 United States, 1999 ( 40 St ates are shown separatel y)

| Di vi si on and State | 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 nore empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Uni ted States | 56. $2 \%$ | 21. $0 \%$ | 20. $3 \%$ | 33. $6 \%$ | 47. $9 \%$ | 77. 1\% | 23. 8\% | 65. $7 \%$ |
| New Engl and: |  |  |  |  |  |  |  |  |
| Mai ne | 55. 8\% | 6. $5 \%$ * | 19.7\% | 26. $8 \%$ * | 69. $0 \%$ | 82. 3\% | 12. 0\% | 72. $2 \%$ |
| Massachusetts | 61. $7 \%$ | 32. $8 \%$ | 10. 8\% | 37. 1\% | 62. 8\% | 84. 7\% | 25. 0\% | 75. 1\% |
| Connecti cut | 53. $3 \%$ | 18. $9 \%$ | 12. $9 \%$ * | 25. 5\% | 50. $4 \%$ | 72. $4 \%$ | 16. $4 \%$ | 64. 3\% |
| Rhode I sl and | 63. $4 \%$ | 59.6\% | 30. $3 \%$ * | 47. $6 \%$ | 60.9\% | 83. 4\% | 47. 3\% | 72. 3\% |
| Ver nont | 40. 1\% | 21. $0 \%$ * | 6. $8 \%$ * | 19. $8 \%$ | 53.1\% | 73. 1\% | 15. 1\% * | 57. $9 \%$ |
| M ddl e Atl antic: |  |  |  |  |  |  |  |  |
| New York | 68. $2 \%$ | 16. $5 \%$ * | 33. $7 \%$ * | 59. $3 \%$ | 70. 8\% | 86. 6\% | 37. $7 \%$ | 79. $7 \%$ |
| New J er sey | 62. 7\% | 23. 1\% | 35. $7 \%$ * | 35. 8\% | 60. 3\% | 78. 6\% | 31. 5\% | 71. 3\% |
| Pennsyl vani a | 65. 9\% | 24. $0 \%$ | 16. $3 \%$ * | 46. 5\% | 59. $8 \%$ | 87. 9\% | 31. 8\% | 76. $7 \%$ |
| East North Central : |  |  |  |  |  |  |  |  |
| Ohi o | 51. $2 \%$ | 18.0\% | 10. $5 \%$ * | 25. $4 \%$ | 32. 1\% | 76. 6\% | 16. 2\% | 59.7\% |
| I ndi ana | 44. 9\% | 20.1\% * | 27. 4 \% * | 12. $3 \%$ * | 23. $2 \%$ | 65. 0\% | 21. 3\% | 51. $0 \%$ |
| Illi noi s | 63. $9 \%$ | 12.9\% | 26. 1\% | 49. $4 \%$ | 45. 8\% | 84. 5\% | 22. 6\% | 73.6\% |
| M chi gan | 57. $7 \%$ | 6. $0 \%$ * | 18. 1\% * | 28. 1\% | 61. 0\% | 83. 8\% | 17. 2\% | 71. 1\% |
| W sconsi n | 36. $7 \%$ | 13. $2 \%$ * | 7. $8 \%$ * | 14.1\% * | 16. $0 \%$ | 65. 6\% | 11. 2\% | 45. 3\% |
| West North Central : |  |  |  |  |  |  |  |  |
| M nnesot a | 37. 3\% | 7. 6\% | 1. $5 \%$ * | 7. $5 \%$ * | 27. 5\% | 65. $4 \%$ | 4. $4 \%$ * | 45. $6 \%$ |
| I owa | 40. 0\% | 11. $2 \%$ * | 8. $5 \%$ * | 13. $9 \%$ | 26.9\% | 61. 0\% | 11. 4\% | 47. $0 \%$ |
| M ssouri | 51. $4 \%$ | 39. 3\% | 2. $7 \%$ * | 36. $7 \%$ | 38.7\% | 69. 5\% | 25. 3\% | 57. $5 \%$ |
| Nebr aska | 43. $9 \%$ | 12. $2 \%$ * | 8. $7 \%$ * | 16. 1\% * | 23.9\% | 67. 6\% | 9. $2 \%$ * | 53. 8\% |
| Kansas | 52. $2 \%$ | 12.5\% * | 8. $0 \%$ * | 24. 7\% | 26. 3\% | 83. 8\% | 17. 9\% | 62. $4 \%$ |
| South Atl antic: |  |  |  |  |  |  |  |  |
| Maryl and | 57. $2 \%$ | 19.1\% * | 12. $5 \%$ * | 41. 2\% | 60.9\% | 76. 2\% | 30.0\% | 67. $7 \%$ |
| Vir gi ni a | 58. $6 \%$ | 7. $6 \%$ * | 15. $3 \%$ * | 54. $6 \%$ | 47. 7\% | 76. 9\% | 23. $4 \%$ | 67. $6 \%$ |
| North Carol i na | 42. 5\% | 3. $8 \%$ * | 7. $6 \%$ * | 14. $4 \%$ * | 18. $5 \%$ * | 67. 5\% | 7. $3 \%$ * | 53. $0 \%$ |
| South Carol i na | 49. $0 \%$ | 15.9\% * | 7. $1 \%$ * | 15. $6 \%$ | 33. $7 \%$ | 72. 0\% | 11. $2 \%$ * | 58. 8\% |
| Georgi a | 56. 1\% | 26. 7\% | 7. $2 \%$ * | 29.3\% | 54. 8\% | 70. $4 \%$ | 23. 0\% | 62. $7 \%$ |
| Fl ori da | 61. 5\% | 17.9\% * | 38. $4 \%$ | 40.9\% | 40.7\% | 82. 5\% | 31. 1\% | 69. $8 \%$ |
| East South Central : |  |  |  |  |  |  |  |  |
| Kent ucky | 49. 5\% | 4. $0 \%$ * | 5. 5\% * | 6. $8 \%$ * | 29. 3\% | 79. 9\% | 4. 3\% * | 60. 6\% |
| Tennessee | 45. 2\% | 15.1\% * | 12.7\% * | 24. $3 \%$ * | 14. 3\% | 67. 9\% | 18.0\% | 51. $2 \%$ |
| Al abama | 38. 1\% | 7. $8 \%$ * | 9. $8 \%$ * | 9. $0 \%$ * | 22. 8\% | 58. 2\% | 8. $4 \%$ * | 46. 5\% |
| M ssissi ppi | 28. 1\% | 9. $8 \%$ * | 5. $0 \%$ * | 0. $0 \%$ | 14.7\% * | 46. 2\% | 6. $6 \%$ * | 36. 3\% |
| West South Central: |  |  |  |  |  |  |  |  |
| Arkansas | 40. $7 \%$ | 5. $0 \%$ * | 4. $8 \%$ * | 19. $9 \%$ * | 8. $6 \%$ * | 63. 3\% | 4. $6 \%$ * | 48. $8 \%$ |
| Loui si ana | 43. 8\% | 54. 8\% | 13. $2 \%$ * | 15. $0 \%$ * | 24. $2 \%$ | 64. 0\% | 32.7\% | 47. 4 \% |
| OKl ahoma | 48. $2 \%$ | 22. $3 \%$ * | 42. $8 \%$ * | 37. 5\% | 23.9\% | 71. 5\% | 31. 2\% | 53. $9 \%$ |
| Texas | 55. $4 \%$ | 23. 4 \% | 14. 4 \% * | 24.7\% * | 40. $6 \%$ | 75. 1\% | 20. 1\% | 63. $6 \%$ |
| Mount ai n : |  |  |  |  |  |  |  |  |
| Col or ado | 55. $4 \%$ | 14. $6 \%$ | 12. $0 \%$ * | 14. $8 \%$ * | 51. $0 \%$ | 86. 2\% | 12. $7 \%$ * | 72. $7 \%$ |
| Ari zona | 47. $9 \%$ | 18.9\% * | 22.5\% * | 21. 5\% | 48. 4 \% | 61. 5\% | 15. 7\% | 57. $2 \%$ |
| Nevada | 50. $9 \%$ | 8. $2 \%$ * | 15. $2 \%$ * | 15. 3\% * | 73.4\% | 61. $4 \%$ | 13. $0 \%$ * | 62. 1\% |
| Mbnt ana | 28.1\% | 39.1\% * | 12.1\% * | 10. $8 \%$ * | 12.9\%* | 52. 6\% | 23. $2 \%$ * | 31. 9\% |
| Pacific: |  |  |  |  |  |  |  |  |
| Washi ngt on | 51. $8 \%$ | 17.6\% * | 15. 1\% * | 37. $0 \%$ | 45. 2\% | 73. 2\% | 17. 6\% | 63. $7 \%$ |
| Oregon | 48. 7\% | 31. 7\% | 13. 5\% * | 18. 1\% | 33. 7\% | 78. 8\% | 23. 3\% | 58.7\% |
| Cal i f orni a | 70. 2\% | 35. $6 \%$ | 38. 1\% | 50. $2 \%$ | 74. 1\% | 86. 5\% | 39. 2\% | 79. $7 \%$ |
| Hawai i | 70.9\% | 32. 1\% | 36. 8\% | 73. 3\% | 88. 1\% | 83. 5\% | 39. 1\% | 85. 1\% |
| States not shown separatel y | 52. $3 \%$ | 18.5\% | 9. $5 \%$ * | 19. $8 \%$ | 48. $9 \%$ | 77. 9\% | 14. 8\% | 64. 7\% |


Note: Definitions and descriptions of the methods used for this survey can be found in the Techni cal Appendi x .
*Fi gure does not meet standard of reliability or precision.
 firmsize and State: United States, 1999 (40 St ates are shown separ at el y)

| Di vision and State | 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 States | 0.65\% | 1. $64 \%$ | 1. $84 \%$ | 0. $94 \%$ | 1. $35 \%$ | 1. $01 \%$ | 0.73\% | 0.71\% |
| New Engl and: |  |  |  |  |  |  |  |  |
| Mai ne | 4. $48 \%$ | 3. $27 \%$ * | 4. $79 \%$ | 9. $30 \%$ * | 7. $17 \%$ | 6. 56\% | 2. $86 \%$ | 5. $78 \%$ |
| Massachusetts | 2. $40 \%$ | 7. $57 \%$ | 1. $56 \%$ | 3. $69 \%$ | 5. $11 \%$ | 3. $81 \%$ | 4. $57 \%$ | 2. $77 \%$ |
| Connecti cut | 4. 11\% | 4. $26 \%$ | 4. $35 \%$ * | 7. $40 \%$ | 10. 09\% | 7. $37 \%$ | 3. 02\% | 5. $71 \%$ |
| Rhode I sI and | 4. $98 \%$ | 13. 96\% | 10. $72 \%$ * | 8. $10 \%$ | 6. $69 \%$ | 5. $95 \%$ | 9. 03\% | 4. $26 \%$ |
| Ver nont | 5. $17 \%$ | 9. $00 \%$ * | 5. $15 \%$ * | 4. $75 \%$ | 9. $41 \%$ | 11. 83\% | 6. $17 \%$ * | 5. $43 \%$ |
| $M$ ddl e Atl antic: |  |  |  |  |  |  |  |  |
| New York | 3. $04 \%$ | 4. $97 \%$ * | 10. $25 \%$ * | 7. $38 \%$ | 5. $35 \%$ | 3. $72 \%$ | 5. $83 \%$ | 3. $76 \%$ |
| New J er sey | 3. $49 \%$ | 4. $53 \%$ | 10. $90 \%$ * | 10. 44\% | 4. $82 \%$ | 4. $97 \%$ | 6. $38 \%$ | 3. $93 \%$ |
| Pennsyl vani a | 2. $85 \%$ | 4. $42 \%$ | 7. $68 \%$ * | 8. 59\% | 6. $24 \%$ | 3. 33\% | 5. $67 \%$ | 3. $41 \%$ |
| East North Central : |  |  |  |  |  |  |  |  |
| Ohi o | 3. $18 \%$ | 4. $67 \%$ | 3. $63 \%$ * | 5. $21 \%$ | 5. $98 \%$ | 3. $29 \%$ | 3. $50 \%$ | 3. $73 \%$ |
| I ndi ana | 3. $82 \%$ | 7. $14 \%$ * | 9. $56 \%$ * | 3. $79 \%$ * | 4. $28 \%$ | 6. 62\% | 5. $90 \%$ | 3. $89 \%$ |
| III i noi s | 2. $35 \%$ | 3. $44 \%$ | 6. $80 \%$ | 5. $09 \%$ | 7. 09\% | 2. $83 \%$ | 2. $36 \%$ | 2. $64 \%$ |
| M chi gan | 3. $19 \%$ | 1. $86 \%$ * | 9. $13 \%$ * | 6. $83 \%$ | 7. $95 \%$ | 2. $91 \%$ | 4. $41 \%$ | 3. $80 \%$ |
| W sconsi n | 3. $21 \%$ | 5. $37 \%$ * | 3. $40 \%$ * | 7. $39 \%$ * | 4. $08 \%$ | 5. $10 \%$ | 2. $23 \%$ | 4. $33 \%$ |
|  |  |  |  |  |  |  |  |  |
| M nnesota | 2. $65 \%$ | 2. $23 \%$ | 2. $36 \%$ * | 3. $35 \%$ * | 4. $13 \%$ | 4. $23 \%$ | 1. $54 \%$ * | 4. $05 \%$ |
| I owa | 2. $92 \%$ | 6. 55\% * | 3. $60 \%$ * | 3. $65 \%$ | 5. 12\% | 5. 12\% | 2. $75 \%$ | 4. $02 \%$ |
| M ssouri | 4. $25 \%$ | 8. $78 \%$ | 4. $40 \%$ * | 9. $07 \%$ | 8. $86 \%$ | 6. 09\% | 5. $36 \%$ | 4. $19 \%$ |
| Nebr aska | 3. $64 \%$ | 6. $55 \%$ * | 5. $99 \%$ * | 4. $93 \%$ * | 6. $23 \%$ | 3. $99 \%$ | 3. $04 \%$ * | 3. $33 \%$ |
| Kansas | 3. $96 \%$ | 5. $34 \%$ * | 5. $35 \%$ * | 6. $60 \%$ | 6. $30 \%$ | 3. $93 \%$ | 4. $66 \%$ | 4. $94 \%$ |
| South Atlantic: |  |  |  |  |  |  |  |  |
| Maryl and | 2. $82 \%$ | 7. $43 \%$ * | 5. $87 \%$ * | 9. $14 \%$ | 9. $30 \%$ | 3. $86 \%$ | 6. $86 \%$ | 3. $23 \%$ |
| Vi rgi ni a | 5. $25 \%$ | 3. $01 \%$ * | 10. $64 \%$ * | 11. 85\% | 8. $43 \%$ | 8. $04 \%$ | 4. $27 \%$ | 6. $48 \%$ |
| North Carol i na | 5. $80 \%$ | 1. $75 \%$ * | 4. $00 \%$ * | 5. $21 \%$ * | 8. $61 \%$ * | 7. 16\% | 2. $59 \%$ * | 7. $19 \%$ |
| South Carol i na | 3. $87 \%$ | 7. $28 \%$ * | 3. $98 \%$ * | 4. $24 \%$ | 8. $78 \%$ | 6. $22 \%$ | 3. $69 \%$ * | 4. $66 \%$ |
| Georgi a | 4. $05 \%$ | 7. 17\% | 4. $57 \%$ * | 7. $68 \%$ | 8. 06\% | 5. 16\% | 3. $53 \%$ | 4. $60 \%$ |
| Fl ori da | 3. $48 \%$ | 5. $93 \%$ * | 9. $91 \%$ | 9. $60 \%$ | 8. $81 \%$ | 4. $76 \%$ | 6. $67 \%$ | 3. $97 \%$ |
| East South Central : |  |  |  |  |  |  |  |  |
| Kent ucky | 4. $83 \%$ | 2. $81 \%$ * | 2. $19 \%$ * | 3. $36 \%$ * | 5. $86 \%$ | 5. $46 \%$ | 1. $76 \%$ * | 4. $99 \%$ |
| Tennessee | 4. $48 \%$ | 6. $73 \%$ * | 8. $70 \%$ * | 9. $17 \%$ * | 3. $99 \%$ | 4. $52 \%$ | 3. $86 \%$ | 4. $80 \%$ |
| Al abama | 4. $45 \%$ | 2. $66 \%$ * | 6. $13 \%$ * | 4. $28 \%$ * | 5. $44 \%$ | 7. $85 \%$ | 3. $10 \%$ * | 5. $73 \%$ |
| M ssi ssi ppi | 5. 51\% | 5. $61 \%$ * | 2. $16 \%$ * | 0. 00\% | 4. $97 \%$ * | 6. 89\% | 3. $61 \%$ * | 5. $58 \%$ |
|  |  |  |  |  |  |  |  |  |
| Arkansas | 4. $36 \%$ | 2. $65 \%$ * | 2. $84 \%$ * | 8. $07 \%$ * | 3. $81 \%$ * | 6. $55 \%$ | 2. $34 \%$ * | 5. $33 \%$ |
| Loui si ana | 4. 17\% | 13. $07 \%$ | 5. $99 \%$ * | 6. $07 \%$ * | 4. $81 \%$ | 4. $55 \%$ | 7. 14\% | 4. $55 \%$ |
| Okl ahoma | 4. $81 \%$ | 9. $09 \%$ * | 13. $54 \%$ * | 8. $46 \%$ | 7. 06\% | 6. $35 \%$ | 8. $45 \%$ | 5. $29 \%$ |
| Texas | 3. $54 \%$ | 6. $69 \%$ | 4. $58 \%$ * | 7. $74 \%$ * | 7. 18\% | 3. $72 \%$ | 4. $02 \%$ | 3. $70 \%$ |
|  |  |  |  |  |  |  |  |  |
| Col or ado | 4. $23 \%$ | 4. $37 \%$ | 6. $05 \%$ * | 5. $04 \%$ * | 8. $81 \%$ | 3. $80 \%$ | 4. $09 \%$ * | 4. $91 \%$ |
| Ari zona | 6. $32 \%$ | 7. $49 \%$ * | 7. $88 \%$ * | 6. 39\% | 11. 88\% | 10. 66\% | 4. $55 \%$ | 8. $33 \%$ |
| Nevada | 6. $10 \%$ | 5. $43 \%$ * | 7. $68 \%$ * | 5. $75 \%$ * | 16. 13\% | 6. $28 \%$ | 4. $97 \%$ * | 6. $47 \%$ |
| Mont ana | 3. $27 \%$ | 12. $84 \%$ * | 5. $21 \%$ * | 7. $15 \%$ * | 6. $03 \%$ * | 11. 19\% | 8. $49 \%$ * | 5. $64 \%$ |
|  |  |  |  |  |  |  |  |  |
| Washi ngt on | 6. $44 \%$ | 6. $82 \%$ * | 5. 37\% * | 7. $82 \%$ | 10. 19\% | 10. 30\% | 4. 59\% | 8. 18\% |
| Oregon | 5. $02 \%$ | 8. $77 \%$ | 7. 19\% * | 5. 16\% | 8. 98\% | 5. $45 \%$ | 5. $60 \%$ | 5. 09\% |
| Cal i f orni a | 2. 15\% | 5. $37 \%$ | 4. $72 \%$ | 4. $06 \%$ | 4. $98 \%$ | 2. 50\% | 2. $86 \%$ | 2. $31 \%$ |
| Hawai i | 4. $05 \%$ | 6. 18\% | 3. $86 \%$ | 4. $26 \%$ | 5. $03 \%$ | 7. 31\% | 4. $53 \%$ | 4. $75 \%$ |
| States not shown separatel y | 4. $79 \%$ | 4. $39 \%$ | 4. $47 \%$ * | 5. 53\% | 5. $46 \%$ | 5. 53\% | 3. 16\% | 5. $46 \%$ |


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

