 State: United States, 2000 ( 40 St ates are shown separatel y)

| Division 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 more empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| United States | 29. 1\% | 10. 5\% | 14. 9\% | 27. 1\% | 37. 8\% | 65. $0 \%$ | 13. 1\% | 53. $5 \%$ |
| New Engl and: |  |  |  |  |  |  |  |  |
| Massachusetts | 29.3\% | 9. 9\% | 12. $2 \%$ * | 31. 5\% | 46. 6\% | 73. 8\% | 10. $8 \%$ | 64. 4\% |
| New Hampshi re | 23. 9\% | 8. 9\% | 11. 7\% * | 18. 0\% | 36. $4 \%$ | 64. 0\% | 10. 3\% | 50. $4 \%$ |
| Connect i cut | 32. 1\% | 19.0\% | 19. $1 \%$ * | 49. 0\% | 46. 7\% | 62. 9\% | 21. 1\% | 57. 0\% |
| Mddl e Atl antic: |  |  |  |  |  |  |  |  |
| New York | 33. 3\% | 17. 1\% | 19. 8\% | 48. 7\% | 63. 2\% | 65. $4 \%$ | 20.0\% | 62. 9\% |
| New J ersey | 27. 7\% | 10. 3\% * | 22. 5\% | 28. $2 \%$ * | 43. 0\% | 66. 1\% | 14. 2\% | 56. 8\% |
| Pennsyl vani a | 29.6\% | 13. 1\% * | 13. $3 \%$ * | 26. 6\% | 51. 7\% | 59. $5 \%$ | 14. 6\% | 54. 4\% |
| East North Central : |  |  |  |  |  |  |  |  |
| Ohi o | 27. 6\% | 6. $3 \%$ * | 15. 1\% | 16. 9\% | 23. $4 \%$ | 64. $2 \%$ | 9. $7 \%$ | 50. 1\% |
| I ndi ana | 27. 2\% | 5. $4 \%$ * | 10. $3 \%$ * | 15. $4 \%$ | 27. 5\% | 71. 5\% | 8. $4 \%$ | 51. 5\% |
| III i noi s | 30. 6\% | 9. 5\% | 18. 9\% | 32. 0\% | 55. 2\% | 63. 1\% | 15. $0 \%$ | 56. 4\% |
| M chi gan | 25. 2\% | 5. 7\% * | 10. 2\% * | 32. 1\% | 48. 6\% | 62. 0\% | 9. 3\% | 54. 3\% |
| W sconsin | 17. 2\% | 2. $6 \%$ * | 7. $8 \%$ * | 14. 0\% | 22.0\% | 54. 8\% | 5. 1\% | 38. 6\% |
|  |  |  |  |  |  |  |  |  |
| M nnesot a | 22. 2\% | 5. $2 \%$ * | 27. 7\% | 13. $4 \%$ * | 24. $2 \%$ * | 51. 8\% | 12. 3\% | 37. 9\% |
| I owa | 17. $4 \%$ | 5. $6 \%$ * | 2. $0 \%$ * | 12. 4\% | 20. $8 \%$ * | 50. 1\% | 5. $4 \%$ | 34. $4 \%$ |
| M ssouri | 24.7\% | 9. 1\% * | 8. $9 \%$ * | 20. 3\% * | 21. 0\% | 60. 6\% | 10. $6 \%$ | 45. 5\% |
| Nebr aska | 14. 2\% | 1. $9 \%$ * | 1. $9 \%$ * | 7. 8\% * | 13. 6\% * | 50. 2\% | 2. 3\% * | 33. 5\% |
| Kansas | 16. 2\% | 5. $2 \%$ | 10.6\% * | 13. $5 \%$ * | 28. 5\% | 41. 3\% | 7. $0 \%$ | 33. 1\% |
| North Dakota | 9. 8\% | 2. $2 \%$ * | 2. $4 \%$ * | 3. $4 \%$ * | 9. $2 \%$ * | 45. 9\% | 2. $4 \%$ * | 26. $4 \%$ |
| South Dakota | 11. 5\% | 4. $2 \%$ * | 2. $0 \%$ * | 4. $1 \%$ * | 16. $7 \%$ * | 39. $4 \%$ | 3. $5 \%$ * | 25. 3\% |
|  |  |  |  |  |  |  |  |  |
| Maryl and | 33. 5\% | 9. $0 \%$ * | 19. $3 \%$ * | 34. $6 \%$ | 63. 6\% | 62. $7 \%$ | 13. $0 \%$ | 62. 0\% |
| Vi rgi ni a | 28. 8\% | 8. $6 \%$ * | 14. 1\% * | 40. 5\% | 44. 9\% | 54. $5 \%$ | 14. 3\% | 50. 0\% |
| West Virgi ni a | 21. 6\% | 8. $5 \%$ * | 12. $0 \%$ * | 28. 5\% | 19.9\% * | 42. 4\% | 14. $6 \%$ | 31. 4\% |
| North Carol i na | 28. $4 \%$ | 11. $4 \%$ * | 3. $8 \%$ * | 16. $2 \%$ * | 20.7\% * | 68. 9\% | 10. 3\% | 50. 9\% |
| South Carol ina | 26. $4 \%$ | 10. 1\% | 9. $2 \%$ | 18. 1\% * | 28. $2 \%$ * | 50. 9\% | 10. $7 \%$ | 41. 8\% |
| Geor gi a | 30. 3\% | 8. $2 \%$ * | 6. $7 \%$ * | 21. 5\% | 43. 9\% | 59. $5 \%$ | 9. $0 \%$ | 51. 3\% |
| Fl ori da | 31. 1\% | 7. 1\% | 9. $8 \%$ * | 37. 2\% | 49. 1\% | 69. 5\% | 10. $4 \%$ | 62. 8\% |
|  |  |  |  |  |  |  |  |  |
| Kent ucky | 20.0\% | 2. $9 \%$ * | 3. $0 \%$ * | 9. $6 \%$ * | 26. 8\% | 63. 1\% | 3. $6 \%$ * | 45. 9\% |
| Tennessee | 33. 8\% | 8. $3 \%$ * | 14. $0 \%$ * | 18. $6 \%$ * | 19. 2\% | 75. 4\% | 12. $6 \%$ | 53. 2\% |
| Al abama | 23. 9\% | 6. 1\% * | 6. $1 \%$ * | 7. $6 \%$ * | 33. 2\% | 64. 6\% | 6. $4 \%$ * | 49. 8\% |
| M ssi ssi ppi | 27. 0\% | 3. $7 \%$ * | 7. $4 \%$ * | 9. $8 \%$ * | 19. $0 \%$ * | 68. 3\% | 5. 1\% * | 49. 7\% |
|  |  |  |  |  |  |  |  |  |
| Arkansas | 21. 7\% | 9. $1 \%$ * | 5. $8 \%$ * | 14. 7\% | 14. 3\% | 51. 3\% | 9. $6 \%$ | 35. 5\% |
| Loui si ana | 24. 8\% | 7. $2 \%$ * | 3. $8 \%$ * | 21. 4 \% * | 8. 3\% | 55. 8\% | 7. 5\% * | 41. $4 \%$ |
| OKl ahoma | 23. 3\% | 2. $6 \%$ * | 12. $5 \%$ * | 19.9\% * | 28.7\% | 50. 4\% | 5. $8 \%$ * | 43. 1\% |
| Texas | 31. 5\% | 11. $4 \%$ * | 8. $2 \%$ * | 16. 8\% | 33. 0\% | 66. 5\% | 11. 2\% | 52. 5\% |
| Mbunt ai n : |  |  |  |  |  |  |  |  |
| Col or ado | 29. 9\% | 10. 7\% | 15. $4 \%$ * | 17. 1\% | 53. $4 \%$ | 64. 8\% | 12. $2 \%$ | 57. 6\% |
| New Mexi co | 25. 2\% | 11. 3\% | 2. $6 \%$ * | 16. 2\% | 6. $4 \%$ * | 65. 4\% | 9. $2 \%$ | 44. 3\% |
| Arizona | 35. 1\% | 18. 7\% * | 13. 1\% * | 14. 1\% * | 20. 8\% * | 84. 5\% | 17. 0\% | 59. 4\% |
| Ut ah | 29. 2\% | 8. $7 \%$ * | 8. $3 \%$ * | 28. 6\% | 30.1\% * | 61. 6\% | 10. $9 \%$ * | 50. $4 \%$ |
|  |  |  |  |  |  |  |  |  |
| Washi ngt on | 28. 0\% | 9. $3 \%$ * | 13. $8 \%$ * | 29. 5\% | 31. 4\% * | 75. 1\% | 13. 0\% | 54. 5\% |
| Oregon | 22. 5\% | 5. $4 \%$ * | 12. $2 \%$ * | 15. 7\% | 36. 1\% | 64. 4\% | 8. 9\% | 46. 8\% |
| Cal i f orni a | 37. 6\% | 15. 9\% | 30. 9\% | 42. 6\% | 47. 5\% | 74. 6\% | 21. 9\% | 63. 1\% |
| States not shown separatel y | 29. 8\% | 12. 3\% | 16. 5\% | 21. 7\% | 39. 0\% | 70. 1\% | 13. 7\% | 56. 6\% |


Note: Def initions and descriptions of the rethods used for this survey can be found in the Techni cal Appendix.
*Fi gure does not meet standard of reliability or precision.
 pl ans by firmsize and State: United States, 2000 ( 40 States are shown separat el y)

| Di vi sion 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 nore empl oyees | Less than 50 empl oyees | 50 or more empl oyees |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| United St at es | 0. $41 \%$ | 0. $31 \%$ | 1. $07 \%$ | 0. $57 \%$ | 1. $06 \%$ | 1. $35 \%$ | 0. $27 \%$ | 0. $99 \%$ |
| New Engl and: |  |  |  |  |  |  |  |  |
| Massachusetts | 2. $80 \%$ | 2. $57 \%$ | 4. $72 \%$ * | 5. $44 \%$ | 10. $20 \%$ | 7. 08\% | 2. $38 \%$ | 4. $68 \%$ |
| New Hampshi re | 2. 03\% | 2. $28 \%$ | 4. $22 \%$ * | 3. $83 \%$ | 6. 16\% | 8. $32 \%$ | 2. $12 \%$ | 5. $44 \%$ |
| Connect i cut | 3. $31 \%$ | 5. $14 \%$ | 5. $98 \%$ * | 6. $55 \%$ | 7. $24 \%$ | 9. $77 \%$ | 3. $60 \%$ | 7. 13\% |
| M ddl e Atl antic: |  |  |  |  |  |  |  |  |
| New York | 1. $73 \%$ | 1. $77 \%$ | 5. $27 \%$ | 3. $94 \%$ | 6. $34 \%$ | 4. $58 \%$ | 1. $51 \%$ | 3. $95 \%$ |
| New J ersey | 3. 08\% | 4. $22 \%$ * | 5. 95\% | 8. $63 \%$ * | 9. $38 \%$ | 8. 01\% | 2. $41 \%$ | 7. $24 \%$ |
| Pennsyl vani a | 2. $28 \%$ | 4. $11 \%$ * | 5. $01 \%$ * | 3. 95\% | 7. $43 \%$ | 7. $41 \%$ | 2. $70 \%$ | 4. $51 \%$ |
| East North Central: |  |  |  |  |  |  |  |  |
| Ohi o | 2. $80 \%$ | 2. $90 \%$ * | 4. $05 \%$ | 4. $10 \%$ | 5. $77 \%$ | 7. 18\% | 1. $63 \%$ | 5. $24 \%$ |
| I ndi ana | 3. 15\% | 1. $96 \%$ * | 4. $46 \%$ * | 4. 08\% | 6. $87 \%$ | 5. $48 \%$ | 2. $47 \%$ | 4. $70 \%$ |
| Illi noi s | 2. $56 \%$ | 2. 30\% | 4. 14\% | 4. 16\% | 6. $23 \%$ | 6. $49 \%$ | 1. $00 \%$ | 4. $82 \%$ |
| M chi gan | 1. $50 \%$ | 1. $84 \%$ * | 3. $77 \%$ * | 6. 51\% | 8. $87 \%$ | 7. $91 \%$ | 1. $93 \%$ | 4. $78 \%$ |
| W sconsi n | 1. $63 \%$ | 1. $57 \%$ * | 2. $73 \%$ * | 2. $92 \%$ | 3. $52 \%$ | 4. $82 \%$ | 1. $34 \%$ | 2. $41 \%$ |
| West North Central: |  |  |  |  |  |  |  |  |
| M nnesota | 2. $42 \%$ | 1. $84 \%$ * | 6. $76 \%$ | 4. $06 \%$ * | 8. $19 \%$ * | 9. $13 \%$ | 2. $28 \%$ | 5. 19\% |
| I owa | 2. $35 \%$ | 2. $35 \%$ * | 1. $55 \%$ * | 3. $25 \%$ | 7. $49 \%$ * | 7. 58\% | 1. $36 \%$ | 4. 23\% |
| M ssouri | 3. 63\% | 4. $07 \%$ * | 4. $70 \%$ * | 6. $77 \%$ * | 5. $48 \%$ | 8. $01 \%$ | 3. 11\% | 5. 71\% |
| Nebr aska | 2. $70 \%$ | 1. $21 \%$ * | 1. $85 \%$ * | 6. $37 \%$ * | 4. $65 \%$ * | 9. $28 \%$ | 0. $96 \%$ * | 5. $35 \%$ |
| Kansas | 1. $72 \%$ | 1. $55 \%$ | 3. $76 \%$ * | 5. $48 \%$ * | 6. $40 \%$ | 5. $28 \%$ | 1. $04 \%$ | 3. $27 \%$ |
| North Dakota | 2. 14\% | 1. $47 \%$ * | 2. $23 \%$ * | 2. $26 \%$ * | 3. $57 \%$ * | 8. 94\% | 1. $34 \%$ * | 4. $86 \%$ |
| South Dakota | 2. $52 \%$ | 2. $64 \%$ * | 1. $47 \%$ * | 2. $12 \%$ * | 10. $27 \%$ * | 8. 19\% | 1. $68 \%$ * | 5. 58\% |
| South At I antic: |  |  |  |  |  |  |  |  |
| Maryl and | 2. $73 \%$ | 3. $71 \%$ * | 10. $76 \%$ * | 4. $04 \%$ | 9. $22 \%$ | 8. 02\% | 3. 59\% | 5. $94 \%$ |
| Vi rgi ni a | 2. $44 \%$ | 4. $45 \%$ * | 5. 51\% * | 10. 19\% | 7. $43 \%$ | 5. $26 \%$ | 2. $49 \%$ | 4. $47 \%$ |
| West Virgi ni a | 2. $14 \%$ | 4. $12 \%$ * | 5. 58\% * | 7. 56\% | 7. $09 \%$ * | 7. $81 \%$ | 3. $52 \%$ | 5. $62 \%$ |
| North Carol i na | 3. $68 \%$ | 4. $85 \%$ * | 1. $98 \%$ * | 6. $03 \%$ * | 6. $26 \%$ * | 6. $84 \%$ | 2. $94 \%$ | 5. $85 \%$ |
| South Carol ina | 2. $08 \%$ | 2. $81 \%$ | 2. 76\% | 6. $32 \%$ * | 10. $26 \%$ * | 6. $34 \%$ | 1. $69 \%$ | 4. $24 \%$ |
| Geor gi a | 3. 71\% | 2. $68 \%$ * | 2. $45 \%$ * | 6. 11\% | 9. 04\% | 10. 25\% | 2. $45 \%$ | 7. 57\% |
| Fl orida | 3. $33 \%$ | 1. $59 \%$ | 3. $46 \%$ * | 8. $14 \%$ | 7. $97 \%$ | 7. 15\% | 1. $42 \%$ | 6. $49 \%$ |
|  |  |  |  |  |  |  |  |  |
| Kent ucky | 2. $89 \%$ | 2. $22 \%$ * | 1. $87 \%$ * | 2. $99 \%$ * | 6. $21 \%$ | 5. $45 \%$ | 1. $29 \%$ * | 3. $32 \%$ |
| Tennessee | 2. $79 \%$ | 3. $74 \%$ * | 4. $61 \%$ * | 6. $24 \%$ * | 4. $58 \%$ | 4. $24 \%$ | 3. $58 \%$ | 3. $56 \%$ |
| Al abama | 3. $21 \%$ | 2. $77 \%$ * | 5. $89 \%$ * | 3. $00 \%$ * | 7. 81\% | 5. 89\% | 2. $25 \%$ * | 4. $66 \%$ |
| M ssi ssi ppi | 4. 45\% | 1. 78\% * | 2. $79 \%$ * | 4. $62 \%$ * | 7. $91 \%$ * | 9. 34\% | 2. $58 \%$ * | 6. $64 \%$ |
| West South Central : |  |  |  |  |  |  |  |  |
| Arkansas | 2. $02 \%$ | 2. $84 \%$ * | 2. $60 \%$ * | 3. $95 \%$ | 3. $95 \%$ | 7. $26 \%$ | 2. $31 \%$ | 4. $92 \%$ |
| Loui si ana | 5. $32 \%$ | 2. $60 \%$ * | 2. $73 \%$ * | 8. $35 \%$ * | 2. $08 \%$ | 9. $87 \%$ | 2. $65 \%$ * | 7. $84 \%$ |
| OKl ahoma | 2. $86 \%$ | 2. $55 \%$ * | 5. $04 \%$ * | 7. $13 \%$ * | 7. $38 \%$ | 9. $07 \%$ | 2. $45 \%$ * | 6. $60 \%$ |
| Texas | 2. $44 \%$ | 4. $22 \%$ * | 3. $85 \%$ * | 3. $74 \%$ | 5. $55 \%$ | 2. $57 \%$ | 2. $98 \%$ | 3. $22 \%$ |
|  |  |  |  |  |  |  |  |  |
| Col or ado | 2. 19\% | 3. 18\% | 6. $46 \%$ * | 5. 11\% | 8. $34 \%$ | 6. $46 \%$ | 2. $67 \%$ | 4. $24 \%$ |
| New Mexi co | 5. $21 \%$ | 2. $88 \%$ | 2. $16 \%$ * | 3. 61\% | 3. $16 \%$ * | 9. $38 \%$ | 1. $82 \%$ | 7. 85\% |
| Ari zona | 3. 97\% | 5. $70 \%$ * | 5. $13 \%$ * | 5. $69 \%$ * | 7. $52 \%$ * | 3. $92 \%$ | 4. $49 \%$ | 5. 03\% |
| Ut ah | 5. 03\% | 6. 81\% * | 6. $68 \%$ * | 7. 91\% | 9. $40 \%$ * | 7. $93 \%$ | 6. $06 \%$ * | 6. $32 \%$ |
| Pacific: |  |  |  |  |  |  |  |  |
| Washi ngt on | 3. $49 \%$ | 4. $52 \%$ * | 5. $16 \%$ * | 3. $91 \%$ | 10.61\% * | 5. $47 \%$ | 3. $50 \%$ | 4. $57 \%$ |
| Oregon | 2. $77 \%$ | 3. $38 \%$ * | 4. $40 \%$ * | 4. $08 \%$ | 5. 81\% | 8. $76 \%$ | 2. $48 \%$ | 4. $77 \%$ |
| Cal i f or ni a | 1. 59\% | 1. $79 \%$ | 3. 83\% | 3. 33\% | 5. 52\% | 4. 01\% | 1. $62 \%$ | 3. 14\% |
| States not shown separatel y | 2. $17 \%$ | 3. 06\% | 4. $34 \%$ | 3. 03\% | 7. $53 \%$ | 7. 50\% | 2. $16 \%$ | 5. 56\% |


Note: Def initions 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.

