| Division and State | Total | Less than 10 empl oyees | $\begin{array}{r} 10-24 \\ \text { empl oyees } \end{array}$ | 25-99 empl oyees | $\begin{array}{r} \text { 100-999 } \\ \text { empl oyees } \end{array}$ | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| United States | 71. 8\% | 52. 0\% | 80. $6 \%$ | 87. 0\% | 90. 8\% | 84. $7 \%$ | 62. 7\% | 86. 9\% |
| New Engl and: |  |  |  |  |  |  |  |  |
| Mai ne | 77. $2 \%$ | 59. $4 \%$ | 84. $4 \%$ | 91. $9 \%$ | 98. $5 \%$ | 93. $9 \%$ | 68. $4 \%$ | 95. 3\% |
| Massachusetts | 58. 8\% | 37. 7\% | 66. $7 \%$ | 76. 1\% | 78. $7 \%$ | 84. $7 \%$ | 47. $9 \%$ | 81. $9 \%$ |
| Connecticut | 64. 8\% | 47. 8\% | 77. 5\% | 85. 3\% | 94. 1\% | 73. 8\% | 57. 7\% | 80. 1\% |
| Rhode Isl and | 62. $7 \%$ | 42. $6 \%$ | 78. $8 \%$ | 85. 5\% | 91. 1\% | 86. $2 \%$ | 53. $9 \%$ | 87. 8\% |
| Vernont | 52. $5 \%$ | 25. 1\% * | 67. $2 \%$ | 81. 8\% | 87. 8\% | 83. $9 \%$ | 40. $6 \%$ | 86. $6 \%$ |
| M ddle At I antic: |  |  |  |  |  |  |  |  |
| New York | 60. 6\% | 41. $5 \%$ | 78. $4 \%$ | 82. 8\% | 83. 3\% | 76. 8\% | 53. 0\% | 80. $4 \%$ |
| New J ersey | 70. 1\% | 56. 9\% | 82. $2 \%$ | 94. $5 \%$ | 96. 8\% | 70. 8\% | 65. $2 \%$ | 81. 0\% |
| Pennsyl vania | 66. 0\% | 46. 5\% | 70. 6\% | 79. $4 \%$ | 85. 0\% | 83. $2 \%$ | 56. $2 \%$ | 83. 3\% |
| East North Central : |  |  |  |  |  |  |  |  |
| Ohio | 74. 4\% | 52. 8\% | 77. 0\% | 86. 1\% | 93. 1\% | 89. $4 \%$ | 63. 7\% | 89. $6 \%$ |
| I ndi ana | 82. $6 \%$ | 62. 3\% | 87. 0\% | 97. 6\% | 97. 3\% | 93. $4 \%$ | 72.9\% | 94. $6 \%$ |
| lliinois | 72. 7\% | 52. 1\% | 78. $0 \%$ | 77. 8\% | 94. 9\% | 92. 3\% | 62. 1\% | 90. 1\% |
| M chi gan | 74. 0\% | 56. 9\% | 77. 3\% | 90. $6 \%$ | 95. $7 \%$ | 87. $2 \%$ | 64. $6 \%$ | 91. $6 \%$ |
| Wisconsin | 71. 1\% | 57. 1\% | 76. $9 \%$ | 89. $7 \%$ | 96. $5 \%$ | 67. 5\% | 66. $2 \%$ | 80. 1\% |
| West North Central : |  |  |  |  |  |  |  |  |
| $M$ nnesota | 72. $4 \%$ | 52. 1\% | 80. 5\% | 88. $5 \%$ | 88. $4 \%$ | 85. 1\% | 64. 6\% | 86. $2 \%$ |
| 1 owa | 67. 8\% | 34. 7\% | 78. 8\% | 89. $2 \%$ | 86. $9 \%$ | 97. 9\% | 51. $9 \%$ | 94. $2 \%$ |
| Mssouri | 71. 9\% | 44. 8\% | 87. 8\% | 87. 3\% | 92. $7 \%$ | 82. 5\% | 60. 1\% | 87. 3\% |
| Nebraska | 62. 1\% | 31. 0\% | 91. $6 \%$ | 89. $4 \%$ | 91. 0\% | 81. 0\% | 49. 8\% | 84. $7 \%$ |
| Kansas | 61. 9\% | 35. 2\% | 68. 6\% | 92. $2 \%$ | 86. 0\% | 86. 3\% | 48. $2 \%$ | 87. 0\% |
| South Atlantic: |  |  |  |  |  |  |  |  |
| Maryl and | 65. $6 \%$ | 44. 9\% | 75. 3\% | 77. 3\% | 84. 8\% | 86. $9 \%$ | 54. 5\% | 85. $7 \%$ |
| Virgi nia | 71. $7 \%$ | 47. 8\% | 78. $7 \%$ | 79. $9 \%$ | 86. 0\% | 92. $7 \%$ | 58. 8\% | 90. 1\% |
| North Carolina | 75. $5 \%$ | 49. 1\% | 87. $7 \%$ | 96. $5 \%$ | 95. 7\% | 82. $2 \%$ | 66. $7 \%$ | 88. 1\% |
| South Carolina | 73. $5 \%$ | 49. 7\% | 93. $5 \%$ | 85. 3\% | 89. $2 \%$ | 76. 3\% | 67. 8\% | 81. 9\% |
| Georgi a | 75. $4 \%$ | 58. $6 \%$ | 82. $4 \%$ | 88. $2 \%$ | 88. $9 \%$ | 80. $9 \%$ | 68. 1\% | 83. $5 \%$ |
| Florida | 76. $4 \%$ | 57. 6\% | 89. 3\% | 93. $5 \%$ | 92. $5 \%$ | 91. $4 \%$ | 67. $7 \%$ | 91. $5 \%$ |
| East South Central : |  |  |  |  |  |  |  |  |
| Kent ucky | 71. 3\% | 43. 1\% | 88. 0\% | 89. $4 \%$ | 91. $4 \%$ | 80. $4 \%$ | 60. 1\% | 85. $5 \%$ |
| Tennessee | 75. 9\% | 52. 6\% | 80. 0\% | 84. 3\% | 88. 1\% | 90. 5\% | 63. 1\% | 89. 9\% |
| Al abanm | 72. 6\% | 57. 8\% | 73. $2 \%$ | 80. 0\% | 93. $9 \%$ | 84. $5 \%$ | 63. $6 \%$ | 86. $4 \%$ |
| Mssissi ppi | 76. $2 \%$ | 55. 7\% | 66. 6\% | 89. 8\% | 96. 3\% | 88. $0 \%$ | 63. $4 \%$ | 90. 0\% |
| West South Central : |  |  |  |  |  |  |  |  |
| Arkansas | 78. $0 \%$ | 50. $4 \%$ | 90. $4 \%$ | 93. $4 \%$ | 96. 1\% | 88. $6 \%$ | 68. $1 \%$ | 91. 0\% |
| Loui si ana | 75. 3\% | 57. 7\% | 86. $6 \%$ | 82. 6\% | 94. $9 \%$ | 76. $4 \%$ | 69. $5 \%$ | 82. $4 \%$ |
| Okl ahoma | 74. $5 \%$ | 61. $5 \%$ | 79. 8\% | 92. 1\% | 93. 1\% | 76. $6 \%$ | 68. $6 \%$ | 83. $4 \%$ |
| Texas | 74. $7 \%$ | 52. 6\% | 78. $9 \%$ | 90. 1\% | 91. $7 \%$ | 87. 7\% | 64. $4 \%$ | 88. $0 \%$ |
| Mbuntai n : |  |  |  |  |  |  |  |  |
| Col or ado | 70. 9\% | 56. 8\% | 89. 3\% | 76. $7 \%$ | 82. $5 \%$ | 82. $2 \%$ | 65. $6 \%$ | 82. $2 \%$ |
| Arizona | 74. 9\% | 54. 7\% | 84. $2 \%$ | 93. $4 \%$ | 91. 0\% | 79.6\% | 67. $6 \%$ | 83. 8\% |
| Nevada | 84. $5 \%$ | 73. $5 \%$ | 92. $4 \%$ | 90. 8\% | 98. 8\% | 83. 8\% | 80. 5\% | 89. $6 \%$ |
| Montana | 66. 9\% | 46. $6 \%$ | 84. 3\% | 83. $4 \%$ | 87. $6 \%$ | 91. $3 \%$ | 57. 6\% | 88. $7 \%$ |
| Pacific: |  |  |  |  |  |  |  |  |
| Washington | 73. $9 \%$ | 51. 1\% | 83. $4 \%$ | 88. $9 \%$ | 98. 0\% | 92. 5\% | 63. 3\% | 92. $4 \%$ |
| oregon | 78. 3\% | 66. 0\% | 93. 0\% | 83. $4 \%$ | 96. 3\% | 82. 1\% | 72. 9\% | 87. 9\% |
| Cal if ornia | 76. 5\% | 60. $7 \%$ | 83. $6 \%$ | 91. 0\% | 90. 0\% | 84. 3\% | 69. $7 \%$ | 87. 4\% |
| Hawai i | 67. $2 \%$ | 50. 3\% | 79. $4 \%$ | 91. $2 \%$ | 90. 1\% | 80. $2 \%$ | 59. 8\% | 85. 3\% |
| States not shown separately | 71. $5 \%$ | 54. 6\% | 75. 1\% | 85. 4\% | 87. 1\% | 83. $5 \%$ | 63. $4 \%$ | 85. $4 \%$ |


Note: Definitions and descriptions of the methods used for this survev can be found in the Technical Apdendix.
*Figure does not meet standard of reliability or precision

| Division and State | Total | Less than 10 empl oyees | 10-24 empl oyees | 25-99 empl oyees | 100-999 empl oyees | 1000 or more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| United States | o. $52 \%$ | o. $77 \%$ | o. $97 \%$ | o. $80 \%$ | o. $72 \%$ | o. $84 \%$ | o. $64 \%$ | o. $57 \%$ |
| New Engl and: |  |  |  |  |  |  |  |  |
| Mai ne | 1. $71 \%$ | 3. $16 \%$ | 6. $22 \%$ | 3. $63 \%$ | o. $73 \%$ | 1. $99 \%$ | 2. $45 \%$ | 1. $17 \%$ |
| Massachusetts | 2. $50 \%$ | 3. $78 \%$ | 4. $37 \%$ | 3. $35 \%$ | 3. $77 \%$ | 1. $51 \%$ | 3. $57 \%$ | 1. $63 \%$ |
| Connecticut | 3. $21 \%$ | 5. $55 \%$ | 7. $93 \%$ | 5. $27 \%$ | 3. $18 \%$ | 8. $27 \%$ | 3. $94 \%$ | 5. $36 \%$ |
| Rhode Island | 3. $03 \%$ | 4. $57 \%$ | 10. 18\% | 5. $46 \%$ | 9. $50 \%$ | 8. $15 \%$ | 3. $41 \%$ | 3. $25 \%$ |
| Vermont | 5. $33 \%$ | 9. $42 \%$ * | 7. 31\% | 4. $32 \%$ | 5. $46 \%$ | 5. $81 \%$ | 5. $94 \%$ | 2. $47 \%$ |
| M dal e At lantic: |  |  |  |  |  |  |  |  |
| New York | 2. $61 \%$ | 3. $57 \%$ | 5. $60 \%$ | 4. $45 \%$ | 3. $83 \%$ | 4. $43 \%$ | 2. $65 \%$ | 2. $96 \%$ |
| New J ersey | 3. $50 \%$ | 4. $83 \%$ | 5. $91 \%$ | 2. $58 \%$ | 1. $50 \%$ | 7. $41 \%$ | 3. $92 \%$ | 4. $77 \%$ |
| Pennsyl vania | 2. $90 \%$ | 3. $90 \%$ | 5. $34 \%$ | 3. $64 \%$ | 3. $37 \%$ | 6. $10 \%$ | 3. $66 \%$ | 3. $78 \%$ |
| East North Central : |  |  |  |  |  |  |  |  |
| Onio | 2. $09 \%$ | 5. $84 \%$ | 5. $72 \%$ | 4. $36 \%$ | 3. $70 \%$ | 2. $27 \%$ | 3. $29 \%$ | 2. $35 \%$ |
| I ndi ana | 2. $34 \%$ | 6. $49 \%$ | 4. $89 \%$ | 1. $26 \%$ | 1. $17 \%$ | 3. $05 \%$ | 4. $03 \%$ | 1. $84 \%$ |
| 111inois | 2. $49 \%$ | 5. $57 \%$ | 3. $97 \%$ | 5. $40 \%$ | 1. $82 \%$ | 2. $20 \%$ | 3. $89 \%$ | 1. $31 \%$ |
| M chi gan | 2. $13 \%$ | 3. $98 \%$ | 4. $54 \%$ | 2. $67 \%$ | 2. $21 \%$ | 3. $98 \%$ | 2. $62 \%$ | 1. $93 \%$ |
| wisconsin | 3. $28 \%$ | 5. $99 \%$ | 6. $00 \%$ | 4. $35 \%$ | 3. $29 \%$ | 7. $50 \%$ | 4. $69 \%$ | 5. $28 \%$ |
| West North Central : |  |  |  |  |  |  |  |  |
| M nnesota | 3. $33 \%$ | 6. $64 \%$ | 10. $98 \%$ | 4. $81 \%$ | 5. $23 \%$ | 6. $14 \%$ | 5. $16 \%$ | 3. $00 \%$ |
| I ona | 4. $23 \%$ | 6. $30 \%$ | 9. $85 \%$ | 5. $78 \%$ | 8. $17 \%$ | 1. $13 \%$ | 5. $22 \%$ | 2. $07 \%$ |
| M ssouri | 3. $06 \%$ | 6. $62 \%$ | 4. $46 \%$ | 3. $49 \%$ | 3. $12 \%$ | 5. $75 \%$ | 4. $45 \%$ | 3. $80 \%$ |
| Nebraska | 5. $09 \%$ | 8. $06 \%$ | 10. $05 \%$ | 3. $06 \%$ | 4. $56 \%$ | 4. $95 \%$ | 7. $17 \%$ | 3. $02 \%$ |
| Kansas | 4. $28 \%$ | 6. $17 \%$ | 6. $78 \%$ | 3. $58 \%$ | 4. $89 \%$ | 5. $20 \%$ | 4. $57 \%$ | 3. $75 \%$ |
| South AtI antic: |  |  |  |  |  |  |  |  |
| Maryl and | 2. $38 \%$ | 4. $56 \%$ | 6. $35 \%$ | 6. $85 \%$ | 6. $64 \%$ | 6. $82 \%$ | 3. $12 \%$ | 4. $32 \%$ |
| Virgi nia | 2. $61 \%$ | 4. $89 \%$ | 7. $29 \%$ | 6. $61 \%$ | 5. $85 \%$ | 3. $14 \%$ | 4. $45 \%$ | 2. $30 \%$ |
| North Carolina | 2. $05 \%$ | 8. $31 \%$ | 4. $28 \%$ | 2. $15 \%$ | 3. $69 \%$ | 4. $19 \%$ | 3. $16 \%$ | 3. $16 \%$ |
| South Carolina | 3. $91 \%$ | 7. $04 \%$ | 4. $29 \%$ | 9. $82 \%$ | 6. $08 \%$ | 4. $86 \%$ | 4. $99 \%$ | 3. $99 \%$ |
| Georgi a | 2. $60 \%$ | 5. $94 \%$ | 6. $75 \%$ | 5. $29 \%$ | 4. $45 \%$ | 5. $60 \%$ | 3. $19 \%$ | 3. $82 \%$ |
| Florida | 1. $99 \%$ | 5. $18 \%$ | 5. $02 \%$ | 2. $33 \%$ | 3. $52 \%$ | 1. $69 \%$ | 3. $42 \%$ | 1. $71 \%$ |
| East South Central : |  |  |  |  |  |  |  |  |
| Kent ucky | 3. $07 \%$ | 6. $71 \%$ | 11. 08\% | 3. $25 \%$ | 5. $08 \%$ | 5. $50 \%$ | 4. $65 \%$ | 3. $12 \%$ |
| Tennessee | 3. $13 \%$ | 6. $29 \%$ | 7. $75 \%$ | 7. $39 \%$ | 6. $53 \%$ | 5. $71 \%$ | 4. $15 \%$ | 3. $12 \%$ |
| Al abama | 2. $96 \%$ | 5. $53 \%$ | 6. $73 \%$ | 5. $33 \%$ | 2. $80 \%$ | 3. $76 \%$ | 3. $77 \%$ | 2. $20 \%$ |
| Mssissi ppi | 2. $09 \%$ | 6. $17 \%$ | 10. $20 \%$ | 7. $72 \%$ | 1. $99 \%$ | 2. $86 \%$ | 3. $25 \%$ | 2. $11 \%$ |
| West South Central : |  |  |  |  |  |  |  |  |
| Arkansas | 3. $15 \%$ | 5. $58 \%$ | 3. $53 \%$ | 6. $00 \%$ | 1. $51 \%$ | 6. $68 \%$ | 4. $00 \%$ | 3. $67 \%$ |
| Loui si ana | 4. $06 \%$ | 7. $17 \%$ | 6. $13 \%$ | 5. $35 \%$ | 1. $32 \%$ | 7. $94 \%$ | 4. $69 \%$ | 4. $31 \%$ |
| OKl ahoma | 3. $09 \%$ | 6. $48 \%$ | 11. $49 \%$ | 4. $63 \%$ | 4. $31 \%$ | 6. $04 \%$ | 3. $87 \%$ | 4. $10 \%$ |
| Texas | 2. $21 \%$ | 4. $63 \%$ | 8. $09 \%$ | 2. $73 \%$ | 3. $00 \%$ | 2. $60 \%$ | 3. $58 \%$ | 1. $85 \%$ |
| Mbunt ai n : |  |  |  |  |  |  |  |  |
| Col orado | 2. $56 \%$ | 5. $65 \%$ | 4. $69 \%$ | 7. $63 \%$ | 6. $27 \%$ | 5. $79 \%$ | 3. $97 \%$ | 5. $10 \%$ |
| Arizona | 3. $27 \%$ | 7. $82 \%$ | 5. $27 \%$ | 4. $57 \%$ | 3. $79 \%$ | 5. $70 \%$ | 5. $77 \%$ | 3. $32 \%$ |
| Nevada | 2. $93 \%$ | 6. $10 \%$ | 3. $15 \%$ | 4. $10 \%$ | 1. $22 \%$ | 7. $45 \%$ | 3. $67 \%$ | 4. $87 \%$ |
| Mont ana | 4. $27 \%$ | 8. $50 \%$ | 7. $65 \%$ | 7. $23 \%$ | 3. $87 \%$ | 6. $30 \%$ | 7. $75 \%$ | 4. $04 \%$ |
| Pacific: |  |  |  |  |  |  |  |  |
| Weshington | 3. $38 \%$ | 5. $36 \%$ | 5. $87 \%$ | 4. $32 \%$ | 2. $33 \%$ | 3. $21 \%$ | 4. $37 \%$ | 3. $40 \%$ |
| oregon | 2. $45 \%$ | 4. $70 \%$ | 5. $14 \%$ | 5. $71 \%$ | 4. $65 \%$ | 6. $43 \%$ | 2. $94 \%$ | 3. $90 \%$ |
| Calif ornia | 1. $22 \%$ | 2. $73 \%$ | 4. $11 \%$ | 1. $97 \%$ | 3. $52 \%$ | 3. $45 \%$ | 1. $23 \%$ | 2. $24 \%$ |
| Hanai i | 1. $21 \%$ | 3. $33 \%$ | 4. $25 \%$ | 4. $13 \%$ | 3. $91 \%$ | 5. $89 \%$ | 2. $38 \%$ | 3. $66 \%$ |
| States not shown separately | 1. $96 \%$ | 4. $71 \%$ | 3. $76 \%$ | 4. $62 \%$ | 3. $31 \%$ | 3. $45 \%$ | 2. $53 \%$ | 1. $99 \%$ |


Note: Definitions and descrintions of the methods used for this survev can be found in the Technical Annendix
*Figure does not meet standard of reliability or precision.

