 Uni ted St at es, 1999 ( 40 St at es 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 St at es | 48. $2 \%$ | 58. 0\% | 59. 3\% | 56. 3\% | 51. 1\% | 41. 8\% | 58. 0\% | 45. 4\% |
| New Engl and: |  |  |  |  |  |  |  |  |
| Mai ne | 53. $0 \%$ | 65. 6\% | 68. $4 \%$ | 51. 8\% | 54. 1\% | 45. $7 \%$ | 62. 0\% | 49. 8\% |
| Massachusetts | 47. $4 \%$ | 56. 3\% | 56. $3 \%$ | 52. 7\% | 48. $6 \%$ | 41. $6 \%$ | 55. 9\% | 44. 4\% |
| Connecti cut | 42. $0 \%$ | 49. 1\% | 46. $9 \%$ | 46. $7 \%$ | 46. $2 \%$ | 37. 5\% | 47. 5\% | 40. 2\% |
| Rhode I sI and | 46. $2 \%$ | 30. 2\% | 58. $5 \%$ | 57. 1\% | 51. $7 \%$ | 46. $6 \%$ | 41. 6\% | 49.1\% |
| Ver nont | 50. $4 \%$ | 59. 3\% | 56. $8 \%$ | 50. $2 \%$ | 48. $8 \%$ | 43. $3 \%$ | 56. 6\% | 46. 9\% |
| Mddl e Atl antic: |  |  |  |  |  |  |  |  |
| New York | 50. $4 \%$ | 54. 6\% | 65. $6 \%$ | 58. $5 \%$ | 49. $5 \%$ | 44. 5\% | 58. 1\% | 47. 7\% |
| New J ersey | 42. $8 \%$ | 52.7\% | 45. $0 \%$ | 52. $8 \%$ | 45. 0\% | 38. $2 \%$ | 50. 2\% | 40. 7\% |
| Pennsyl vani a | 46. $6 \%$ | 57. 2\% | 63. $3 \%$ | 56. $3 \%$ | 42. $9 \%$ | 41. 0\% | 58. 1\% | 43. 1\% |
| East North Central : |  |  |  |  |  |  |  |  |
| Ohi o | 45. 3\% | 67. 0\% | 49. $6 \%$ | 49. $4 \%$ | 48. $7 \%$ | 39. $8 \%$ | 57. 7\% | 42. 4\% |
| I ndi ana | 43. $2 \%$ | 48. 8\% | 54. $7 \%$ | 54. $2 \%$ | 42. $6 \%$ | 38. $6 \%$ | 51. 4\% | 41. 1\% |
| III i noi s | 46. 3\% | 61. 2\% | 51. 6\% | 52.7\% | 46. $8 \%$ | 41. 9\% | 54. 4\% | 44. 3\% |
| M chi gan | 42. $7 \%$ | 46. 7\% | 48. 1\% | 51. $0 \%$ | 44. $6 \%$ | 37. 5\% | 49.8\% | 40. 7\% |
| W sconsi n | 41. 5\% | 48. 0\% | 54. $0 \%$ | 48. $0 \%$ | 41. 9\% | 36. 3\% | 49. 7\% | 39. 0\% |
| West North Central : |  |  |  |  |  |  |  |  |
| M nnesot a | 51. $4 \%$ | 57.7\% | 53. $8 \%$ | 53. 1\% | 53. $0 \%$ | 49.0\% | 56. 1\% | 50. 3\% |
| I owa | 40. $6 \%$ | 37. 8\% | 57. 1\% | 58.5\% | 46. $6 \%$ | 32.9\% | 49. 5\% | 38. 6\% |
| M ssouri | 47. 3\% | 61. 5\% | 67. 3\% | 54. 8\% | 51. $7 \%$ | 39.4\% | 60. $7 \%$ | 44. 3\% |
| Nebr aska | 43. $0 \%$ | 53. 3\% | 52. 7\% | 43. $9 \%$ | 48. $6 \%$ | 38. $6 \%$ | 49. 4\% | 41. 3\% |
| Kansas | 43. $0 \%$ | 47. 2\% | 51. $2 \%$ | 42. $6 \%$ | 51. $9 \%$ | 37. 8\% | 44. 9\% | 42. 5\% |
|  |  |  |  |  |  |  |  |  |
| Maryl and | 46. 8\% | 61. 1\% | 44. $9 \%$ | 48.7\% | 53. $7 \%$ | 42.5\% | 49. 5\% | 45. 8\% |
| Vir gi ni a | 49. $0 \%$ | 51. 9\% | 64. $9 \%$ | 56. $2 \%$ | 60. 0\% | 41. $0 \%$ | 59. 6\% | 46. 7\% |
| North Carol i na | 51. $7 \%$ | 65. 6\% | 63. 8\% | 62. 3\% | 58. 8\% | 43. $0 \%$ | 65. 1\% | 47. 7\% |
| South Carol i na | 49. $2 \%$ | 58. $6 \%$ | 72. $0 \%$ | 67. $7 \%$ | 55. 3\% | 40. 3\% | 68. 3\% | 45. 2\% |
| Geor gi a | 50. 3\% | 66. 2\% | 54. 3\% | 59.9\% | 55. $6 \%$ | 44. 3\% | 57. 0\% | 48. 9\% |
| Fl ori da | 50. $6 \%$ | 65. 4\% | 53. $4 \%$ | 65. 8\% | 56. 9\% | 43. 9\% | 60. 4\% | 48. 0\% |
| East South Central : |  |  |  |  |  |  |  |  |
| Kent ucky | 44. 3\% | 57. 8\% | 66. $6 \%$ | 42. 7\% | 46. 6\% | 39. $0 \%$ | 57. 2\% | 41. 3\% |
| Tennessee | 47. $6 \%$ | 47. 1\% | 65. $2 \%$ | 58.1\% | 54. 9\% | 40.9\% | 57. 0\% | 45. 3\% |
| Al abama | 41. $7 \%$ | 58.9\% | 59.9\% | 52.7\% | 38. 3\% | 36. $0 \%$ | 59. 3\% | 37. 3\% |
| M ssi ssi ppi | 50. $0 \%$ | 59.0\% | 62. $7 \%$ | 67. 1\% | 51. $2 \%$ | 41. 3\% | 62. 3\% | 44. 8\% |
| West South Central : |  |  |  |  |  |  |  |  |
| Arkansas | 41. $7 \%$ | 57. 4\% | 58. $2 \%$ | 58. $7 \%$ | 50. $9 \%$ | 32.9\% | 62. 3\% | 37. 6\% |
| Loui si ana | 50. $4 \%$ | 54. 6\% | 57. $2 \%$ | 61. $2 \%$ | 52. 7\% | 44. $0 \%$ | 56. 9\% | 48. 2\% |
| OKl ahoma | 52. $9 \%$ | 54. 3\% | 67. $9 \%$ | 49. $7 \%$ | 62. 8\% | 43. $5 \%$ | 58. 2\% | 51. 1\% |
| Texas | 49. $4 \%$ | 61. 6\% | 68. 4 \% | 60. 3\% | 48. $3 \%$ | 43. $4 \%$ | 64. 1\% | 45. 6\% |
| Mbunt ai n: |  |  |  |  |  |  |  |  |
| Col or ado | 48. 1\% | 49.6\% | 62. $4 \%$ | 61. $7 \%$ | 45. 0\% | 43. $6 \%$ | 58. 1\% | 44. 6\% |
| Ari zona | 50.7\% | 58. 1\% | 67. $4 \%$ | 61. 3\% | 57. $6 \%$ | 43. $7 \%$ | 61. 7\% | 47. 7\% |
| Nevada | 50. $0 \%$ | 67.7\% | 71. $8 \%$ | 66. 9\% | 42. $4 \%$ | 45. $0 \%$ | 70. $4 \%$ | 44. 9\% |
| Mont ana | 47. 9\% | 42. 6\% | 56. $7 \%$ | 60. $0 \%$ | 43. $4 \%$ | 41. 8\% | 52. 2\% | 44. 7\% |
| Pacific: |  |  |  |  |  |  |  |  |
| Washi ngt on | 52. $0 \%$ | 62.9\% | 58. $0 \%$ | 51. 8\% | 58. 0\% | 46. 2\% | 60. 3\% | 49. 0\% |
| Oregon | 52. $6 \%$ | 62. 4\% | 73. 9\% | 55. 2\% | 57. 7\% | 42. 1\% | 61. 8\% | 49.1\% |
| Cal i f or ni a | 53. $7 \%$ | 64. 3\% | 66. 9\% | 61. 3\% | 56. 3\% | 45. 8\% | 63. 7\% | 50. 5\% |
| Hawai i | 58. $5 \%$ | 76.5\% | 67. $0 \%$ | 60. 8\% | 57. 1\% | 50. $4 \%$ | 70. 6\% | 53. 0\% |
| States not shown separatel y | 45. $4 \%$ | 58. 1\% | 45. 4 \% | 59.9\% | 57. $0 \%$ | 36. 2\% | 54. 3\% | 42. 8\% |

 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.
 and St ate: United St ates, 1999 ( 40 States are shown separ atel 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 St ates | 0.51\% | 0.74\% | 1. $10 \%$ | 0. $85 \%$ | 0.66\% | 0.74\% | 0. 59\% | 0.60\% |
| New Engl and: |  |  |  |  |  |  |  |  |
| Mai ne | 2. $07 \%$ | 4. $10 \%$ | 6. $04 \%$ | 2. $71 \%$ | 3. $88 \%$ | 3. $06 \%$ | 3. $32 \%$ | 2. $97 \%$ |
| Massachusetts | 0.80\% | 2. $34 \%$ | 3. $30 \%$ | 1. $84 \%$ | 1. $63 \%$ | 1. $33 \%$ | 1. $43 \%$ | 1. $01 \%$ |
| Connecti cut | 2. $05 \%$ | 5. 19\% | 5. $29 \%$ | 6. $08 \%$ | 3. $93 \%$ | 2. $32 \%$ | 4. $08 \%$ | 1. 83\% |
| Rhode I sl and | 2. $53 \%$ | 7. 10\% | 7. $80 \%$ | 3. $57 \%$ | 3. $38 \%$ | 2. $46 \%$ | 5. 73\% | 1. $97 \%$ |
| Ver ment | 1. $84 \%$ | 6. $23 \%$ | 6. $16 \%$ | 2. $56 \%$ | 3. $64 \%$ | 2. $51 \%$ | 3. 08\% | 2. 51\% |
| Mddl e Atl antic: |  |  |  |  |  |  |  |  |
| New York | 1. $31 \%$ | 2. $22 \%$ | 4. $35 \%$ | 5. $64 \%$ | 2. $12 \%$ | 2. $74 \%$ | 2. $36 \%$ | 1. $68 \%$ |
| New J ersey | 1. $00 \%$ | 4. 52\% | 6. $03 \%$ | 3. $03 \%$ | 3. $43 \%$ | 1. $23 \%$ | 2. 66\% | 1. 18\% |
| Pennsyl vani a | 0.82\% | 4. 54\% | 5. $46 \%$ | 4. $26 \%$ | 2. $33 \%$ | 1. $48 \%$ | 1. $99 \%$ | 0. $96 \%$ |
| East North Central : |  |  |  |  |  |  |  |  |
| Ohi o | 1. $38 \%$ | 3. $45 \%$ | 5. $69 \%$ | 2. $86 \%$ | 3. $27 \%$ | 2. 54\% | 2. $23 \%$ | 1. $58 \%$ |
| I ndi ana | 1. $85 \%$ | 5. $79 \%$ | 7. $48 \%$ | 4. $24 \%$ | 4. $13 \%$ | 1. $99 \%$ | 3. $91 \%$ | 1. 51\% |
| Illi noi s | 1. $05 \%$ | 4. 57\% | 5. $91 \%$ | 3. $90 \%$ | 3. $71 \%$ | 1. $28 \%$ | 3. 67\% | 1. 13\% |
| M chi gan | 1. $37 \%$ | 2. $74 \%$ | 7. 15\% | 5. 15\% | 4. $06 \%$ | 2. $76 \%$ | 2. $24 \%$ | 1. $99 \%$ |
| W sconsi $n$ | 1. $21 \%$ | 4. 13\% | 6. $27 \%$ | 5. 11\% | 3. $72 \%$ | 1. $80 \%$ | 2. $54 \%$ | 1. $38 \%$ |
| West North Central : |  |  |  |  |  |  |  |  |
| M nnesot a | 1. $00 \%$ | 4. 05\% | 4. $88 \%$ | 3. $93 \%$ | 2. $01 \%$ | 1. $32 \%$ | 3. $36 \%$ | 0. 66\% |
| I owa | 2. $47 \%$ | 4. $21 \%$ | 5. $76 \%$ | 3. $24 \%$ | 3. $94 \%$ | 2. $20 \%$ | 3. $60 \%$ | 2. 51\% |
| Mi ssour i | 1. $36 \%$ | 7. 67\% | 5. $54 \%$ | 4. $45 \%$ | 4. $63 \%$ | 1. $60 \%$ | 4. $18 \%$ | 1. $44 \%$ |
| Nebr aska | 1. $28 \%$ | 4. $79 \%$ | 6. 51\% | 3. 53\% | 3. $39 \%$ | 2. 58\% | 3. 76\% | 1. $79 \%$ |
| Kansas | 2. $32 \%$ | 6. $20 \%$ | 8. $36 \%$ | 4. $00 \%$ | 5. $83 \%$ | 1. $60 \%$ | 3. $72 \%$ | 2. $30 \%$ |
| South Atl antic: |  |  |  |  |  |  |  |  |
| Maryl and | 1. $19 \%$ | 4. 16\% | 6. $17 \%$ | 3. $87 \%$ | 3. $55 \%$ | 1. $77 \%$ | 3. $42 \%$ | 1. $45 \%$ |
| Virgi ni a | 1. $90 \%$ | 4. 59\% | 3. $97 \%$ | 4. 55\% | 3. $33 \%$ | 2. 58\% | 3. 08\% | 2. 34\% |
| North Carol i na | 1. $60 \%$ | 6. 01\% | 6. $28 \%$ | 6. 31\% | 2. $84 \%$ | 1. $73 \%$ | 2. $49 \%$ | 1. 53\% |
| South Carol i na | 1. $62 \%$ | 4. $72 \%$ | 4. $52 \%$ | 4. 19\% | 3. $94 \%$ | 2. 15\% | 2. $84 \%$ | 1. $69 \%$ |
| Georgi a | 3. $56 \%$ | 5. 28\% | 8. $71 \%$ | 7. $21 \%$ | 3. $67 \%$ | 4. $41 \%$ | 3. $96 \%$ | 4. 01\% |
| Fl ori da | 1. $56 \%$ | 2. $83 \%$ | 5. $47 \%$ | 3. $68 \%$ | 1. $96 \%$ | 2. $40 \%$ | 3. $20 \%$ | 2. $29 \%$ |
| East South Central : |  |  |  |  |  |  |  |  |
| Kent ucky | 2. $06 \%$ | 5. $98 \%$ | 10. 37\% | 4. $57 \%$ | 3. $91 \%$ | 2. $92 \%$ | 3. 14\% | 2. $23 \%$ |
| Tennessee | 1.73\% | 5. 51\% | 7. $80 \%$ | 3. $80 \%$ | 2. $68 \%$ | 1. $95 \%$ | 4. $17 \%$ | 1. 81\% |
| Al abama | 1. $90 \%$ | 1. $81 \%$ | 7. $47 \%$ | 4. $07 \%$ | 4. $64 \%$ | 2. $74 \%$ | 2. $44 \%$ | 2.11\% |
| M ssi ssi ppi | 2. $39 \%$ | 3. 02\% | 6. $75 \%$ | 11. 13\% | 3. 82\% | 3. 54\% | 3. 07\% | 3. 11\% |
| West South Central : |  |  |  |  |  |  |  |  |
| Ar kansas | 1. 57\% | 5. $68 \%$ | 5. $47 \%$ | 5. $86 \%$ | 6. $21 \%$ | 1. $97 \%$ | 1. $77 \%$ | 1. $61 \%$ |
| Loui si ana | 1. $63 \%$ | 6. 19\% | 7. 31\% | 4. $41 \%$ | 4. $90 \%$ | 3. $39 \%$ | 4. $27 \%$ | 1. $61 \%$ |
| OKl ahoma | 3. $13 \%$ | 4. $92 \%$ | 6. $60 \%$ | 5. $90 \%$ | 5. $87 \%$ | 3. $10 \%$ | 3. 60\% | 3. $36 \%$ |
| Texas | 1. $59 \%$ | 4. $67 \%$ | 4. 04\% | 3. $13 \%$ | 4. $02 \%$ | 2. $44 \%$ | 2. $57 \%$ | 1. $56 \%$ |
| Mbunt ai n: |  |  |  |  |  |  |  |  |
| Col or ado | 1. $73 \%$ | 5. 09\% | 5. $18 \%$ | 5. $46 \%$ | 3. $79 \%$ | 1. $89 \%$ | 3. $71 \%$ | 1. $22 \%$ |
| Ari zona | 2. $76 \%$ | 5. $93 \%$ | 2. $64 \%$ | 3. $01 \%$ | 4. $36 \%$ | 3. $66 \%$ | 3. 02\% | 3. $26 \%$ |
| Nevada | 3. $05 \%$ | 3. $21 \%$ | 5. $04 \%$ | 4. $81 \%$ | 8. $17 \%$ | 3. $32 \%$ | 2. 51\% | 3. 30\% |
| Mbnt ana | 1. $64 \%$ | 5. 88\% | 7.93\% | 5. $24 \%$ | 4. $68 \%$ | 3. $92 \%$ | 3. $38 \%$ | 2. $30 \%$ |
|  |  |  |  |  |  |  |  |  |
| Washi ngt on | 2. $91 \%$ | 3. 95\% | 4. $87 \%$ | 6. $29 \%$ | 8. $49 \%$ | 2. $98 \%$ | 1. $83 \%$ | 3. 51\% |
| Oregon | 2. $29 \%$ | 4. $93 \%$ | 6. $14 \%$ | 4. $70 \%$ | 3. $91 \%$ | 2. $30 \%$ | 3. $22 \%$ | 2. $24 \%$ |
| Cal i f orni a | 1. $27 \%$ | 1. $60 \%$ | 3. $95 \%$ | 2. $00 \%$ | 1. $83 \%$ | 1. $67 \%$ | 1. 52\% | 1. $35 \%$ |
| Hawai i | 2. $12 \%$ | 2. $90 \%$ | 3. $37 \%$ | 5. $29 \%$ | 3. $62 \%$ | 3. $21 \%$ | 1. $82 \%$ | 2. 62\% |
| States not shown separatel y | 1.78\% | 4. 39\% | 2. $91 \%$ | 2. 29\% | 3. $29 \%$ | 1. $94 \%$ | 1. $99 \%$ | 2. 19\% |


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

