \%$ |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0. $59 \%$ | 0. $91 \%$ | 1. $64 \%$ | 0. $81 \%$ | 1. $26 \%$ | 0. $82 \%$ | 0. 79\% | 0. 65\% |
| For profit, uni ncorporated | 1. $64 \%$ | 1. $79 \%$ | 4. $41 \%$ | 5. $43 \%$ | 3. $87 \%$ | 4. $15 \%$ * | 1. $71 \%$ | 3. $11 \%$ |
| Nonpr of it | 1. $00 \%$ | 1. $91 \%$ | 4. $52 \%$ | 2. $56 \%$ | 4. $37 \%$ | 1. $92 \%$ | 1. $59 \%$ | 2. $68 \%$ |
| Unknown | 2. $49 \%$ | 5. $76 \%$ | 10. $18 \%$ * | 13. $62 \%$ | 4. $74 \%$ * | 5. $17 \%$ * | 4. $18 \%$ | 2. $76 \%$ |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 1. $15 \%$ | 1. $15 \%$ | 3. $03 \%$ | 3. $28 \%$ | 8. $05 \%$ * | 8. $31 \%$ * | 1. $19 \%$ | 4. $66 \%$ |
| 5-9 years | 1. 16\% | 1. $34 \%$ | 3. $58 \%$ | 2. $30 \%$ | 5. $22 \%$ | 1. $74 \%$ * | 1. $34 \%$ | 2. 63\% |
| 10-19 years | 1. $57 \%$ | 1. $60 \%$ | 2. $26 \%$ | 2. $50 \%$ | 3. $96 \%$ | 3. $35 \%$ * | 1. $65 \%$ | 1. $63 \%$ |
| 20 or more years | 0. $75 \%$ | 1. $86 \%$ | 1. $39 \%$ | 1. $87 \%$ | 1. $67 \%$ | 1. $67 \%$ | 1. 11\% | 1. $30 \%$ |
| Unknown | 0. $66 \%$ | 5. $50 \%$ | 5. $03 \%$ | 2. $71 \%$ | 1. $26 \%$ | 0. 85\% | 2. $97 \%$ | 0. $69 \%$ |
| Multi/single stat us |  |  |  |  |  |  |  |  |
| 2 or more locations | 0. $69 \%$ | 6. $02 \%$ | 2. $34 \%$ | 2. $19 \%$ | 0. $88 \%$ | 0. $84 \%$ | 1. $87 \%$ | 0.76\% |
| 1 l ocati on only | 0. $79 \%$ | 0. $83 \%$ | 1. $58 \%$ | 1. $53 \%$ | 2. $41 \%$ | 11. $96 \%$ * | 0. 83\% | 1. $04 \%$ |
| Percent full-time employees |  |  |  |  |  |  |  |  |
| Less than 25\% | 2. $77 \%$ | 5. $42 \%$ | 4. $56 \%$ | 7. $78 \%$ | 4. $73 \%$ | 5. $03 \%$ * | 4. $22 \%$ | 2. $97 \%$ |
| 25-49\% | 2. $21 \%$ | 4. $39 \%$ | 5. $31 \%$ | 4. $45 \%$ | 4. $71 \%$ | 2. $68 \%$ * | 3. 85\% | 2. 18\% |
| 50-74\% | 0. 58\% | 1. $40 \%$ | 3. 58\% | 2. $99 \%$ | 2. $60 \%$ | 1. $57 \%$ | 1. $15 \%$ | 1. $56 \%$ |
| 75\% or more | 0. $66 \%$ | 0. $90 \%$ | 1. $76 \%$ | 1. $06 \%$ | 1. $50 \%$ | 1. $10 \%$ | 0. $87 \%$ | 0. $82 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. $61 \%$ | 0. $81 \%$ | 1. $64 \%$ | 0. $94 \%$ | 1. $20 \%$ | 0. $49 \%$ | 0.78\% | 0. 64\% |
| Has uni on empl oyees | 2. $90 \%$ | 5. $26 \%$ | 10. $75 \%$ | 3. $61 \%$ | 5. $07 \%$ | 4. $57 \%$ | 3. $85 \%$ | 2. $99 \%$ |
| Unknown | 1. $19 \%$ | 2. $83 \%$ | 4. $00 \%$ | 2. $93 \%$ | 3. $31 \%$ | 1. $26 \%$ | 2. $27 \%$ | 1. $23 \%$ |
| Percent l ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 1. $22 \%$ | 3. 16\% | 3. $46 \%$ | 2. $22 \%$ | 2. $54 \%$ | 0. $81 \%$ | 2. $06 \%$ | 1. $69 \%$ |
| Less than 50\% l ow wage | 0.79\% | 0. $91 \%$ | 2. $07 \%$ | 1. $40 \%$ | 1. $14 \%$ | 0. $97 \%$ | 1. $00 \%$ | 0. $57 \%$ |
| Unknown | 0. $97 \%$ | 1. $11 \%$ | 5. $52 \%$ | 2. $24 \%$ | 3. $10 \%$ | 1. $25 \%$ | 1. $49 \%$ | 1. $22 \%$ |

[^1] contribution fromthe empl oyee for single coverage by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 15. $3 \%$ | 23. $5 \%$ | 16. $4 \%$ | 11. $4 \%$ | 7. 0\% | 5. 9\% | 20.7\% | 6. 6\% |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 36. $6 \%$ | 38. $7 \%$ | 44. 1\% | 25. $5 \%$ * | 14. $8 \%$ * | 8. $2 \%$ * | 39. 3\% | 9. $2 \%$ * |
| M ni ng | 22. 6\% | 23. $5 \%$ * | 5. $7 \%$ * | 2. $4 \%$ * | 4. $6 \%$ * | 35. 9\% | 17. 3\% * | 27. 4\% |
| Construction | 16. $8 \%$ | 20. 8\% | 12. 8\% | 11. $6 \%$ | 7. 1\% * | 4. $2 \%$ * | 17. 9\% | 7. 1\% |
| Manuf act uri ng | 13. $3 \%$ | 18. 9\% | 14. 1\% | 11. 4\% | 7. $4 \%$ * | 11. $0 \%$ * | 15. 8\% | 9. $7 \%$ |
| Transp., commu., util. | 13. $6 \%$ | 12. 9\% | 13. 3\% | 9. $9 \%$ * | 12. 1\% * | 15. 8\% | 12. 7\% | 14. 3\% |
| Whol esal e trade | 13. 3\% | 22. 5\% | 15. 3\% | 8. $8 \%$ * | 5. $4 \%$ | 4. $0 \%$ * | 19. $4 \%$ | 4. $4 \%$ |
| Retail trade | 10. 0\% | 19. 5\% | 19. 1\% | 9. 9\% | 6. 2\% | 2. 8\% | 18. 3\% | 3. 9\% |
| Fin., ins., real est. | 16. 1\% | 23. 0\% | 22. 0\% | 16. 3\% | 8. $2 \%$ * | 8. $7 \%$ * | 22. 4\% | 9. $2 \%$ |
| Servi ces | 18. $2 \%$ | 25. 5\% | 14. 8\% | 11. 8\% | 6. 8\% | 5. $0 \%$ | 22. 1\% | 6. 5\% |
| Unknown | 31. $4 \%$ * | 27. 9\% * | 60. $3 \%$ * | 0. $0 \%$ | 0. 0\% | 0. $0 \%$ | 31. $4 \%$ * | 0. $0 \%$ |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 13. 3\% | 21. 0\% | 15. 5\% | 11. 0\% | 6. 6\% | 6. $0 \%$ | 18. $4 \%$ | 6. $4 \%$ |
| For profit, uni ncorporated | 21. 6\% | 25. 0\% | 18. 7\% | 10. 7\% | 5. 9\% | 2. $5 \%$ * | 23. 8\% | 5. 3\% |
| Nonpr of it | 22. 9\% | 35. 6\% | 21. 4\% | 14. 2\% | 11. 1\% | 6. 8\% | 29. 5\% | 10. $4 \%$ |
| Unknown | 13. $3 \%$ | 26. $4 \%$ | 16. $5 \%$ * | 11. 8\% * | 0. $2 \%$ * | 6. $1 \%$ * | 24. 4\% | 4. $6 \%$ * |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 17. $7 \%$ | 19. 5\% | 17. 0\% | 10. 8\% * | 2. $2 \%$ * | 3. $3 \%$ * | 18. 6\% | 3. $8 \%$ * |
| 5-9 years | 16. 7\% | 19. 8\% | 14. 0\% | 8. 3\% | 8. 8\% * | 8. $4 \%$ * | 17. 6\% | 7. 3\% |
| 10-19 years | 17.6\% | 23. 3\% | 12. 2\% | 10. 5\% | 6. 3\% | 6. $7 \%$ * | 19.5\% | 6. 8\% |
| 20 or more years | 19. 0\% | 29. 7\% | 19. 4\% | 13. 0\% | 8. $4 \%$ | 6. 7\% | 24. 6\% | 8. 1\% |
| Unknown | 7. $4 \%$ | 31. 5\% | 22. 5\% | 11. 3\% | 6. $4 \%$ | 5. $7 \%$ | 21. 7\% | 6. $0 \%$ |
| Multi/single status |  |  |  |  |  |  |  |  |
| 2 or more locations | 7. 5\% | 17. 7\% | 16. 3\% | 10. 6\% | 6. 8\% | 5. 9\% | 14. $4 \%$ | 6. 5\% |
| 1 l ocati on only | 20. $4 \%$ | 23. 6\% | 16. $4 \%$ | 12. 1\% | 8. $4 \%$ | 19. $5 \%$ * | 21. 2\% | 7. 5\% |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 19.3\% | 26. 8\% | 23. 1\% | 19. 3\% | 10. 2\% * | 10. $0 \%$ * | 24. 4\% | 12. $4 \%$ |
| 25-49\% | 12. $4 \%$ | 25. 5\% | 18. 3\% | 11. 5\% | 8. $1 \%$ * | 2. $2 \%$ * | 21. 8\% | 3. $7 \%$ * |
| 50-74\% | 14. $0 \%$ | 23. $4 \%$ | 18. 6\% | 8. $6 \%$ | 3. $2 \%$ | 1. $8 \%$ * | 21. 3\% | 2. $2 \%$ |
| 75\% or more | 15. $6 \%$ | 23. 3\% | 15. $7 \%$ | 11. $4 \%$ | 7. $4 \%$ | 6. 9\% | 20. 3\% | 7. $4 \%$ |
|  |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 16. $6 \%$ | 23. 5\% | 16. 0\% | 11. 2\% | 6. 5\% | 6. $0 \%$ | 20. 5\% | 6. $7 \%$ |
| Has uni on empl oyees | 18. 2\% | 19. 5\% | 27. 6\% * | 15. 2\% * | 16. 7\% | 14. $0 \%$ * | 21. 1\% | 14. 9\% |
| Unknown | 9. 9\% | 25. 8\% | 15. 0\% | 10. 6\% | 5. $1 \%$ * | 5. $2 \%$ | 22.0\% | 5. 3\% |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 16. $9 \%$ | 31. $4 \%$ | 19. 3\% | 14. 2\% | 9. $0 \%$ | 4. $0 \%$ * | 25. 6\% | 7. 1\% |
| Less than 50\% l ow wage | 16. 8\% | 22. 3\% | 16. 2\% | 11. 2\% | 6. 5\% | 7. 1\% | 19. 9\% | 7. 1\% |
| Unknown | 10. 3\% | 27. 5\% | 14. 9\% | 9. $0 \%$ | 6. $9 \%$ * | 5. 7\% | 22. $7 \%$ | 6. 1\% |

 Note: Definitions and descriptions of the met hods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 requi red no contribution fromthe employee for single coverage by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $42 \%$ | 0. $84 \%$ | 1. $01 \%$ | 0. $89 \%$ | 0. $59 \%$ | 0. $77 \%$ | 0. 59\% | 0. $48 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 3. $50 \%$ | 4. $26 \%$ | 10. 82\% | 8. $94 \%$ * | 10. $09 \%$ * | 2. $71 \%$ * | 3. 99\% | 3. $49 \%$ * |
| M ni ng | 4. $82 \%$ | 7. $75 \%$ * | 4. 11\% * | 3. $03 \%$ * | 2. $50 \%$ * | 8. $25 \%$ | 5. $70 \%$ * | 7. $31 \%$ |
| Constructi on | 1. 89\% | 2. $80 \%$ | 2. 54\% | 2. $76 \%$ | 2. $48 \%$ * | 3. $82 \%$ * | 2. 16\% | 0. 96\% |
| Manuf act uring | 1. $14 \%$ | 3. $86 \%$ | 2. $90 \%$ | 2. $09 \%$ | 2. $29 \%$ * | 3. $46 \%$ * | 2. $22 \%$ | 1. $70 \%$ |
| Transp., commu., util. | 2. $06 \%$ | 2. $63 \%$ | 2. $97 \%$ | 4. $80 \%$ * | 4. $72 \%$ * | 2. $91 \%$ | 2. 51\% | 2. 64\% |
| Whol esal e trade | 1. $66 \%$ | 3. $44 \%$ | 4. $30 \%$ | 3. $58 \%$ * | 1. $45 \%$ | 1. $32 \%$ * | 2. $36 \%$ | 0. $97 \%$ |
| Retail trade | 0. 83\% | 2. 18\% | 2. $31 \%$ | 1. $95 \%$ | 1. $55 \%$ | 0. $67 \%$ | 1. $63 \%$ | 0. 54\% |
| Fin., ins., real est. | 1. $46 \%$ | 3. 10\% | 3. $69 \%$ | 3. $20 \%$ | 2. $49 \%$ * | 3. $12 \%$ * | 2. $15 \%$ | 2. $16 \%$ |
| Servi ces | 1. $16 \%$ | 1. $85 \%$ | 1. $49 \%$ | 0. 80\% | 1. $31 \%$ | 1. $15 \%$ | 1. $28 \%$ | 0. $91 \%$ |
| Unknown | * | 10. $11 \%$ * | 19. $53 \%$ * | 0. 00\% | 0. 00\% | 0. 00\% | 10. $02 \%$ * | 0. 00\% |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0. $46 \%$ | 0. $96 \%$ | 1. $04 \%$ | 1. $16 \%$ | 0. 65\% | 0.71\% | 0. $65 \%$ | 0. $43 \%$ |
| For profit, uni ncorporated | 1. 12\% | 1. $36 \%$ | 5. $33 \%$ | 2. 13\% | 1. $73 \%$ | 0. $91 \%$ * | 1. $28 \%$ | 1. $23 \%$ |
| Nonpr of it | 1. $45 \%$ | 2. $49 \%$ | 2. $43 \%$ | 2. $88 \%$ | 2. $17 \%$ | 1. $95 \%$ | 1. $91 \%$ | 1. 24\% |
| Unknown | 1. $28 \%$ | 3. $64 \%$ | 9. $79 \%$ * | 11. $37 \%$ * | 0. 19\% * | 2. $62 \%$ * | 4. $18 \%$ | 1. $89 \%$ * |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 1. $49 \%$ | 1. $98 \%$ | 3. $41 \%$ | 3. $51 \%$ * | 1. $10 \%$ * | 3. $38 \%$ * | 1. $58 \%$ | 1. $23 \%$ * |
| $5-9$ years | 1. $36 \%$ | 1. $90 \%$ | 2. $20 \%$ | 2. $33 \%$ | 2. $98 \%$ * | 4. $35 \%$ * | 1. $44 \%$ | 1. 84\% |
| 10-19 years | 0. $87 \%$ | 1. $72 \%$ | 2. 11\% | 1. $08 \%$ | 1. $78 \%$ | 3. $53 \%$ * | 1. $13 \%$ | 1. 19\% |
| 20 or more years | 0. $49 \%$ | 0. 85\% | 1. $60 \%$ | 1. $42 \%$ | 1. $33 \%$ | 1. $37 \%$ | 0. $57 \%$ | 0. $67 \%$ |
| Unknown | 0. $56 \%$ | 5. 11\% | 6. $23 \%$ | 2. $06 \%$ | 0. $91 \%$ | 0. $64 \%$ | 2. $55 \%$ | 0. $56 \%$ |
| Multi / single st at us |  |  |  |  |  |  |  |  |
| 2 or more locations | 0. 51\% | 4. $85 \%$ | 3. $65 \%$ | 1. $29 \%$ | 0. $55 \%$ | 0. $77 \%$ | 1. $56 \%$ | 0. $49 \%$ |
| 1 l ocati on only | 0. $66 \%$ | 0. 85\% | 1. $10 \%$ | 1. $09 \%$ | 1. $74 \%$ | 9. $59 \%$ * | 0. $67 \%$ | 1. $01 \%$ |
| Percent full-ti me empl oyees |  |  |  |  |  |  |  |  |
| Less than $25 \%$ | 1. $81 \%$ | 2. $54 \%$ | 4. $81 \%$ | 4. $69 \%$ | 4. $13 \%$ * | 3. $44 \%$ * | 1. $97 \%$ | 2. $46 \%$ |
| 25-49\% | 1. 18\% | 5. 62\% | 4. $22 \%$ | 2. 32\% | 3. $28 \%$ * | 0.73\% * | 2. 53\% | 1. $22 \%$ * |
| 50-74\% | 1. $27 \%$ | 2. 81\% | 2. $71 \%$ | 2. $34 \%$ | 0. $94 \%$ | 0. $82 \%$ * | 1. $74 \%$ | 0. $35 \%$ |
| 75\% or more | 0. $49 \%$ | 1. $02 \%$ | 1. $26 \%$ | 0. $81 \%$ | 0.70\% | 0. $96 \%$ | 0.76\% | 0. 65\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. 50\% | 0. $98 \%$ | 0.94\% | 0. 84\% | 0. $54 \%$ | 1. $02 \%$ | 0. $64 \%$ | 0. $40 \%$ |
| Has uni on empl oyees | 2. $05 \%$ | 3. $89 \%$ | 9. $03 \%$ * | 5. $04 \%$ * | 4. $24 \%$ | 4. $43 \%$ * | 2. 64\% | 2. $90 \%$ |
| Unknown | 0. $48 \%$ | 3. $06 \%$ | 2. $86 \%$ | 2. $93 \%$ | 2. $30 \%$ * | 0. $72 \%$ | 2. $32 \%$ | 0. $54 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 1. $06 \%$ | 2. 87\% | 2. 69\% | 2. $21 \%$ | 2. 30\% | 2. $58 \%$ * | 1. 89\% | 1. $42 \%$ |
| Less than 50\% l ow wage | 0. 52\% | 0. 81\% | 1. $24 \%$ | 1. $01 \%$ | 0. 66\% | 1. $09 \%$ | 0. 60\% | 0. $43 \%$ |
| Unknown | 0. $48 \%$ | 3. 15\% | 2. $80 \%$ | 2. $39 \%$ | 2. $39 \%$ * | 0. $69 \%$ | 1. $92 \%$ | 0. 59\% |

[^2] no contribution from the empl oyee for family coverage by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $25-99$ empl oyees | $\begin{array}{r} 100-999 \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 30. $9 \%$ | 48. 0\% | 38. $4 \%$ | 19. $7 \%$ | 10. 3\% | 11. 3\% | 42. 7\% | 11. 8\% |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 50.6\% | 58. $7 \%$ | 45. 6\% | 20. $8 \%$ * | 5. $4 \%$ * | 4. $2 \%$ * | 54. 7\% | 8. $8 \%$ * |
| M ni ng | 33. 1\% | 61. 1\% | 13. 2\% * | 13. 2\% * | 4. $3 \%$ * | 28.5\% * | 43. 8\% | 23. 3\% * |
| Constr uct i on | 45. $4 \%$ | 51. 9\% | 43. 0\% | 37. 4\% | 19.7\% | 2. $5 \%$ * | 48. 4\% | 18. 9\% |
| Manuf act uring | 27. 8\% | 37. 9\% | 36. 3\% | 21. 3\% | 12. $7 \%$ | 22.9\% | 34. $7 \%$ | 17. 9\% |
| Transp., commu., util. | 35. 8\% | 39. 7\% | 38. 5\% | 16. $9 \%$ | 18.7\% | 43. 5\% | 36. 0\% | 35. $6 \%$ |
| Whol esal e trade | 32. 1\% | 52. 5\% | 45. 8\% | 18. $6 \%$ | 9. $0 \%$ | 11. $4 \%$ | 46. 5\% | 11. $0 \%$ |
| Retail trade | 20.9\% | 41. 1\% | 40. 5\% | 16. 8\% | 8. $4 \%$ | 8. 1\% | 37. 7\% | 8. $7 \%$ |
| Fin., ins., real est. | 24. 1\% | 43. $6 \%$ | 36. $4 \%$ | 20. 8\% | 7. $9 \%$ * | 3. $7 \%$ * | 40. 1\% | 6. $8 \%$ |
| Servi ces | 35. 7\% | 50.1\% | 35. 6\% | 18. 1\% | 10. $6 \%$ | 7. $7 \%$ | 44. 1\% | 10. $6 \%$ |
| Unknown | 48. $3 \%$ | 54. 2\% | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 48. 3\% | 0. $0 \%$ |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 29.0\% | 48. 1\% | 38. $6 \%$ | 19. $8 \%$ | 9. $8 \%$ | 10. 8\% | 42. 0\% | 11. 3\% |
| For profit, uni ncorporated | 38. $3 \%$ | 44. 8\% | 32. 5\% | 15. 5\% | 8. 3\% | 5. $7 \%$ * | 42. 1\% | 8. $7 \%$ |
| Nonpr of it | 36. 3\% | 54. 8\% | 41. 2\% | 22. 2\% | 13. 0\% | 17. 1\% | 47. 5\% | 15. 3\% |
| Unknown | 29. $3 \%$ | 48. 8\% | 44. 2\% * | 13. $9 \%$ * | 10. 8\% * | 18. $2 \%$ * | 46. 4\% | 15. 8\% |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 42. 0\% | 47. 1\% | 38. $6 \%$ | 18. 5\% | 16. $6 \%$ * | 6. $2 \%$ * | 43. 9\% | 13. 9\% |
| 5-9 years | 37. 8\% | 44. 9\% | 35. 4\% | 17. 2\% | 11. 3\% * | 8. $7 \%$ * | 40. 4\% | 12.0\% |
| 10-19 years | 38. 2\% | 48. $2 \%$ | 35. 0\% | 21. 8\% | 9. $2 \%$ | 14. 1\% * | 42. 8\% | 13. $5 \%$ |
| 20 or nore years | 33. $2 \%$ | 50. 9\% | 42. 1\% | 21. $0 \%$ | 8. $4 \%$ | 10.7\% | 44. 6\% | 11. 1\% |
| Unknown | 13. $4 \%$ | 45. $9 \%$ | 36. 3\% | 16. $6 \%$ | 11. 5\% | 11. 4\% | 30. 3\% | 11. 8\% |
| Multi/single status |  |  |  |  |  |  |  |  |
| 2 or more locations | 13. 1\% | 39. $5 \%$ | 30. $4 \%$ | 16. $7 \%$ | 9. $8 \%$ | 11. 3\% | 26. 1\% | 11. 3\% |
| 1 locati on onl y | 42. $4 \%$ | 48. 1\% | 39. 5\% | 22. $0 \%$ | 13. $9 \%$ | 11. 1\% * | 44. 0\% | 16. 3\% |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 38. $5 \%$ | 52. $7 \%$ | 52. 0\% | 31. $6 \%$ | 12. 1\% * | 25. $6 \%$ | 50.1\% | 23. 1\% |
| 25-49\% | 26. $4 \%$ | 58. 0\% | 40. 9\% | 19. 8\% | 13. 1\% | 3. $8 \%$ | 47. 6\% | 6. $7 \%$ |
| 50-74\% | 28.7\% | 46. 8\% | 41. 0\% | 19. 0\% | 6. $7 \%$ | 3. $6 \%$ * | 42. 8\% | 6. $4 \%$ |
| 75\% or more | 31. 2\% | 47. $4 \%$ | 37. 3\% | 19. 1\% | 10. $6 \%$ | 12. 8\% | 42. 0\% | 12. $6 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 32. 5\% | 47. 8\% | 36. 5\% | 17. $9 \%$ | 7. $9 \%$ | 6. $9 \%$ | 41. 9\% | 9. $1 \%$ |
| Has uni on empl oyees | 48. $7 \%$ | 63. 6\% | 68. 8\% | 46. 5\% | 36. $6 \%$ | 27. 8\% | 61. 9\% | 33. $7 \%$ |
| Unknown | 20. 8\% | 44. 7\% | 43. $6 \%$ | 19. $6 \%$ | 10. 0\% | 13. 1\% | 42. $4 \%$ | 12. 8\% |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or nore l ow wage | 25. 6\% | 49. 0\% | 39. $4 \%$ | 16. 0\% | 8. $2 \%$ | 6. $9 \%$ * | 40. 8\% | 8. 5\% |
| Less than 50\% l ow wage | 35. 6\% | 48. 1\% | 38. 3\% | 20. $4 \%$ | 11. 9\% | 9. $7 \%$ | 43. 0\% | 12. $4 \%$ |
| Unknown | 19.9\% | 46. 3\% | 38. 1\% | 20. 8\% | 7. $6 \%$ | 12. $6 \%$ | 42. 0\% | 12. $2 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 plan that requi red no contribution fromthe employee for family coverage by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $57 \%$ | 0.78\% | 0. $95 \%$ | 1. $29 \%$ | 0.71\% | 0. 62\% | 0.74\% | 0. $50 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 4. $33 \%$ | 3. $99 \%$ | 8. $92 \%$ | 11. $34 \%$ * | 5. $58 \%$ * | 1. $86 \%$ * | 4. $36 \%$ | 3. $40 \%$ * |
| M ni ng | 5. 55\% | 13. $80 \%$ | 5. $05 \%$ * | 4. $54 \%$ * | 10. $28 \%$ * | 12. $63 \%$ * | 10. $88 \%$ | 7. $65 \%$ * |
| Construction | 2. $57 \%$ | 3. $91 \%$ | 4. $65 \%$ | 6. 01\% | 3. 11\% | 1. $69 \%$ * | 2. $80 \%$ | 2. $22 \%$ |
| Manuf act uri ng | 1. $92 \%$ | 3. $79 \%$ | 5. 00\% | 3. 01\% | 2. $57 \%$ | 3. $36 \%$ | 2. $86 \%$ | 2. 00\% |
| Transp., commu., util. | 2. $64 \%$ | 4. $72 \%$ | 7. $39 \%$ | 4. $39 \%$ | 5. $42 \%$ | 5. $96 \%$ | 3. $83 \%$ | 4. $98 \%$ |
| Whol esal e trade | 2. $58 \%$ | 4. $92 \%$ | 5. $65 \%$ | 3. $68 \%$ | 1. 59\% | 1. $88 \%$ | 4. 01\% | 1. $42 \%$ |
| Retail trade | 0. 55\% | 2. $52 \%$ | 1. $51 \%$ | 2. $05 \%$ | 1. $28 \%$ | 1. $23 \%$ | 1. $39 \%$ | 1. $02 \%$ |
| Fin., ins., real est. | 1. $27 \%$ | 2. $65 \%$ | 3. $44 \%$ | 5. 58\% | 3. $44 \%$ * | 1. $49 \%$ * | 1. $83 \%$ | 1. $33 \%$ |
| Ser vi ces | 0.94\% | 1. $30 \%$ | 1. $39 \%$ | 1. $16 \%$ | 1. $68 \%$ | 1. $64 \%$ | 0. $91 \%$ | 1. $02 \%$ |
| Unknown |  | 13. 11\% | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% | 12. 59\% | 0. 00\% |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0.69\% | 0. 83\% | 1. $28 \%$ | 1. $55 \%$ | 0. 82\% | 0. 80\% | 0.90\% | 0. 59\% |
| For profit, uni ncorporated | 1. 11\% | 1. $62 \%$ | 3. $87 \%$ | 4. $47 \%$ | 1. $72 \%$ | 3. $36 \%$ * | 1. $22 \%$ | 1. $70 \%$ |
| Nonpr of it | 1. $70 \%$ | 3. $64 \%$ | 2. $39 \%$ | 3. $52 \%$ | 2. 95\% | 4. $46 \%$ | 2. $47 \%$ | 1. $52 \%$ |
| Unknown | 3. 05\% | 4. 51\% | 13. $34 \%$ * | 6. $40 \%$ * | 5. $84 \%$ * | 6. $10 \%$ * | 2. $64 \%$ | 4. 17\% |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 1. $33 \%$ | 1. $63 \%$ | 3. $33 \%$ | 4. $08 \%$ | 6. $37 \%$ * | 4. $72 \%$ * | 1. $31 \%$ | 2. $98 \%$ |
| 5-9 years | 1. $21 \%$ | 1. $69 \%$ | 2. 16\% | 3. $36 \%$ | 3. $95 \%$ * | 4. $28 \%$ * | 1. $21 \%$ | 3. 15\% |
| 10-19 years | 0. $96 \%$ | 1. $29 \%$ | 2. 14\% | 1. $97 \%$ | 2. $49 \%$ | 4. 64\% * | 0. $90 \%$ | 1. $62 \%$ |
| 20 or more years | 0. 74\% | 1. $50 \%$ | 2. 13\% | 2. $14 \%$ | 1. $23 \%$ | 1. $41 \%$ | 0. $85 \%$ | 0. 83\% |
| Unknown | 0. 85\% | 7. 63\% | 6. 92\% | 2. $54 \%$ | 1. $61 \%$ | 0. $90 \%$ | 2. $25 \%$ | 0. $77 \%$ |
| Multi/single st at us |  |  |  |  |  |  |  |  |
| 2 or more locations | 0. $59 \%$ | 3. $99 \%$ | 3. $99 \%$ | 1. $45 \%$ | 0. $86 \%$ | 0.61\% | 2. $37 \%$ | 0. $49 \%$ |
| 1 l ocati on only | 0. $75 \%$ | 0. $76 \%$ | 0. $95 \%$ | 1. $93 \%$ | 2. $60 \%$ | 7. $41 \%$ * | 0. $68 \%$ | 1. $63 \%$ |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 2. $71 \%$ | 5. $45 \%$ | 5. $79 \%$ | 5. $24 \%$ | 6. $29 \%$ * | 5. $07 \%$ | 4. $33 \%$ | 3. $26 \%$ |
| 25-49\% | 1. $57 \%$ | 5. $37 \%$ | 4. $23 \%$ | 3. $22 \%$ | 2. $92 \%$ | 0. $90 \%$ | 2. $89 \%$ | 1. 13\% |
| 50-74\% | 1. $48 \%$ | 2. $43 \%$ | 3. $78 \%$ | 3. $50 \%$ | 1. $90 \%$ | 1. $51 \%$ * | 2. $43 \%$ | 0. $99 \%$ |
| 75\% or more | 0. $52 \%$ | 0. 83\% | 1. $13 \%$ | 1. $52 \%$ | 0. $84 \%$ | 1. $01 \%$ | 0.70\% | 0. 68\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. 61\% | 0. 79\% | 1. $11 \%$ | 1. $25 \%$ | 0. 82\% | 0. 81\% | 0. $77 \%$ | 0. 57\% |
| Has uni on empl oyees | 2. 58\% | 5. 09\% | 4. 39\% | 4. 84\% | 6. 05\% | 6. 18\% | 3. 76\% | 4. $32 \%$ |
| Unknown | 1. $34 \%$ | 2. $45 \%$ | 4. 04\% | 5. $22 \%$ | 1. $86 \%$ | 1. $34 \%$ | 2. 03\% | 1. $15 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 1. $39 \%$ | 3. $04 \%$ | 2. $92 \%$ | 2. $73 \%$ | 1. 71\% | 2. $99 \%$ * | 1. $58 \%$ | 1. $76 \%$ |
| Less than 50\% l ow wage | 0. $67 \%$ | 0. 75\% | 1. $16 \%$ | 1. $84 \%$ | 1. $06 \%$ | 1. $36 \%$ | 0. 81\% | 0. $43 \%$ |
| Unknown | 1. $15 \%$ | 2. $50 \%$ | 3. $55 \%$ | 2. $44 \%$ | 1. $72 \%$ | 1. $16 \%$ | 2. $21 \%$ | 0. $91 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 contribution from the empl oyee for family coverage by firmsize and sel ected char acteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 100-999 \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 8. $0 \%$ | 11. $5 \%$ | 11. $6 \%$ | 5. $4 \%$ | 2. $7 \%$ | 3. $0 \%$ | 11. 0\% | 3. $1 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 8. $0 \%$ | 9. $8 \%$ | 3. $0 \%$ * | 3. $4 \%$ * | 5. $4 \%$ * | 0. $0 \%$ | 8. 3\% | 4. $1 \%$ * |
| M ni ng | 0. $0 \%$ | 0. $0 \%$ | 0. 0\% | 0. $0 \%$ | 0. 0\% | 0. 0\% | 0. $0 \%$ | 0.0\% |
| Construction | 14. 1\% | 16. $7 \%$ | 11. $0 \%$ * | 12. 3\% | 7. $0 \%$ * | 2. $5 \%$ * | 15. 0\% | 6. 1\% |
| Manuf act uri ng | 9. 1\% | 8. 8\% | 14. 9\% | 9. 3\% | 2. 3\% | 8. $0 \%$ | 11. 8\% | 5. 3\% |
| Transp., commu., util. | 7. $0 \%$ | 11. 8\% | 8. $8 \%$ * | 0. $4 \%$ * | 4. $7 \%$ * | 5. $7 \%$ * | 9. 3\% | 4. $9 \%$ |
| Whol esal e trade | 8. $2 \%$ | 12. $7 \%$ | 14. 3\% | 3. $4 \%$ * | 2. $6 \%$ * | 3. $2 \%$ * | 11. 9\% | 2. $9 \%$ * |
| Retail trade | 6. $0 \%$ | 10. 2\% | 13. $7 \%$ | 4. 3\% | 2. $0 \%$ * | 2. $9 \%$ * | 10. $4 \%$ | 2. $8 \%$ * |
| Fin., ins., real est. | 4. $8 \%$ | 9. $2 \%$ | 7. 3\% | 3. $7 \%$ * | 1. $2 \%$ * | 0. $3 \%$ * | 8. 3\% | 1. $0 \%$ * |
| Servi ces | 9. 1\% | 11. 9\% | 11. 0\% | 5. $0 \%$ | 3. $2 \%$ * | 2. $8 \%$ * | 11. 0\% | 3. $4 \%$ |
| Unknown | 0. $0 \%$ | 0. $0 \%$ | 0. 0\% | 0. 0\% | 0. $0 \%$ | 0. $0 \%$ | 0. 0\% | 0. $0 \%$ |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 7. $7 \%$ | 12. $0 \%$ | 12. 0\% | 5. 3\% | 2. 1\% | 2. $7 \%$ | 11. $2 \%$ | 2. $8 \%$ |
| For profit, uni ncorporated | 9. $4 \%$ | 10. 5\% | 10. 3\% | 5. $2 \%$ * | 2. $4 \%$ * | 1. $4 \%$ * | 10. $4 \%$ | 2. $0 \%$ * |
| Nonpr of it | 8. 7\% | 12. 3\% | 7. $6 \%$ | 6. 4\% * | 3. $8 \%$ * | 8. $9 \%$ * | 10. 3\% | 5. 5\% |
| Unknown | 7. 5\% | 7. $4 \%$ * | 29. $4 \%$ * | 0. $0 \%$ | 6. $9 \%$ * | 5. $3 \%$ * | 10. 1\% | 5. $5 \%$ * |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 10. 6\% | 11. 8\% | 9. $1 \%$ | 5. $0 \%$ * | 9. $2 \%$ * | 0. $9 \%$ * | 11. 0\% | 4. $6 \%$ * |
| 5-9 years | 11. 1\% | 14. 0\% | 7. 5\% | 6. 6\% | 2. $0 \%$ * | 0. $2 \%$ * | 12. 1\% | 1. $4 \%$ * |
| 10-19 years | 10. 0\% | 11. 3\% | 14. 2\% | 5. 1\% | 0. 3\% * | 0. 9\% * | 11. 5\% | 1. $7 \%$ * |
| 20 or more years | 7. 5\% | 9. 7\% | 12. 1\% | 6. $0 \%$ | 2. $3 \%$ * | 1. $5 \%$ * | 10. 1\% | 2. $5 \%$ |
| Unknown | 4. $0 \%$ | 11. $8 \%$ * | 14. 8\% * | 3. $4 \%$ * | 3. 1\% | 3. $6 \%$ | 8. $3 \%$ * | 3. $6 \%$ |
| Multi/single stat us |  |  |  |  |  |  |  |  |
| 2 or more l ocations | 3. $6 \%$ | 11. $2 \%$ * | 12. 1\% | 4. $2 \%$ | 2. $5 \%$ | 3. $0 \%$ | 8. $0 \%$ | 3. $0 \%$ |
| 1 l ocati on only | 10. $8 \%$ | 11. 5\% | 11. $6 \%$ | 6. $2 \%$ | 3. $8 \%$ | 0. $0 \%$ | 11. 2\% | 3. $7 \%$ |
| Percent full-time employees |  |  |  |  |  |  |  |  |
| Less than 25\% | 6. 3\% | 9. $0 \%$ | 8. $4 \%$ * | 1. $5 \%$ * | 5. $7 \%$ * | 4. $2 \%$ * | 8. 1\% | 3. $9 \%$ * |
| 25-49\% | 7. 2\% | 12. 9\% | 17. 5\% | 4. $6 \%$ * | 2. $7 \%$ * | 0. 9\% * | 13. $6 \%$ | 1. $2 \%$ * |
| 50-74\% | 7. $7 \%$ | 11. 3\% | 14. $4 \%$ | 6. $8 \%$ * | 0.5\% * | 1. $0 \%$ * | 11. $4 \%$ | 1. $9 \%$ * |
| 75\% or nore | 8. $2 \%$ | 11. 6\% | 10. 9\% | 5. $4 \%$ | 2. $8 \%$ | 3. $6 \%$ | 10. 9\% | 3. 5\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 8. $2 \%$ | 11. 3\% | 11. 0\% | 4. $6 \%$ | 2. 6\% | 1. $1 \%$ * | 10. $5 \%$ | 2. 3\% |
| Has uni on empl oyees | 12. 9\% | 16. 1\% | 19. 3\% | 13. 7\% | 8. 1\% * | 8. $0 \%$ | 17. 0\% | 8. 3\% |
| Unknown | 6. $0 \%$ | 12. 1\% | 14. 9\% | 6. $9 \%$ * | 0. $4 \%$ * | 4. $0 \%$ | 12. 5\% | 3. $6 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 6. $2 \%$ | 10. 6\% | 13. 1\% | 3. $4 \%$ * | 2. $8 \%$ * | 0. $9 \%$ * | 10. 0\% | 1. $9 \%$ * |
| Less than 50\% l ow wage | 9. 3\% | 11. 8\% | 11. 6\% | 5. 6\% | 3. 3\% | 2. $4 \%$ | 11. 2\% | 3. $3 \%$ |
| Unknown | 5. $0 \%$ | 9. 9\% | 10. 8\% | 6. $9 \%$ * | 0. $6 \%$ * | 3. $6 \%$ | 9. 9\% | 3. $3 \%$ |


Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Fi gure does not meet standard of reliability or precision.
 that requi red no contribution from the employee for family coverage by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $36 \%$ | 0. $62 \%$ | 0. $99 \%$ | 0. $45 \%$ | 0. $46 \%$ | 0. $62 \%$ | 0. $49 \%$ | 0. $35 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 1. $35 \%$ | 2. $12 \%$ | 2. $24 \%$ * | 1. $22 \%$ * | 5. $58 \%$ * | 0. 00\% | 1. $61 \%$ | 1. $60 \%$ * |
| M ni ng | 0.00\% | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% | 0. 00\% |
| Construction | 1. $83 \%$ | 2. $96 \%$ | 3. $65 \%$ * | 3. $38 \%$ | 3. $59 \%$ * | 1. $69 \%$ * | 1. $94 \%$ | 1. $63 \%$ |
| Manuf act uri ng | 0. $87 \%$ | 2. $08 \%$ | 3. $07 \%$ | 1. $47 \%$ | 0. 67\% | 1. $62 \%$ | 1. $17 \%$ | 0.78\% |
| Transp., commu., util. | 1. $38 \%$ | 3. 39\% | 2. $81 \%$ * | 0. $28 \%$ * | 2. $14 \%$ * | 2. $03 \%$ * | 2. $38 \%$ | 1. $42 \%$ |
| Whol esal e trade | 1. $39 \%$ | 2. 11\% | 3. $77 \%$ | 2. $22 \%$ * | 1. $47 \%$ * | 2. $28 \%$ * | 1. $97 \%$ | 1. $28 \%$ * |
| Retail trade | 0. $55 \%$ | 2. 11\% | 2. $33 \%$ | 1. $16 \%$ | 0. $84 \%$ * | 1. $04 \%$ * | 1. $01 \%$ | 0. $87 \%$ * |
| Fin., ins., real est. | 0. $59 \%$ | 1. $69 \%$ | 2. $11 \%$ | 1. $58 \%$ * | 0. $94 \%$ * | 0. $20 \%$ * | 1. $17 \%$ | 0. $48 \%$ * |
| Ser vi ces | 0.74\% | 1. $17 \%$ | 0. $92 \%$ | 0. $86 \%$ | 1. $32 \%$ * | 1. $55 \%$ * | 0. 81\% | 0. 85\% |
| Unknown | 0. $00 \%$ | 0. 00\% | 0. 00\% | 0. 00\% | 0. $00 \%$ | 0. $00 \%$ | 0. $00 \%$ | 0. 00\% |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0. $47 \%$ | 0. $89 \%$ | 1. $17 \%$ | 0. $56 \%$ | 0. $46 \%$ | 0. $74 \%$ | 0. 68\% | 0. $40 \%$ |
| For profit, uni ncorporated | 0. $87 \%$ | 1. $20 \%$ | 2. $66 \%$ | 1. $96 \%$ * | 2. $00 \%$ * | 2. $00 \%$ * | 1. $04 \%$ | 1. $17 \%$ * |
| Nonpr of it | 0. 84\% | 1. $95 \%$ | 2. $06 \%$ | 2. $15 \%$ * | 1. $95 \%$ * | 4. $23 \%$ * | 1. 13\% | 1. $24 \%$ |
| Unknown | 1. $58 \%$ | 3. $07 \%$ * | 13. $06 \%$ * | 0. $00 \%$ | 4. $80 \%$ * | 2. $23 \%$ * | 2. $59 \%$ | 1. $71 \%$ * |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 1. $24 \%$ | 1. $56 \%$ | 2. $74 \%$ | 1. $66 \%$ * | 4. $19 \%$ * | 0. $77 \%$ * | 1. $30 \%$ | 2. $09 \%$ * |
| 5-9 years | 0.73\% | 1. $30 \%$ | 1. 16\% | 1. $87 \%$ | 1. $18 \%$ * | 0.19\% * | 0. $80 \%$ | 0. $49 \%$ * |
| 10-19 years | 0.63\% | 1. $24 \%$ | 2. $52 \%$ | 1. $25 \%$ | 0.17\% * | 0. $92 \%$ * | 0. $79 \%$ | 0. $72 \%$ * |
| 20 or more years | 0. $48 \%$ | 0. $98 \%$ | 1. $76 \%$ | 0. $52 \%$ | 0.72\% * | 0. $48 \%$ * | 0. 72\% | 0. $47 \%$ |
| Unknown | 0. $70 \%$ | 5. $89 \%$ * | 5. $76 \%$ * | 1. $50 \%$ * | 0. 86\% | 0. $81 \%$ | 2. $88 \%$ * | 0. $60 \%$ |
| Multi / si ngle stat us |  |  |  |  |  |  |  |  |
| 2 or more locations | 0. $43 \%$ | 3. $74 \%$ * | 2. $74 \%$ | 1. $11 \%$ | 0. $49 \%$ | 0. $62 \%$ | 1. $63 \%$ | 0. 39\% |
| 1 l ocati on only | 0. $44 \%$ | 0. $60 \%$ | 1. $09 \%$ | 0. $62 \%$ | 0. 82\% | 0. $00 \%$ | 0. $46 \%$ | 0. $49 \%$ |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 0.95\% | 2. $17 \%$ | 3. $54 \%$ * | 0. $80 \%$ * | 6. $49 \%$ * | 1. $28 \%$ * | 1. $49 \%$ | 1. $40 \%$ * |
| 25-49\% | 0. 84\% | 2. $48 \%$ | 3. $57 \%$ | 2. $53 \%$ * | 1. $30 \%$ * | 0. 65\% * | 1. $47 \%$ | 0. 50\% * |
| 50-74\% | 0. $41 \%$ | 1. $23 \%$ | 3. $37 \%$ | 3. $21 \%$ * | 0. $30 \%$ * | 0. $34 \%$ * | 0. $92 \%$ | 0. $66 \%$ * |
| 75\% or nore | 0. $45 \%$ | 0. $72 \%$ | 1. $09 \%$ | 0. $31 \%$ | 0. $45 \%$ | 0. $83 \%$ | 0. $54 \%$ | 0. $45 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. $34 \%$ | 0. $68 \%$ | 1. $03 \%$ | 0. $56 \%$ | 0. $60 \%$ | 0. $34 \%$ * | 0. $48 \%$ | 0. $33 \%$ |
| Has uni on empl oyees | 1. $45 \%$ | 3. $59 \%$ | 5. $44 \%$ | 3. $32 \%$ | 3. $45 \%$ * | 2. $19 \%$ | 2. $46 \%$ | 2. $06 \%$ |
| Unknown | 0. $92 \%$ | 1. $82 \%$ | 3. $37 \%$ | 2. $28 \%$ * | 0. $26 \%$ * | 1. $11 \%$ | 1. $17 \%$ | 1. $00 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or nore l ow wage | 0. $84 \%$ | 2. $29 \%$ | 2. $35 \%$ | 1. $22 \%$ * | 1. $19 \%$ * | 0. $51 \%$ * | 1. $33 \%$ | 0. $83 \%$ * |
| Less than 50\% l ow wage | 0. $44 \%$ | 0.71\% | 1. $23 \%$ | 0. 30\% | 0. 63\% | 0. 64\% | 0. 62\% | 0. $42 \%$ |
| Unknown | 0.74\% | 1. $51 \%$ | 2. $26 \%$ | 2. $59 \%$ * | 0. $38 \%$ * | 0. $98 \%$ | 1. $03 \%$ | 0. $85 \%$ |

 Note: Definitions and descriptions of the met hods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 contributi on fromthe employee for family cover age by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 14. $6 \%$ | 22. 1\% | 17. 8\% | 10. 1\% | 5. 5\% | 6. 0\% | 19. 7\% | 6. 3\% |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 22. 1\% | 27. 3\% | 14. $8 \%$ * | 2. $9 \%$ * | 0. 0\% | 0. 0\% | 24. 0\% | 2. $5 \%$ * |
| M ni ng | 20.8\% | 47. $3 \%$ * | 7. 5\% * | 13. $2 \%$ * | 2. 1\% * | 10. 4 \% * | 33. 2\% * | 9. $5 \%$ * |
| Constructi on | 20. 5\% | 20. 2\% | 23. 9\% | 21. 9\% | 12.6\% | 0. $2 \%$ * | 21. 5\% | 11. 4\% |
| Manuf act uring | 13. $8 \%$ | 21. 0\% | 14. 5\% | 7. 6\% | 8. 8\% | 13. 4\% | 16. 3\% | 10. 2\% |
| Transp., commu., util. | 21. $7 \%$ | 22. 9\% | 23. $2 \%$ | 12. $4 \%$ * | 9. $3 \%$ * | 27. 1\% | 21. 3\% | 22.0\% |
| Whol esal e trade | 15. 0\% | 21. 5\% | 21. 8\% | 11. $4 \%$ | 4. $9 \%$ * | 7. 9\% | 20. 2\% | 7. $4 \%$ |
| Retail trade | 9. 3\% | 19.6\% | 15. 5\% | 7. 7\% | 3. $4 \%$ | 3. $6 \%$ | 16. 6\% | 4. 0\% |
| Fin., ins., real est. | 12. 5\% | 22. $4 \%$ | 21. 3\% | 12. 1\% * | 2. $7 \%$ * | 1. $5 \%$ * | 21. $4 \%$ | 2. 9\% |
| Servi ces | 16. 5\% | 22. 6\% | 16. 7\% | 9. $4 \%$ | 6. 3\% | 3. $4 \%$ | 20.1\% | 5. 7\% |
| Unknown | 23. $4 \%$ * | 26. $3 \%$ * | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 23. $4 \%$ * | 0. $0 \%$ |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 14. 0\% | 22. 9\% | 17. 9\% | 10. 2\% | 5. $4 \%$ | 5. $4 \%$ | 19. 8\% | 6. $0 \%$ |
| For profit, uni ncorporat ed | 17. 5\% | 20. 4\% | 14. 4\% | 8. $2 \%$ * | 4. $0 \%$ | 2. $7 \%$ * | 19. 1\% | 5. $0 \%$ |
| Nonpr of it | 16. 0\% | 21. 7\% | 21. 4\% | 11. 0\% | 7. 1\% * | 7. 3\% | 20. $4 \%$ | 7. 8\% |
| Unknown | 14. 0\% | 19.5\% | 13. $6 \%$ * | 9. $0 \%$ * | 2. $5 \%$ * | 14. $4 \%$ * | 18. $2 \%$ | 10. $8 \%$ * |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 21. 8\% | 24. 8\% | 17. $7 \%$ | 10. 8\% | 9. $1 \% *$ | 3. $8 \%$ * | 22. $6 \%$ | 10. 1\% |
| $5-9$ years | 17. 1\% | 19. 0\% | 20. $4 \%$ | 8. 2\% | 4. $1 \%$ * | 0. $6 \%$ * | 18. 3\% | 5. $4 \%$ |
| 10-19 years | 16. 8\% | 21. 1\% | 13. 9\% | 11. 7\% | 5. $2 \%$ * | 7. $2 \%$ * | 18. 5\% | 7. $7 \%$ |
| 20 or more years | 15. 5\% | 23. 3\% | 20. 0\% | 10. 2\% | 4. 3\% | 5. 1\% | 20.7\% | 5. $4 \%$ |
| Unknown | 7. $0 \%$ | 15. 9\% | 14. 8\% | 9. $1 \%$ | 6. $4 \%$ | 6. $2 \%$ | 12. 1\% | 6. 5\% |
| Multi/single st at us |  |  |  |  |  |  |  |  |
| 2 or more locations | 6. $8 \%$ | 18. 3\% | 13. 2\% | 9. $2 \%$ | 5. $2 \%$ | 6. $0 \%$ | 12. $7 \%$ | 6. $0 \%$ |
| 1 locati on onl y | 19. $7 \%$ | 22. 1\% | 18. 5\% | 10. 8\% | 7. 1\% | 5. $6 \%$ * | 20. 3\% | 9. $7 \%$ |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than $25 \%$ | 19. $5 \%$ | 24. 8\% | 31. 5\% | 18. 0\% | 3. $7 \%$ * | 13. $4 \%$ * | 25. 5\% | 11. $5 \%$ * |
| 25-49\% | 10. 2\% | 22. 8\% | 16. 0\% | 9. $2 \%$ | 4. $3 \%$ * | 0. $8 \%$ * | 18. 1\% | 2. 9\% |
| 50-74\% | 13. $4 \%$ | 21. $7 \%$ | 16. 8\% | 9. 1\% | 4. $2 \%$ * | 2. $9 \%$ * | 19. 3\% | 4. $0 \%$ |
| $75 \%$ or more | 14. $9 \%$ | 22.0\% | 17. 6\% | 9. $9 \%$ | 5. 9\% | 6. 8\% | 19. 6\% | 6. 8\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 15. 0\% | 22. 1\% | 16. 6\% | 9. $3 \%$ | 3. 5\% | 2. $7 \%$ | 19. 3\% | 4. $4 \%$ |
| Has uni on empl oyees | 28. 0\% | 37. 5\% | 37. 7\% | 24. 1\% | 26. 2\% | 13. $9 \%$ | 34. 9\% | 20.1\% |
| Unknown | 10. 1\% | 16. 9\% | 21. 8\% | 8. $6 \%$ * | 5. $6 \%$ * | 7. $6 \%$ | 17. 3\% | 7. $4 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 9. $5 \%$ | 20.1\% | 13. 6\% | 5. $6 \%$ * | 2. $1 \%$ * | 1. 7\% | 15. 4\% | 2. $9 \%$ * |
| Less than 50\% l ow wage | 17. 2\% | 22. 9\% | 18. 1\% | 11. 0\% | 7. $2 \%$ | 4. 7\% | 20. 5\% | 7. 1\% |
| Unknown | 9. 5\% | 17. 0\% | 20.7\% | 10. 8\% | 3. $5 \%$ * | 7. 1\% | 17. 5\% | 6. $7 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 requi red no contribution fromthe employee for family cover age by firmsize and sel ected char acteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $42 \%$ | 0. $70 \%$ | 0. $97 \%$ | 0. $83 \%$ | 0. $55 \%$ | 0. $65 \%$ | 0. $63 \%$ | 0. $38 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 2. 19\% | 3. $29 \%$ | 5. $25 \%$ * | 10. $28 \%$ * | 0. $00 \%$ | 0. 00\% | 2. $28 \%$ | 3. $15 \%$ * |
| M ni ng | 4. $56 \%$ | 15. $11 \%$ * | 3. $02 \%$ * | 4. $54 \%$ * | 10. $35 \%$ * | 11. $27 \%$ * | 11. $84 \%$ * | 6. $51 \%$ * |
| Construction | 1. $43 \%$ | 1. $29 \%$ | 2. $17 \%$ | 5. 12\% | 3. $01 \%$ | 0. 16\% * | 1. $45 \%$ | 2. 18\% |
| Manuf act uri ng | 1. 76\% | 3. $97 \%$ | 4. $28 \%$ | 1. $83 \%$ | 1. $80 \%$ | 2. $22 \%$ | 2. $96 \%$ | 1. $19 \%$ |
| Transp., commu., util. | 2. $99 \%$ | 4. $67 \%$ | 5. $59 \%$ | 3. $98 \%$ * | 4. $35 \%$ * | 5. $89 \%$ | 2. $54 \%$ | 4. $76 \%$ |
| Whol esal e trade | 1. $83 \%$ | 3. $02 \%$ | 4. $39 \%$ | 3. $06 \%$ | 1. $57 \%$ * | 2. $18 \%$ | 3. $04 \%$ | 1. $94 \%$ |
| Retail trade | 0.77\% | 1. $52 \%$ | 1. $36 \%$ | 1. $23 \%$ | 0.73\% | 0.70\% | 1. $36 \%$ | 0. 61\% |
| Fin., ins., real est. | 1. 04\% | 1. $70 \%$ | 3. $57 \%$ | 4. $49 \%$ * | 1. $97 \%$ * | 1. $17 \%$ * | 1. $84 \%$ | 0.75\% |
| Ser vi ces | 0.77\% | 1. $22 \%$ | 1. $26 \%$ | 1. $02 \%$ | 1. $70 \%$ | 0. $87 \%$ | 0. $97 \%$ | 0.76\% |
| Unknown | * | 10. $68 \%$ * | 0. $00 \%$ | 0. $00 \%$ | 0. 00\% | 0. $00 \%$ | 10. $60 \%$ * | 0. 00\% |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0. $43 \%$ | 0.71\% | 1. $15 \%$ | 0. $91 \%$ | 0. 60\% | 0. $52 \%$ | 0. $64 \%$ | 0. $29 \%$ |
| For profit, uni ncorporated | 1. $15 \%$ | 1. $70 \%$ | 3. $88 \%$ | 3. $13 \%$ * | 1. $15 \%$ | 1. $64 \%$ * | 1. $28 \%$ | 1. $21 \%$ |
| Nonpr of it | 1. $33 \%$ | 2. $73 \%$ | 3. $56 \%$ | 1. $90 \%$ | 2. $66 \%$ * | 2. 19\% | 1. $83 \%$ | 1. $68 \%$ |
| Unknown | 2. $40 \%$ | 3. $23 \%$ | 9. $12 \%$ * | 4. $30 \%$ * | 1. $72 \%$ * | 5. $31 \%$ * | 2. $81 \%$ | 3. $35 \%$ * |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 0. $90 \%$ | 1. $40 \%$ | 2. $39 \%$ | 2. $37 \%$ | 5. $68 \%$ * | 4. $06 \%$ * | 1. $05 \%$ | 2. $62 \%$ |
| 5-9 years | 0.82\% | 1. $02 \%$ | 2. $81 \%$ | 1. $02 \%$ | 2. $40 \%$ * | 0. $50 \%$ * | 0. $96 \%$ | 1. $34 \%$ |
| 10-19 years | 1. $19 \%$ | 1. $13 \%$ | 1. $66 \%$ | 2. $18 \%$ | 1. $72 \%$ * | 3. $46 \%$ * | 1. $20 \%$ | 1. $11 \%$ |
| 20 or more years | 0. 55\% | 1. $00 \%$ | 1. $50 \%$ | 1. $42 \%$ | 1. $12 \%$ | 1. $41 \%$ | 0.71\% | 0.77\% |
| Unknown | 0. $62 \%$ | 3. $71 \%$ | 3. $58 \%$ | 2. $22 \%$ | 0. $92 \%$ | 0.78\% | 1. $66 \%$ | 0. $61 \%$ |
| Multi/single stat us |  |  |  |  |  |  |  |  |
| 2 or more locations | 0. $43 \%$ | 4. $44 \%$ | 1. $70 \%$ | 1. $61 \%$ | 0. $69 \%$ | 0. $64 \%$ | 1. $83 \%$ | 0. $45 \%$ |
| 1 l ocati on only | 0. $59 \%$ | 0. $70 \%$ | 1. $01 \%$ | 1. $21 \%$ | 1. $53 \%$ | 6. $77 \%$ * | 0. $60 \%$ | 1. $15 \%$ |
| Percent full-time employees |  |  |  |  |  |  |  |  |
| Less than 25\% | 2. 28\% | 5. $16 \%$ | 5. $58 \%$ | 4. $19 \%$ | 2. $06 \%$ * | 5. $12 \%$ * | 3. $25 \%$ | 3. $53 \%$ * |
| 25-49\% | 1. $63 \%$ | 3. $81 \%$ | 1. $73 \%$ | 2. $24 \%$ | 2. $52 \%$ * | 0. 53\% * | 2. 54\% | 0. 58\% |
| 50-74\% | 1. $02 \%$ | 2. $40 \%$ | 3. $24 \%$ | 2. $25 \%$ | 1. $42 \%$ * | 1. $28 \%$ * | 1. $87 \%$ | 1. $11 \%$ |
| 75\% or more | 0. $34 \%$ | 0. $60 \%$ | 0. $94 \%$ | 0. $92 \%$ | 0. $88 \%$ | 0. $92 \%$ | 0. $56 \%$ | 0. $55 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. $42 \%$ | 0. $69 \%$ | 1. $20 \%$ | 0. $87 \%$ | 0.76\% | 0. $34 \%$ | 0. $62 \%$ | 0. $39 \%$ |
| Has uni on empl oyees | 2. 54\% | 4. $37 \%$ | 9. $61 \%$ | 3. $48 \%$ | 6. $32 \%$ | 3. $61 \%$ | 2. $99 \%$ | 2. $98 \%$ |
| Unknown | 0. $97 \%$ | 2. $05 \%$ | 3. $14 \%$ | 3. $45 \%$ * | 2. $01 \%$ * | 1. $04 \%$ | 1. $62 \%$ | 0. $98 \%$ |
| Percent l ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 0.79\% | 2. $98 \%$ | 2. $76 \%$ | 1. $71 \%$ * | 0. $91 \%$ * | 0. $39 \%$ | 1. $34 \%$ | 0. $90 \%$ * |
| Less than 50\% l ow wage | 0.51\% | 0.61\% | 1. $16 \%$ | 1. 09\% | 0. 87\% | 0. 62\% | 0. $69 \%$ | 0. $37 \%$ |
| Unknown | 0. $89 \%$ | 1. $70 \%$ | 3. $64 \%$ | 2. $13 \%$ | 1. $40 \%$ * | 1. $10 \%$ | 1. $43 \%$ | 0. $96 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 contribution fromthe employee for family cover age by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | 10-24 empl oyees | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 9. $9 \%$ | 15. 9\% | 10. 8\% | 6. 1\% | 3. $2 \%$ | 3. $8 \%$ | 13. $7 \%$ | 3. $7 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 22.8\% | 24. 5\% | 27. 9\% | 15. 3\% * | 0. $0 \%$ | 4. $2 \%$ * | 24. 7\% | 2. $8 \%$ * |
| M ni ng | 12. $8 \%$ * | 13. 8\% * | 5. $7 \%$ * | 0. 0\% | 2. $2 \%$ * | 19. $3 \%$ * | 10. $6 \%$ * | 14. $7 \%$ * |
| Constructi on | 13. $4 \%$ | 16. 5\% | 10. $4 \%$ | 9. 5\% | 5. 5\% * | 0. 0\% | 14. $4 \%$ | 4. 5\% |
| Manuf act uring | 8. $6 \%$ | 12. 0\% | 8. 5\% | 7. $8 \%$ | 3. $6 \%$ * | 8. $7 \%$ | 10. 1\% | 6. 5\% |
| Transp., commu., util. | 9. 1\% | 6. $7 \%$ * | 8. $1 \%$ * | 4. $2 \%$ * | 4. $7 \%$ * | 14. 2\% | 6. 8\% | 11. 1\% |
| Whol esal e trade | 10. $3 \%$ | 19. $3 \%$ | 11. $6 \%$ | 5. $2 \%$ * | 1. $9 \%$ * | 2. $6 \%$ * | 15. 7\% | 2. 3\% |
| Ret ail trade | 6. $4 \%$ | 11. $6 \%$ | 12. 3\% | 6. 5\% | 3. $1 \%$ * | 2. $6 \%$ | 11. 3\% | 2. $9 \%$ |
| Fin., ins., real est. | 7. 9\% | 13. 8\% | 10. 6\% | 5. 1\%* | 4. $3 \%$ * | 2. 1\%* | 12. 3\% | 3. 1\% |
| Servi ces | 11. $7 \%$ | 17. 2\% | 10. 2\% | 5. 1\% | 3. $0 \%$ | 2. 1\% | 14. 7\% | 2. $7 \%$ |
| Unknown | 24. $9 \%$ * | 27. $9 \%$ * | 0. 0\% | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 24. 9\% * | 0. $0 \%$ |
| Ounership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 8. 8\% | 14. 4\% | 10. 5\% | 6. $2 \%$ | 3. 1\% | 4. 1\% | 12. 5\% | 3. 9\% |
| For profit, uni ncorporated | 12. $9 \%$ | 15. 7\% | 8. $6 \%$ * | 3. $9 \%$ * | 2. $5 \%$ * | 1. $5 \%$ * | 14. $4 \%$ | 1. $9 \%$ |
| Nonpr of it | 14. 3\% | 24. 2\% | 13. 8\% | 6. 9\% | 4. $6 \%$ | 2. $8 \%$ * | 19.5\% | 4. $4 \%$ |
| Unknown | 10. 0\% | 22. 1\% | 17. 1\% * | 4. $9 \%$ * | 1. $9 \%$ * | 1. $6 \%$ * | 20. 6\% | 1. $7 \%$ |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 11. 1\% | 12. 1\% | 12. 3\% * | 4. $8 \%$ * | 0. $8 \%$ * | 1. $4 \%$ * | 11. 8\% | 0. 8\% * |
| 5-9 years | 11. $2 \%$ | 13. 2\% | 10. 1\% | 4. $7 \%$ * | 5. 1\% * | 8. $3 \%$ * | 11. 8\% | 5. $5 \%$ * |
| 10-19 years | 12. 3\% | 16. 9\% | 7. 6\% | 5. 9\% | 3. $7 \%$ * | 6. $1 \%$ * | 13. $7 \%$ | 4. $6 \%$ |
| 20 or more years | 12. $0 \%$ | 19. 9\% | 12. 1\% | 7. $3 \%$ | 2. $9 \%$ | 5. $2 \%$ | 16. 1\% | 4. 3\% |
| Unknown | 4. 3\% | 21. $5 \%$ * | 16. $4 \%$ * | 5. $3 \%$ * | 3. $4 \%$ | 3. 3\% | 13. $9 \%$ | 3. $4 \%$ |
| Multi / si ngle st at us |  |  |  |  |  |  |  |  |
| 2 or more locations | 4. 1\% | 10. 1\% * | 8. $9 \%$ * | 4. $8 \%$ | 3. 1\% | 3. $8 \%$ | 7. $5 \%$ | 3. $7 \%$ |
| 1 l ocati on only | 13. $6 \%$ | 16. 0\% | 11. $0 \%$ | 7. $2 \%$ | 4. $5 \%$ | 11. 1\% * | 14. 2\% | 4. 3\% |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than $25 \%$ | 14. $4 \%$ | 20.6\% | 12. 1\% * | 15. $6 \%$ * | 2. $6 \%$ * | 10. $0 \%$ * | 17. $7 \%$ | 9. $9 \%$ |
| 25-49\% | 10.1\% | 22. 3\% | 12. 3\% | 6. 1\% * | 6. 1\% * | 2. 9\% | 17. $4 \%$ | 3. $2 \%$ |
| 50-74\% | 8. 9\% | 15. 6\% | 11. 4\% | 4. $6 \%$ * | 2. $5 \%$ * | 0. 3\% * | 13. 7\% | 1. $0 \%$ * |
| 75\% or more | 9. $8 \%$ | 15. $4 \%$ | 10. 5\% | 5. 8\% | 3. $2 \%$ | 4. $2 \%$ | 13. 3\% | 3. $9 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 10. 5\% | 15. 8\% | 10. 2\% | 5. $4 \%$ | 2. $6 \%$ | 3. 5\% | 13. $4 \%$ | 3. $2 \%$ |
| Has uni on empl oyees | 14. 5\% | 14. 1\% | 23. 1\% * | 16. 1\% | 8. $4 \%$ | 12. $9 \%$ * | 17. 5\% | 11. 1\% |
| Unknown | 6. 6\% | 17. 3\% | 11. 3\% | 6. $9 \%$ * | 4. $0 \%$ * | 3. $4 \%$ | 15. 1\% | 3. 5\% |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more low wage | 10.6\% | 19. 9\% | 12. 8\% | 8. 1\% | 3. $2 \%$ * | 4. $6 \%$ * | 16. 3\% | 4. 1\% |
| Less than 50\% l ow wage | 10. 7\% | 14. 8\% | 10. 6\% | 5. 8\% | 3. 1\% | 4. $2 \%$ | 13. 0\% | 3. $6 \%$ |
| Unknown | 7. $2 \%$ | 21. 8\% | 9. $7 \%$ | 5. $3 \%$ * | 3. $7 \%$ * | 3. $6 \%$ | 17. 2\% | 3. $7 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 required no contribution fromthe employee for family cover age by firmsize and sel ected characteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 100-999 \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $37 \%$ | 0. $68 \%$ | 0. $89 \%$ | 0. $80 \%$ | 0. $47 \%$ | 0. $62 \%$ | 0. $50 \%$ | 0. $38 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 3. $27 \%$ | 4. $15 \%$ | 7. $80 \%$ | 7. $82 \%$ * | 0. 00\% | 1. $86 \%$ * | 3. $42 \%$ | 1. $19 \%$ * |
| M ni ng | 4. $61 \%$ * | 5. $74 \%$ * | 4. $11 \%$ * | 0. $00 \%$ | 1. $18 \%$ * | 6. $70 \%$ * | 4. $72 \%$ * | 5. $86 \%$ * |
| Constr uct i on | 1. $66 \%$ | 2. $93 \%$ | 2. $23 \%$ | 2. 06\% | 2. $15 \%$ * | 0. 00\% | 1. $88 \%$ | 0. $90 \%$ |
| Manuf act uri ng | 0. $92 \%$ | 2. $37 \%$ | 2. $05 \%$ | 1. $50 \%$ | 1. $88 \%$ * | 2. $60 \%$ | 1. $40 \%$ | 1. $46 \%$ |
| Transp., commu., util. | 1. $62 \%$ | 2. $49 \%$ * | 2. $90 \%$ * | 2. $63 \%$ * | 1. $98 \%$ * | 3. 09\% | 2. $00 \%$ | 2. $06 \%$ |
| Whol esal e trade | 1. $21 \%$ | 2. $40 \%$ | 3. $43 \%$ | 2. $36 \%$ * | 0. $96 \%$ * | 1. $27 \%$ * | 2. $00 \%$ | 0. $68 \%$ |
| Retail trade | 0. 59\% | 1. $94 \%$ | 1. $95 \%$ | 1. $79 \%$ | 0. $97 \%$ * | 0. 67\% | 1. 01\% | 0. 56\% |
| Fin., ins., real est. | 1. $04 \%$ | 2. $25 \%$ | 2. $47 \%$ | 2. $23 \%$ * | 1. $77 \%$ * | 1. $04 \%$ * | 1. $46 \%$ | 0. $90 \%$ |
| Servi ces | 0. $92 \%$ | 1. $48 \%$ | 1. $22 \%$ | 1. $08 \%$ | 0. 60\% | 0.62\% | 1. $11 \%$ | 0. $38 \%$ |
| Unknown | 9. $86 \%$ * | 10. $11 \%$ * | 0. 00\% | 0. 00\% | 0. 00\% | 0. $00 \%$ | 9. $86 \%$ * | 0. $00 \%$ |
| Ownershi p |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0. $35 \%$ | 0. 64\% | 0. 81\% | 1. $00 \%$ | 0. 63\% | 0. 68\% | 0. $44 \%$ | 0. $45 \%$ |
| For profit, uni ncorporated | 0. $88 \%$ | 1. 11\% | 3. $24 \%$ * | 1. $42 \%$ * | 0. $98 \%$ * | 1. $46 \%$ * | 0. $97 \%$ | 0. $48 \%$ |
| Nonpr of it | 0. $99 \%$ | 2. 13\% | 1. $60 \%$ | 2. 08\% | 1. $03 \%$ | 1. $20 \%$ * | 1. $43 \%$ | 0. 89\% |
| Unknown | 2. $07 \%$ | 4. $85 \%$ | 10. $05 \%$ * | 5. $18 \%$ * | 1. $41 \%$ * | 0. $57 \%$ * | 5. $02 \%$ | 0. $41 \%$ |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 1. $13 \%$ | 1. $01 \%$ | 3. $90 \%$ * | 2. $49 \%$ * | 0. $70 \%$ * | 3. $04 \%$ * | 1. $21 \%$ | 0. $54 \%$ * |
| 5-9 years | 1. $35 \%$ | 1. $69 \%$ | 1. $82 \%$ | 2. $18 \%$ * | 3. $06 \%$ * | 4. $36 \%$ * | 1. $38 \%$ | 2. $26 \%$ * |
| 10-19 years | 0. $98 \%$ | 1. $62 \%$ | 1. $35 \%$ | 1. $08 \%$ | 1. $27 \%$ * | 3. $31 \%$ * | 1. $13 \%$ | 1. 16\% |
| 20 or more years | 0. $67 \%$ | 0.77\% | 0. $99 \%$ | 1. $51 \%$ | 0. 62\% | 1. $22 \%$ | 0.75\% | 0. 62\% |
| Unknown | 0. $40 \%$ | 6. $54 \%$ * | 6. $09 \%$ * | 1. $60 \%$ * | 0. $65 \%$ | 0. $54 \%$ | 1. $95 \%$ | 0. $42 \%$ |
| Multi/single stat us |  |  |  |  |  |  |  |  |
| 2 or more locations | 0. $39 \%$ | 5. $04 \%$ * | 3. $19 \%$ * | 0. 81\% | 0. 51\% | 0. 62\% | 1. $02 \%$ | 0. $39 \%$ |
| 1 l ocation only | 0. $52 \%$ | 0. 66\% | 0. $88 \%$ | 0. $96 \%$ | 1. $09 \%$ | 7. $41 \%$ * | 0. $53 \%$ | 0. 61\% |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than $25 \%$ | 1. $77 \%$ | 3. $10 \%$ | 3. $75 \%$ * | 4. $67 \%$ * | 1. $97 \%$ * | 3. $24 \%$ * | 2. $28 \%$ | 1. $94 \%$ |
| 25-49\% | 1. $32 \%$ | 5. $96 \%$ | 3. $34 \%$ | 1. $87 \%$ * | 2. $56 \%$ * | 0. 77\% | 2. $91 \%$ | 0. 62\% |
| 50-74\% | 1. $32 \%$ | 2. $50 \%$ | 1. $36 \%$ | 1. $71 \%$ * | 1. $06 \%$ * | 0. $27 \%$ * | 1. 84\% | 0. $42 \%$ * |
| 75\% or more | 0. $41 \%$ | 0. $84 \%$ | 0. $97 \%$ | 0. 81\% | 0. $49 \%$ | 0. $76 \%$ | 0. $57 \%$ | 0. $53 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. $46 \%$ | 0. $90 \%$ | 0. 84\% | 0. $68 \%$ | 0. $57 \%$ | 0. 89\% | 0. 61\% | 0. $37 \%$ |
| Has uni on empl oyees | 1. $88 \%$ | 3. $22 \%$ | 7. $19 \%$ * | 4. $30 \%$ | 2. $41 \%$ | 4. $76 \%$ * | 2. 79\% | 2. 61\% |
| Unknown | 0. $40 \%$ | 1. $77 \%$ | 2. $52 \%$ | 3. $23 \%$ * | 1. $53 \%$ * | 0. $72 \%$ | 1. $12 \%$ | 0. $52 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 1. $23 \%$ | 2. $95 \%$ | 2. $43 \%$ | 2. 03\% | 1. $50 \%$ * | 2. $86 \%$ * | 1. $87 \%$ | 1. $10 \%$ |
| Less than 50\% l ow wage | 0. $48 \%$ | 0. $80 \%$ | 1. $01 \%$ | 1. $03 \%$ | 0. 74\% | 0. $87 \%$ | 0. 58\% | 0. 36\% |
| Unknown | 0. $30 \%$ | 2. $23 \%$ | 2. $48 \%$ | 1. $64 \%$ * | 1. $34 \%$ * | 0. 62\% | 1. $63 \%$ | 0. 51\% |

[^3] and sel ected char acteristics: Uni ted States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 100-999 \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 21. $5 \%$ | 9. 3\% | 11. 9\% | 15. 8\% | 28. $2 \%$ | 49. 9\% | 10. 6\% | 39. 3\% |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 10. 8\% | 8. $6 \%$ * | 12. $2 \%$ * | 7. $4 \%$ * | 6. $1 \%$ * | 64. 3\% | 9. $2 \%$ * | 28. 1\% * |
| M ni ng | 22. 3\% * | 0. $0 \%$ | 0. $0 \%$ | 0. $0 \%$ | 39. 6\% | 46. 4\% | 0. $0 \%$ | 42. 6\% |
| Construction | 12. $9 \%$ | 9. 7\% | 11. 5\% | 14. 7\% | 25. 9\% | 70.7\% | 10. $5 \%$ | 33. 7\% |
| Manuf act uri ng | 23. $4 \%$ | 13. 7\% | 9. $2 \%$ | 16. 9\% | 28. 6\% | 55. 2\% | 13. 2\% | 38. 1\% |
| Transp., commu., util. | 23. $8 \%$ | 9. 3\% | 17. 2\% | 10. $8 \%$ * | 18. 5\% * | 42. 3\% | 11. 8\% | 34. 0\% |
| Whol esal e trade | 20.1\% | 7. 1\% | 14. 5\% | 13. 8\% | 26. 1\% | 47. 7\% | 9. 1\% | 36. 2\% |
| Retail trade | 26. $7 \%$ | 7. 8\% | 7. 8\% | 14. 9\% | 17. 6\% | 49. 0\% | 8. $7 \%$ | 39. 9\% |
| Fin., ins., real est. | 32. $4 \%$ | 11. 8\% | 20. $7 \%$ | 15. 1\% | 44. 5\% | 61. 9\% | 14. 2\% | 52. 1\% |
| Servi ces | 16. $6 \%$ | 9. $4 \%$ | 12. 2\% | 18. 2\% | 33. 6\% | 42. 7\% | 10. 6\% | 34.7\% |
| Unknown | 1. $6 \%$ * | 1. $8 \%$ * | 0. $0 \%$ | 0. 0\% | 0. $0 \%$ | 0. 0\% | 1. $6 \%$ * | 0. 0\% |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 22. $5 \%$ | 8. 3\% | 11. 1\% | 14. 3\% | 24. 9\% | 50. 8\% | 9. $7 \%$ | 40. 0\% |
| For profit, uni ncorporated | 13. $4 \%$ | 10. 3\% | 14. 1\% * | 21. 1\% | 30. 9\% | 36. 7\% | 11. 3\% | 29.5\% |
| Nonpr of it | 20.9\% | 12. 1\% | 15. 1\% | 21. 7\% | 35. 3\% | 42. 3\% | 13. 6\% | 34. $4 \%$ |
| Unknown | 31. 5\% | 13. 5\% | 21. 9\% * | 21. 5\% * | 46. 8\% | 44. 8\% | 16. 3\% | 43. $4 \%$ |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 11. 8\% | 10. 6\% | 11. 9\% | 17. 1\% | 16. 5\% | 29. $6 \%$ * | 11. 1\% | 21. 3\% |
| 5-9 years | 9. 7\% | 8. 5\% | 8. 8\% | 12. 2\% | 15. 5\% | 26. 5\% * | 9. $0 \%$ | 16. 3\% |
| 10-19 years | 11. $2 \%$ | 9. $2 \%$ | 9. 5\% | 10. 2\% | 20. 5\% | 34. 2\% | 9. $4 \%$ | 20.9\% |
| 20 or more years | 18. 0\% | 8. 6\% | 13. 5\% | 16. 3\% | 23. 3\% | 46. 8\% | 11. 1\% | 31. 2\% |
| Unknown | 44. 7\% | 15. 5\% * | 23. $6 \%$ | 23. 0\% | 35. 6\% | 52. 1\% | 19. $6 \%$ | 47. 1\% |
| Multi/single status |  |  |  |  |  |  |  |  |
| 2 or more locations | 37. 9\% | 11. $4 \%$ | 18. $4 \%$ | 15. $6 \%$ | 27. 9\% | 49. 9\% | 14. 8\% | 41. 0\% |
| 1 locati on only | 11. $0 \%$ | 9. 3\% | 11. 0\% | 16. 0\% | 30. 2\% | 39. 1\% * | 10. 2\% | 22. $6 \%$ |
| Percent full-ti me empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 22. $2 \%$ | 9. $9 \% *$ | 6. $8 \%$ * | 20.6\% | 15. $4 \%$ | 50. 9\% | 10. 5\% | 37. 8\% |
| 25-49\% | 24. 3\% | 4. $3 \%$ * | 9. $7 \%$ * | 16. $4 \%$ | 15. 8\% * | 49. 8\% | 8. 1\% | 39. $4 \%$ |
| 50-74\% | 22. $4 \%$ | 8. 9\% | 14. 9\% | 14. 7\% | 31. 7\% | 50. 8\% | 10. 3\% | 41. 7\% |
| 75\% or more | 21. 1\% | 9. $7 \%$ | 11. 8\% | 15. 7\% | 29. 3\% | 49. 7\% | 10. 8\% | 39. 0\% |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 16. 3\% | 9. $0 \%$ | 11. 3\% | 14. 6\% | 28. 1\% | 44. 1\% | 10. 0\% | 32. 1\% |
| Has uni on empl oyees | 35. 9\% | 16. 1\% | 27. 2\% | 31. 5\% | 36. 0\% | 70.1\% | 23. 7\% | 49.7\% |
| Unknown | 38. 3\% | 10. 0\% | 10. 6\% | 18. 1\% | 24. 9\% | 52. $4 \%$ | 10. 5\% | 48. 7\% |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 20. $2 \%$ | 7. 3\% | 8. $5 \%$ * | 16. 2\% | 20.7\% | 48. $7 \%$ | 9. $6 \%$ | 32. 2\% |
| Less than 50\% l ow wage | 15. 7\% | 9. $2 \%$ | 12. 2\% | 15. 2\% | 30. 0\% | 45. 1\% | 10. 4\% | 32. 2\% |
| Unknown | 39. $2 \%$ | 12. $4 \%$ | 13. 5\% | 20. 2\% | 29. 5\% | 52. 0\% | 13. 0\% | 48. 2\% |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.
 pl ans by firmsize and sel ected char acteristics: United States, 1996

| Characteristics | Tot al | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} 25-99 \\ \text { empl oyees } \end{array}$ | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted St at es | 0. $52 \%$ | 0. $33 \%$ | 0. $74 \%$ | 0. $87 \%$ | 1. $55 \%$ | 1. $42 \%$ | 0. $32 \%$ | 1. $14 \%$ |
| I ndustry group |  |  |  |  |  |  |  |  |
| Agric., fish., forest. | 2. $54 \%$ | 2. $67 \%$ * | 4. $80 \%$ * | 3. $88 \%$ * | 4. $61 \%$ * | 14. 14\% | 2. $86 \%$ * | 10. $57 \%$ * |
| M ni ng | 7. 04\% * | 0. 00\% | 0. 00\% | 0. $00 \%$ | 10. 93\% | 10. 30\% | 0. 00\% | 9. 15\% |
| Constructi on | 1. $46 \%$ | 1. $23 \%$ | 2. $80 \%$ | 3. $26 \%$ | 7. $31 \%$ | 7. 71\% | 1. $37 \%$ | 5. 11\% |
| Manuf act uring | 1. $47 \%$ | 2. $80 \%$ | 2. $03 \%$ | 2. $26 \%$ | 3. $80 \%$ | 2. $81 \%$ | 1. $68 \%$ | 1. $42 \%$ |
| Transp., commu., util. | 1. $96 \%$ | 2. $72 \%$ | 3. $64 \%$ | 5. $37 \%$ * | 7. $87 \%$ * | 4. $94 \%$ | 1. $72 \%$ | 3. $31 \%$ |
| Whol esal e trade | 1. $20 \%$ | 1. 13\% | 3. $44 \%$ | 2. $06 \%$ | 5. 17\% | 4. 51\% | 1. 61\% | 2. $32 \%$ |
| Retail trade | 1. $31 \%$ | 1. $38 \%$ | 1. $85 \%$ | 2. $19 \%$ | 3. $12 \%$ | 2. $26 \%$ | 1. $01 \%$ | 2. $18 \%$ |
| Fin., ins., real est. | 1. $37 \%$ | 2. $01 \%$ | 2. $00 \%$ | 2. $81 \%$ | 4. $32 \%$ | 3. $71 \%$ | 1. $47 \%$ | 2. 61\% |
| Servi ces | 0.73\% | 0. $90 \%$ | 1. $74 \%$ | 1. $04 \%$ | 2. 17\% | 3. 01\% | 0. 80\% | 1. $59 \%$ |
| Unknown | 2. $10 \%$ * | 4. $90 \%$ * | 0. 00\% | 0. 00\% | 0. 00\% | 0. $00 \%$ | 2. $10 \%$ * | 0. $00 \%$ |
| Ownership |  |  |  |  |  |  |  |  |
| For profit, i ncorporated | 0.72\% | 0. $54 \%$ | 0. $68 \%$ | 1. $01 \%$ | 1. $79 \%$ | 1. $44 \%$ | 0. $36 \%$ | 1. $35 \%$ |
| For profit, uni ncorporated | 0. $92 \%$ | 0. $93 \%$ | 4. $37 \%$ * | 3. $36 \%$ | 6. $13 \%$ | 6. 04\% | 1. $06 \%$ | 2. $89 \%$ |
| Nonpr of it | 1. 18\% | 2. 07\% | 3. 10\% | 2. $42 \%$ | 3. $26 \%$ | 5. $20 \%$ | 1. 12\% | 2. $42 \%$ |
| Unknown | 2. $89 \%$ | 2. $86 \%$ | 9. $75 \%$ * | 6. $87 \%$ * | 7. $08 \%$ | 5. $45 \%$ | 2. $11 \%$ | 4. $01 \%$ |
| Age of firm |  |  |  |  |  |  |  |  |
| Less than 5 years | 1. $22 \%$ | 1. $26 \%$ | 2. $25 \%$ | 3. $48 \%$ | 4. $22 \%$ | 9. $86 \%$ * | 1. $26 \%$ | 5. $02 \%$ |
| 5-9 years | 1. $23 \%$ | 1. $54 \%$ | 2. $20 \%$ | 3. $23 \%$ | 2. $58 \%$ | 8. $65 \%$ * | 1. 16\% | 3. 00\% |
| 10-19 years | 0. $93 \%$ | 1. $02 \%$ | 1. $33 \%$ | 1. $55 \%$ | 3. $21 \%$ | 4. $98 \%$ | 1. $02 \%$ | 1. $24 \%$ |
| 20 or more years | 0. 54\% | 0. 78\% | 1. $34 \%$ | 1. $38 \%$ | 2. $48 \%$ | 3. $00 \%$ | 0. $43 \%$ | 1. $66 \%$ |
| Unknown | 1. $12 \%$ | 7. $13 \%$ * | 6. $64 \%$ | 2. $90 \%$ | 2. $11 \%$ | 1. $62 \%$ | 2. $32 \%$ | 1. $24 \%$ |
| Multi / single st at us |  |  |  |  |  |  |  |  |
| 2 or more locations | 1. $00 \%$ | 2. $48 \%$ | 2. $24 \%$ | 1. $94 \%$ | 1. $85 \%$ | 1. $42 \%$ | 1. $43 \%$ | 1. $17 \%$ |
| 1 l ocati on only | 0. $30 \%$ | 0. $33 \%$ | 0.91\% | 0. $98 \%$ | 1. $90 \%$ | 12. $67 \%$ * | 0. $32 \%$ | 1. $18 \%$ |
| Percent full-time empl oyees |  |  |  |  |  |  |  |  |
| Less than 25\% | 3. $30 \%$ | 3. $87 \%$ * | 2. $74 \%$ * | 4. $21 \%$ | 4. $17 \%$ | 5. 14\% | 2. $94 \%$ | 4. $66 \%$ |
| 25-49\% | 2. $27 \%$ | 1. $93 \%$ * | 3. $72 \%$ * | 4. $26 \%$ | 6. $23 \%$ * | 5. $73 \%$ | 2. 15\% | 3. $58 \%$ |
| 50-74\% | 1. $08 \%$ | 1. $35 \%$ | 1. $59 \%$ | 3. 14\% | 4. 85\% | 2. $88 \%$ | 1. $12 \%$ | 1. $71 \%$ |
| 75\% or more | 0.75\% | 0. $43 \%$ | 0. $77 \%$ | 0. $84 \%$ | 2. $11 \%$ | 1. $68 \%$ | 0. $36 \%$ | 1. $51 \%$ |
| Uni on presence |  |  |  |  |  |  |  |  |
| No uni on empl oyees | 0. 52\% | 0. $48 \%$ | 0. $87 \%$ | 0. $68 \%$ | 1. $62 \%$ | 1. $34 \%$ | 0. $47 \%$ | 1. $26 \%$ |
| Has uni on empl oyees | 1. $86 \%$ | 3. $75 \%$ | 5. $99 \%$ | 5. $26 \%$ | 3. $66 \%$ | 3. $16 \%$ | 3. 02\% | 2. $62 \%$ |
| Unknown | 1. $21 \%$ | 0. $92 \%$ | 2. $81 \%$ | 4. $23 \%$ | 5. $20 \%$ | 2. $10 \%$ | 0. $91 \%$ | 1. $83 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 1. $03 \%$ | 2. $16 \%$ | 2. $59 \%$ * | 1. $63 \%$ | 2. $49 \%$ | 2. $95 \%$ | 1. $44 \%$ | 1. $07 \%$ |
| Less than 50\% l ow wage | 0. $47 \%$ | 0. $37 \%$ | 0. 83\% | 0. $59 \%$ | 1. $90 \%$ | 1. $45 \%$ | 0. 39\% | 1. $27 \%$ |
| Unknown | 1. $56 \%$ | 1. $29 \%$ | 3. $87 \%$ | 3. $77 \%$ | 4. $06 \%$ | 2. $24 \%$ | 1. $28 \%$ | 1. $90 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
*Figure does not meet standard of reliability or precision.

Table I. A. 2. e( 1996) Percent of private-sect or establ ishments that of fer heal th insurance by plan options and sel ected char ist

| Char acteristics | 2 or more pl ans | Conventional i ndemit y | Any managed care | Excl usi ve pr ovi der | Pref er red provi der | Wth waiting peri od |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| United States | 21. 5\% | 27. 9\% | 78. 6\% | 32. $4 \%$ | 55. 1\% | 58. 6\% |
| Firmsize |  |  |  |  |  |  |
| Less than 50 empl oyees | 10. 6\% | 27. 8\% | 76. 1\% | 30. $5 \%$ | 49. 0\% | 59. 0\% |
| 50 or more empl oyees | 39. 3\% | 28. $2 \%$ | 82. 8\% | 35. 5\% | 64. 9\% | 57. 9\% |
| Less than 10 empl oyees | 9. 3\% | 30. 1\% | 73. 3\% | 29. 7\% | 46. $4 \%$ | 49. 7\% |
| 10-24 empl oyees | 11. 9\% | 23. $4 \%$ | 80. 7\% | 32. 5\% | 52.5\% | 74. 5\% |
| 25-99 empl oyees | 15. 8\% | 22. $8 \%$ | 82. 6\% | 30. 7\% | 58. $5 \%$ | 80. 7\% |
| 100-999 empl oyees | 28. 2\% | 23. 2\% | 84. 4\% | 32. 8\% | 65. 0\% | 79. 3\% |
| 1000 or more empl oyees | 49. 9\% | 32. 3\% | 81. 8\% | 38. 1\% | 65. 7\% | 41. $4 \%$ |
| I ndustry group |  |  |  |  |  |  |
| Agric., fish., forest. | 10. 8\% | 41. 4\% | 61. 4\% | 20. 2\% | 45. 1\% | 44. 3\% |
| M ni ng | 22. 3\% | 47. 3\% | 63. 9\% | 11. 3\% | 56. 1\% | 44. 0\% |
| Construction | 12. 9\% | 22. $7 \%$ | 81. 6\% | 34. 7\% | 51. 3\% | 64. $6 \%$ |
| Manuf act uri ng | 23. $4 \%$ | 26.1\% | 83. 0\% | 37. 0\% | 55. 6\% | 77. 8\% |
| Transp., commu., util. | 23. 8\% | 24. 4\% | 82. 2\% | 29. 8\% | 62. 0\% | 60. 0\% |
| Whol esal e trade | 20.1\% | 28. 6\% | 78. 1\% | 27. 8\% | 58. 2\% | 63. 7\% |
| Retail trade | 26. $7 \%$ | 26. 8\% | 79. 6\% | 33. 8\% | 56. 1\% | 56. 1\% |
| Fin., ins., real est. | 32. $4 \%$ | 31. 4\% | 79. $5 \%$ | 36. 5\% | 58. 2\% | 51. 5\% |
| Servi ces | 16. 6\% | 28.1\% | 77. 3\% | 31. 5\% | 53. 0\% | 56. 7\% |
| Unknown | 1. 6\% | 41. 5\% | 58. 5\% | 9. 1\% | 49. $4 \%$ | 25. 0\% |
| Ownershi p |  |  |  |  |  |  |
| For profit, i ncorporated | 22.5\% | 26. 5\% | 80. 3\% | 32. 9\% | 56. 9\% | 61. 5\% |
| For profit, uni ncorporated | 13. 4\% | 31. 3\% | 73. 6\% | 29.9\% | 47. 8\% | 51. 7\% |
| Nonpr of it | 20. 9\% | 33. 5\% | 73. 5\% | 32. 9\% | 49. 7\% | 48. 9\% |
| Unknown | 31. 5\% | 31. 4\% | 75. $4 \%$ | 31. 1\% | 58. 2\% | 47. 9\% |
| Age of firm |  |  |  |  |  |  |
| Less than 5 years | 11. 8\% | 25. 6\% | 77. 6\% | 31. 2\% | 51. $0 \%$ | 56. 1\% |
| 5-9 years | 9. $7 \%$ | 23. 9\% | 79. 6\% | 33. 5\% | 49. 4\% | 62. 5\% |
| 10-19 years | 11. 2\% | 25. 8\% | 77. 7\% | 31. 5\% | 50. 3\% | 63. $4 \%$ |
| 20 or more years | 18. 0\% | 29. 9\% | 76. 3\% | 28. 9\% | 54. 2\% | 66. 6\% |
| Unknown | 44. 7\% | 30. 6\% | 82. 1\% | 37. 5\% | 64. 9\% | 44. 8\% |
| Multi/single status |  |  |  |  |  |  |
| 2 or more locations | 37. 9\% | 28. 6\% | 82. 1\% | 34. 9\% | 64. 3\% | 57. 8\% |
| 1 l ocati on only | 11. 0\% | 27. 5\% | 76. $4 \%$ | 30. 9\% | 49. 2\% | 59. 1\% |
| Percent full-time employees |  |  |  |  |  |  |
| Less than 25\% | 22. $2 \%$ | 32. $5 \%$ | 74. 3\% | 29. 5\% | 52. 1\% | 48. $4 \%$ |
| 25-49\% | 24. 3\% | 30. 6\% | 75. 7\% | 31. 3\% | 52. 4\% | 54. 8\% |
| 50-74\% | 22. $4 \%$ | 25. 9\% | 80. 7\% | 34. 8\% | 56. 1\% | 59. 3\% |
| 75\% or more | 21. 1\% | 27. 8\% | 78. 8\% | 32. 3\% | 55. 3\% | 59. 3\% |
| Uni on presence |  |  |  |  |  |  |
| No uni on empl oyees | 16. 3\% | 27. 4\% | 77. 8\% | 31. 0\% | 53. 4\% | 67. 2\% |
| Has uni on empl oyees | 35. 9\% | 33. 5\% | 82. 3\% | 35. 1\% | 60. 5\% | 68. $7 \%$ |
| Unknown | 38. 3\% | 29. 0\% | 80. 9\% | 37. $4 \%$ | 60. 5\% | 23. 3\% |
| Percent I ow wage empl oyees |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 20. 2\% | 32. 2\% | 73. 5\% | 30. 1\% | 49. 3\% | 66. 6\% |
| Less than 50\% l ow wage | 15. 7\% | 26. 4\% | 79. 1\% | 31. 5\% | 54. 0\% | 66. 8\% |
| Unknown | 39. $2 \%$ | 30. 5\% | 79. 7\% | 36. 3\% | 61. 0\% | 31. 0\% |

[^4] Note: Definitions and descriptions of the rethods used for this survey can be found in the Techni cal Appendix.

Table I. A. 2. e( 1996) Standard error for percent of private-sector establishments that of fer health insurance by plan options and and sel ected characteristics: United St ates, 1996

| Char acteristics | 2 or more pl ans | Conventional i ndemi ty | Any managed care | Excl usi ve pr ovi der | Pref erred provi der | Wth waiting peri od |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| United States | 0.52\% | 0.58\% | 0. $42 \%$ | 0. $50 \%$ | 0.72\% | 0. $55 \%$ |
| Firmsize |  |  |  |  |  |  |
| Less than 50 empl oyees | 0. 32\% | 0.68\% | 0. $54 \%$ | 0. 80\% | 0. $96 \%$ | 0. $67 \%$ |
| 50 or more empl oyees | 1. 14\% | 0. $84 \%$ | 0. 67\% | 0. 69\% | 0. $68 \%$ | 0. $97 \%$ |
| Less than 10 empl oyees | 0. 33\% | 0. $93 \%$ | 0. 81\% | 1. 15\% | 0. 95\% | 0. $91 \%$ |
| 10-24 empl oyees | 0.74\% | 1. $21 \%$ | 1. 05\% | 1. $37 \%$ | 1. 18\% | 0. $92 \%$ |
| 25-99 empl oyees | 0.87\% | 1. $21 \%$ | 1. 15\% | 1. $38 \%$ | 1. $21 \%$ | 1. $34 \%$ |
| 100-999 empl oyees | 1. 55\% | 1. $31 \%$ | 1. $74 \%$ | 1. $86 \%$ | 1. $41 \%$ | 0.72\% |
| 1000 or more empl oyees | 1. $42 \%$ | 0. $97 \%$ | 0.76\% | 1. $11 \%$ | 1. $14 \%$ | 1. $87 \%$ |
| I ndustry group |  |  |  |  |  |  |
| Agric., fish., forest. | 2. 54\% | 3. 11\% | 2. $67 \%$ | 1. $36 \%$ | 2. $57 \%$ | 2. $59 \%$ |
| M ni ng | 7. 04\% | 5. 57\% | 6. 10\% | 4. $15 \%$ | 5. 59\% | 5. $27 \%$ |
| Construction | 1. $46 \%$ | 1. $84 \%$ | 2. 11\% | 2. 58\% | 1. 78\% | 1. $59 \%$ |
| Manuf act uri ng | 1. $47 \%$ | 1. $05 \%$ | 0. 96\% | 1. $37 \%$ | 2. 18\% | 1. $15 \%$ |
| Transp., commu., util. | 1. $96 \%$ | 1. $85 \%$ | 1. $64 \%$ | 1. $77 \%$ | 2. $20 \%$ | 3. $37 \%$ |
| Whol esal e trade | 1. 20\% | 1. $39 \%$ | 1. $34 \%$ | 1. $62 \%$ | 1. $80 \%$ | 2. $19 \%$ |
| Retail trade | 1. 31\% | 0. 86\% | 0. $92 \%$ | 1. $58 \%$ | 1. $07 \%$ | 1. $33 \%$ |
| Fin., ins., real est. | 1. $37 \%$ | 1. $62 \%$ | 1. $67 \%$ | 1. $66 \%$ | 1. $74 \%$ | 2. $54 \%$ |
| Servi ces | 0.73\% | 1. $26 \%$ | 0. $92 \%$ | 1. $28 \%$ | 1. $32 \%$ | 0. $94 \%$ |
| Unknown | 2. $10 \%$ | 11. 76\% | 13. $27 \%$ | 6. $22 \%$ | 11. $95 \%$ | 10. $75 \%$ |
| Ownershi p |  |  |  |  |  |  |
| For profit, i ncorporated | 0.72\% | 0. 55\% | 0. 52\% | 0. $49 \%$ | 0. $83 \%$ | 0. $80 \%$ |
| For profit, uni ncorporated | 0. $92 \%$ | 1. $10 \%$ | 0. $70 \%$ | 1. 81\% | 2. 13\% | 1. $30 \%$ |
| Nonpr of it | 1. 18\% | 1. 55\% | 1. $39 \%$ | 1. $72 \%$ | 1. 04\% | 2. $01 \%$ |
| Unknown | 2. $89 \%$ | 3. $12 \%$ | 2. $56 \%$ | 2. $51 \%$ | 2. $35 \%$ | 2. $38 \%$ |
| Age of firm |  |  |  |  |  |  |
| Less than 5 years | 1. 22\% | 2. 18\% | 1. $98 \%$ | 1. $82 \%$ | 1. $72 \%$ | 1. $37 \%$ |
| 5-9 years | 1. 23\% | 1. $43 \%$ | 1. $01 \%$ | 1. $39 \%$ | 1. 51\% | 1. $36 \%$ |
| 10-19 years | 0.93\% | 1. $30 \%$ | 0. $94 \%$ | 1. $47 \%$ | 1. $61 \%$ | 1. $37 \%$ |
| 20 or more years | 0. 54\% | 0. $49 \%$ | 0. $46 \%$ | 1. $38 \%$ | 0. $93 \%$ | 1. $36 \%$ |
| Unknown | 1. $12 \%$ | 0. $54 \%$ | 1. $01 \%$ | 0. $95 \%$ | 0. $72 \%$ | 1. $32 \%$ |
| Multi/single status |  |  |  |  |  |  |
| 2 or more locations | 1. 00\% | 0. 74\% | 0. $68 \%$ | 0. 55\% | 0.72\% | 1. $07 \%$ |
| 1 l ocati on only | 0. $30 \%$ | 0. $70 \%$ | 0. $51 \%$ | 0. $82 \%$ | 0. 89\% | 0.71\% |
| Percent full-time employees |  |  |  |  |  |  |
| Less than 25\% | 3. $30 \%$ | 1. $91 \%$ | 1. $99 \%$ | 2. $86 \%$ | 3. $00 \%$ | 2. $31 \%$ |
| 25-49\% | 2. $27 \%$ | 2. $22 \%$ | 2. $22 \%$ | 2. $54 \%$ | 2. $89 \%$ | 2. $25 \%$ |
| 50-74\% | 1. 08\% | 1. 29\% | 1. $21 \%$ | 1. $10 \%$ | 1. $38 \%$ | 2. $33 \%$ |
| 75\% or more | 0.75\% | 0. $61 \%$ | 0. $43 \%$ | 0. $53 \%$ | 0. $78 \%$ | 0. $46 \%$ |
| Uni on presence |  |  |  |  |  |  |
| No uni on empl oyees | 0.52\% | 0.69\% | 0. 55\% | 0. 69\% | 0. 86\% | 0.70\% |
| Has uni on empl oyees | 1. $86 \%$ | 1. $97 \%$ | 1. $60 \%$ | 1. $64 \%$ | 3. $11 \%$ | 2. $17 \%$ |
| Unknown | 1. $21 \%$ | 0. 83\% | 1. $01 \%$ | 1. $11 \%$ | 1. $20 \%$ | 1. $21 \%$ |
| Percent I ow wage empl oyees |  |  |  |  |  |  |
| $50 \%$ or more l ow wage | 1. 03\% | 1. 60\% | 1. $47 \%$ | 0. 68\% | 1. $63 \%$ | 1. $45 \%$ |
| Less than 50\% l ow wage | 0.47\% | 0. $57 \%$ | 0. $50 \%$ | 0. 86\% | 0. 88\% | 0. 58\% |
| Unknown | 1. $56 \%$ | 0. 93\% | 0. $98 \%$ | 1. $17 \%$ | 1. $13 \%$ | 1. $59 \%$ |

 Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.


[^0]:    

[^1]:     Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
    *Fi gure does not meet standard of reliability or precision.

[^2]:     Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
    *Fi gure does not meet standard of reliability or precision.

[^3]:     Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendix.
    *Figure does not meet standard of reliability or precision.

[^4]:    

