## Employer Costs for Employee Compensation

### Supplementary Tables

**National Compensation Survey**

### December 2018

<table>
<thead>
<tr>
<th>Table #</th>
<th>Page</th>
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<td>14</td>
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**Private industry workers:**

1. Goods-producing industries
2. Manufacturing industries
3. Service-providing industries
4. Trade, transportation, and utilities industries
5. Wholesale trade industries
6. Retail trade industries
7. Transportation and warehousing industries
8. Information industries
9. Financial activities industries
10. Professional and business services industries
11. Education and health services industries
12. Educational services industries
13. Health care and social assistance industries
14. Leisure and hospitality industries
Supplementary table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in goods-producing industries, by occupational group, December 2018

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
<th>Percent of total compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$39.49</td>
<td>$26.35</td>
<td>$13.14</td>
<td>$2.55</td>
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</tr>
<tr>
<td>Occupational group</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Management, professional, and related</td>
<td>69.00</td>
<td>46.59</td>
<td>22.41</td>
<td>6.04</td>
<td>2.72</td>
</tr>
<tr>
<td>Management, business, and financial</td>
<td>69.22</td>
<td>47.86</td>
<td>21.36</td>
<td>6.03</td>
<td>2.60</td>
</tr>
<tr>
<td>Professional and related</td>
<td>68.77</td>
<td>45.26</td>
<td>23.51</td>
<td>6.06</td>
<td>2.85</td>
</tr>
<tr>
<td>Sales and office</td>
<td>34.50</td>
<td>23.99</td>
<td>10.51</td>
<td>2.30</td>
<td>1.20</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>30.90</td>
<td>21.22</td>
<td>9.68</td>
<td>2.00</td>
<td>1.08</td>
</tr>
<tr>
<td>Natural resources, construction, and</td>
<td>37.23</td>
<td>24.99</td>
<td>12.24</td>
<td>1.55</td>
<td>1.39</td>
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<td>maintenance2</td>
<td>37.36</td>
<td>25.05</td>
<td>12.31</td>
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<td>1.28</td>
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<td>Installation, maintenance, and repair</td>
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<td>24.81</td>
<td>12.02</td>
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<td>1.71</td>
</tr>
<tr>
<td>Production, transportation, and material</td>
<td>29.48</td>
<td>19.08</td>
<td>10.40</td>
<td>1.81</td>
<td>1.57</td>
</tr>
<tr>
<td>moving</td>
<td>29.24</td>
<td>18.91</td>
<td>10.33</td>
<td>1.84</td>
<td>1.58</td>
</tr>
<tr>
<td>Transportation and material moving</td>
<td>30.65</td>
<td>19.89</td>
<td>10.76</td>
<td>1.64</td>
<td>1.51</td>
</tr>
</tbody>
</table>

1 Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.
2 Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.

Note: The sum of individual items may not equal totals due to rounding.
Supplementary table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in manufacturing industries, by occupational group, establishment size and bargaining status, December 2018

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Total</td>
</tr>
<tr>
<td>All workers in manufacturing</td>
<td>$39.09</td>
<td>$25.59</td>
<td>$13.49</td>
</tr>
</tbody>
</table>

**Occupational group**

<table>
<thead>
<tr>
<th></th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management, professional, and related</td>
<td>69.50</td>
<td>46.22</td>
<td>23.28</td>
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<td>Management, business, and financial</td>
<td>71.80</td>
<td>48.73</td>
<td>23.08</td>
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<tr>
<td>Professional and related</td>
<td>67.78</td>
<td>44.35</td>
<td>23.43</td>
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<td>Sales and office</td>
<td>35.07</td>
<td>23.79</td>
<td>11.28</td>
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<td>Office and administrative support</td>
<td>30.97</td>
<td>20.77</td>
<td>10.20</td>
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<tr>
<td>Natural resources, construction, and maintenance</td>
<td>39.84</td>
<td>25.35</td>
<td>14.49</td>
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<td>Installation, maintenance, and repair</td>
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<td>25.83</td>
<td>14.70</td>
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<td>10.44</td>
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<tr>
<td>Transportation and material moving</td>
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<td>9.26</td>
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**Establishment size**

<table>
<thead>
<tr>
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<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
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<tr>
<td>1-99 workers</td>
<td>29.64</td>
<td>20.96</td>
<td>8.68</td>
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<td>1-49 workers</td>
<td>28.31</td>
<td>20.46</td>
<td>7.85</td>
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<td>50-99 workers</td>
<td>31.71</td>
<td>21.73</td>
<td>9.98</td>
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<tr>
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<td>43.96</td>
<td>27.99</td>
<td>15.98</td>
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<td>100-499 workers</td>
<td>37.43</td>
<td>24.85</td>
<td>12.58</td>
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<tr>
<td>500 workers or more</td>
<td>52.03</td>
<td>31.86</td>
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**Bargaining status**

<table>
<thead>
<tr>
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<th>Wages and salaries</th>
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<tr>
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<td>19.28</td>
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<td>25.74</td>
<td>12.59</td>
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**Percent of total compensation**

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<th>Total compensation</th>
<th>Wages and salaries</th>
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<tbody>
<tr>
<td>All workers in manufacturing</td>
<td>100.0</td>
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**Occupational group**

<table>
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<th>Wages and salaries</th>
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<td>100.0</td>
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<td>33.5</td>
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<td>Professional and related</td>
<td>100.0</td>
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<td>Sales and office</td>
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<td>Office and administrative support</td>
<td>100.0</td>
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<td>32.9</td>
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<td>Natural resources, construction, and maintenance</td>
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<td>36.4</td>
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<td>Installation, maintenance, and repair</td>
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<td>36.3</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>100.0</td>
<td>64.4</td>
<td>35.6</td>
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<tr>
<td>Production</td>
<td>100.0</td>
<td>64.3</td>
<td>35.7</td>
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<tr>
<td>Transportation and material moving</td>
<td>100.0</td>
<td>65.2</td>
<td>34.8</td>
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**Establishment size**

<table>
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<tr>
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<th>Wages and salaries</th>
<th>Benefit costs</th>
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<td>1-49 workers</td>
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<td>72.3</td>
<td>27.7</td>
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<td>50-99 workers</td>
<td>100.0</td>
<td>68.5</td>
<td>31.5</td>
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<td>100 workers or more</td>
<td>100.0</td>
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<td>36.3</td>
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<td>100-499 workers</td>
<td>100.0</td>
<td>68.4</td>
<td>33.6</td>
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<tr>
<td>500 workers or more</td>
<td>100.0</td>
<td>61.2</td>
<td>38.8</td>
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**Bargaining status**

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<tr>
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<th>Wages and salaries</th>
<th>Benefit costs</th>
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<tr>
<td>Union</td>
<td>100.0</td>
<td>56.1</td>
<td>43.9</td>
</tr>
<tr>
<td>Nonunion</td>
<td>100.0</td>
<td>67.2</td>
<td>32.8</td>
</tr>
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</table>

Note: The sum of individual items may not equal totals due to rounding.
Supplementary table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in service-providing industries, by occupational group, December 2018

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
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<th>Total</th>
<th>Paid leave</th>
<th>Supplemental pay</th>
<th>Insurance</th>
<th>Retirement and savings</th>
<th>Legally required benefits</th>
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<td>$9.61</td>
<td>$2.42</td>
<td>$0.98</td>
<td>$2.53</td>
<td>$1.19</td>
<td>$2.50</td>
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<td><strong>Occupational group</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Management, professional, and related</td>
<td>58.34</td>
<td>40.86</td>
<td>17.48</td>
<td>5.21</td>
<td>1.96</td>
<td>4.10</td>
<td>2.37</td>
<td>3.84</td>
</tr>
<tr>
<td>Management, business, and financial</td>
<td>65.31</td>
<td>45.25</td>
<td>20.06</td>
<td>6.11</td>
<td>2.80</td>
<td>4.26</td>
<td>2.72</td>
<td>4.17</td>
</tr>
<tr>
<td>Professional and related</td>
<td>54.66</td>
<td>38.54</td>
<td>16.12</td>
<td>4.73</td>
<td>1.51</td>
<td>4.02</td>
<td>2.19</td>
<td>3.67</td>
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<tr>
<td>Sales and office</td>
<td>25.19</td>
<td>18.06</td>
<td>7.13</td>
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<td>0.65</td>
<td>2.19</td>
<td>0.76</td>
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<td>1.43</td>
<td>0.58</td>
<td>1.84</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>26.24</td>
<td>18.10</td>
<td>8.14</td>
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<td>0.71</td>
<td>2.75</td>
<td>0.89</td>
<td>1.94</td>
</tr>
<tr>
<td>Service</td>
<td>16.75</td>
<td>12.64</td>
<td>4.11</td>
<td>0.71</td>
<td>0.34</td>
<td>1.18</td>
<td>0.29</td>
<td>1.59</td>
</tr>
<tr>
<td>Natural resources, construction, and maintenance</td>
<td>32.75</td>
<td>22.53</td>
<td>10.22</td>
<td>2.07</td>
<td>0.95</td>
<td>2.72</td>
<td>1.56</td>
<td>2.93</td>
</tr>
<tr>
<td>Installation, maintenance, and repair</td>
<td>33.45</td>
<td>23.10</td>
<td>10.34</td>
<td>2.21</td>
<td>0.96</td>
<td>2.80</td>
<td>1.48</td>
<td>2.90</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>27.78</td>
<td>18.66</td>
<td>9.12</td>
<td>1.62</td>
<td>0.85</td>
<td>2.59</td>
<td>1.39</td>
<td>2.66</td>
</tr>
<tr>
<td>Production</td>
<td>22.67</td>
<td>16.44</td>
<td>6.23</td>
<td>1.19</td>
<td>0.64</td>
<td>1.63</td>
<td>0.64</td>
<td>2.11</td>
</tr>
<tr>
<td>Transportation and material moving</td>
<td>26.24</td>
<td>18.10</td>
<td>8.14</td>
<td>1.86</td>
<td>0.71</td>
<td>2.75</td>
<td>0.89</td>
<td>1.94</td>
</tr>
</tbody>
</table>

| Percent of total compensation | | | | | | | | |
| All workers in service providing industries | 100.0 | 70.8 | 29.2 | 7.3 | 3.0 | 7.7 | 3.6 | 7.6 |
| **Occupational group** | | | | | | | | |
| Management, professional, and related | 100.0 | 70.0 | 30.0 | 8.9 | 3.4 | 7.0 | 4.1 | 6.6 |
| Management, business, and financial | 100.0 | 69.3 | 30.7 | 9.4 | 4.3 | 6.5 | 4.2 | 6.4 |
| Professional and related | 100.0 | 70.5 | 29.5 | 8.7 | 2.8 | 7.4 | 4.0 | 6.7 |
| Sales and office | 100.0 | 71.7 | 28.3 | 6.5 | 2.6 | 8.7 | 3.0 | 7.5 |
| Sales and related | 100.0 | 75.7 | 24.3 | 5.6 | 2.4 | 6.0 | 2.5 | 7.8 |
| Office and administrative support | 100.0 | 69.0 | 31.0 | 7.1 | 2.7 | 10.5 | 3.4 | 7.4 |
| Service | 100.0 | 75.5 | 24.5 | 4.2 | 2.1 | 7.0 | 1.7 | 9.5 |
| Natural resources, construction, and maintenance | 100.0 | 68.8 | 31.2 | 6.3 | 2.9 | 8.3 | 4.8 | 8.9 |
| Installation, maintenance, and repair | 100.0 | 69.1 | 30.9 | 6.6 | 2.9 | 8.4 | 4.4 | 8.7 |
| Production, transportation, and material moving | 100.0 | 67.2 | 32.8 | 5.8 | 3.1 | 9.5 | 5.0 | 9.6 |
| Production | 100.0 | 72.5 | 27.5 | 5.3 | 2.8 | 7.2 | 2.8 | 9.3 |
| Transportation and material moving | 100.0 | 65.9 | 34.1 | 6.0 | 3.1 | 9.8 | 5.5 | 9.6 |

1 Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

Note: The sum of individual items may not equal totals due to rounding.
Supplementary table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in trade, transportation, and utilities industries, by occupational group, establishment size and bargaining status, December 2018

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Total</td>
</tr>
<tr>
<td>All workers in trade, transportation, and utilities</td>
<td>$28.22</td>
<td>$19.82</td>
<td>$8.40</td>
</tr>
</tbody>
</table>

**Occupational group**

| Management, professional, and related | 56.70 | 40.19 | 16.51 | 4.66 | 1.98 | 3.62 | 2.39 | 3.86 |
| Management, business, and financial | 62.22 | 43.97 | 18.24 | 5.18 | 2.52 | 3.83 | 2.55 | 4.16 |
| Professional and related | 49.13 | 35.00 | 14.13 | 3.94 | 1.24 | 3.34 | 2.17 | 3.44 |
| Sales and office | 21.41 | 15.88 | 5.53 | 1.15 | 0.46 | 1.62 | 0.58 | 1.73 |
| Sales and related | 20.24 | 15.56 | 4.68 | 0.97 | 0.43 | 1.19 | 0.43 | 1.66 |
| Office and administrative support | 23.68 | 16.50 | 7.18 | 1.48 | 0.51 | 2.46 | 0.86 | 1.86 |
| Service | 18.68 | 13.18 | 5.50 | 0.83 | 0.48 | 1.66 | 0.86 | 1.67 |
| Natural resources, construction, and maintenance | 35.39 | 24.01 | 11.38 | 2.36 | 1.17 | 3.04 | 1.72 | 3.10 |
| Installation, maintenance, and repair | 34.96 | 23.83 | 11.13 | 2.32 | 1.17 | 2.97 | 1.62 | 3.05 |
| Production, transportation, and material moving | 31.87 | 20.80 | 11.07 | 2.02 | 1.01 | 3.21 | 1.88 | 2.96 |
| Transportation and material moving | 32.21 | 20.91 | 11.30 | 2.04 | 1.01 | 3.27 | 1.95 | 3.03 |

**Establishment size**

| 1-99 workers | 25.06 | 18.66 | 6.41 | 1.37 | 0.57 | 1.63 | 0.65 | 2.18 |
| 1-49 workers | 24.59 | 18.55 | 6.05 | 1.31 | 0.53 | 1.50 | 0.56 | 2.14 |
| 50-99 workers | 26.70 | 19.03 | 7.67 | 1.57 | 0.70 | 2.09 | 0.97 | 2.34 |
| 100 workers or more | 32.44 | 21.38 | 11.06 | 2.29 | 1.08 | 3.25 | 1.88 | 2.55 |
| 100-499 workers | 28.80 | 18.43 | 8.37 | 1.69 | 0.83 | 2.51 | 1.17 | 2.17 |
| 500 workers or more | 47.51 | 29.26 | 18.25 | 3.90 | 1.77 | 5.24 | 3.78 | 5.37 |

**Bargaining status**

| Union | 43.84 | 25.69 | 18.16 | 3.30 | 1.26 | 6.02 | 4.21 | 3.37 |
| Nonunion | 25.79 | 18.91 | 6.88 | 1.53 | 0.72 | 1.75 | 0.71 | 2.18 |

**Percent of total compensation**

| All workers in trade, transportation, and utilities | 100.0 | 70.2 | 29.8 | 6.3 | 2.8 | 8.2 | 4.2 | 8.3 |

**Occupational group**

| Management, professional, and related | 100.0 | 70.9 | 29.1 | 8.2 | 3.5 | 6.4 | 4.2 | 6.8 |
| Management, business, and financial | 100.0 | 70.7 | 29.3 | 8.3 | 4.1 | 6.2 | 4.1 | 6.7 |
| Professional and related | 100.0 | 71.2 | 28.8 | 8.0 | 2.5 | 6.8 | 4.4 | 7.0 |
| Sales and office | 100.0 | 74.2 | 25.8 | 5.4 | 2.1 | 7.6 | 2.7 | 8.1 |
| Sales and related | 100.0 | 78.9 | 23.1 | 4.8 | 2.1 | 5.9 | 2.1 | 8.2 |
| Office and administrative support | 100.0 | 69.7 | 30.3 | 6.3 | 2.2 | 10.4 | 3.6 | 7.9 |
| Service | 100.0 | 70.5 | 29.5 | 4.5 | 2.6 | 8.9 | 4.6 | 8.9 |
| Natural resources, construction, and maintenance | 100.0 | 67.8 | 32.2 | 6.7 | 3.3 | 8.6 | 4.9 | 8.8 |
| Production, transportation, and material moving | 100.0 | 65.3 | 34.7 | 6.3 | 3.2 | 10.1 | 5.9 | 9.3 |
| Transportation and material moving | 100.0 | 64.9 | 35.1 | 6.3 | 3.1 | 10.2 | 6.1 | 9.4 |

**Establishment size**

| 1-99 workers | 100.0 | 74.4 | 25.6 | 5.5 | 2.3 | 6.5 | 2.6 | 8.7 |
| 1-49 workers | 100.0 | 75.4 | 24.6 | 5.3 | 2.2 | 6.1 | 2.3 | 8.7 |
| 50-99 workers | 100.0 | 71.3 | 28.7 | 5.9 | 2.6 | 7.5 | 3.6 | 8.8 |
| 100 workers or more | 100.0 | 65.9 | 34.1 | 7.1 | 3.3 | 10.0 | 5.8 | 7.9 |
| 100-499 workers | 100.0 | 68.8 | 31.2 | 6.3 | 3.1 | 9.3 | 4.4 | 8.1 |
| 500 workers or more | 100.0 | 61.6 | 38.4 | 8.2 | 3.7 | 11.0 | 8.0 | 7.5 |

**Bargaining status**

| Union | 100.0 | 58.6 | 41.4 | 7.5 | 2.9 | 13.7 | 9.6 | 7.7 |
| Nonunion | 100.0 | 73.3 | 26.7 | 5.9 | 2.8 | 6.8 | 2.7 | 8.5 |

Note: The sum of individual items may not equal totals due to rounding.
## Supplementary table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in wholesale trade industries, by occupational group and establishment size, December 2018

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Paid leave</td>
<td>Supplemental pay</td>
<td>Insurance</td>
</tr>
<tr>
<td>All workers in wholesale trade</td>
<td>$37.75</td>
<td>$11.05</td>
<td>$2.77</td>
<td>$1.18</td>
</tr>
<tr>
<td><strong>Occupational group</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales and office</td>
<td>35.31</td>
<td>9.56</td>
<td>2.49</td>
<td>0.82</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>26.17</td>
<td>7.76</td>
<td>1.77</td>
<td>0.70</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>26.67</td>
<td>8.62</td>
<td>1.57</td>
<td>0.92</td>
</tr>
<tr>
<td>Transportation and material moving</td>
<td>26.03</td>
<td>8.50</td>
<td>1.48</td>
<td>0.93</td>
</tr>
<tr>
<td><strong>Establishment size</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-99 workers</td>
<td>37.76</td>
<td>10.52</td>
<td>2.67</td>
<td>1.10</td>
</tr>
<tr>
<td>1-49 workers</td>
<td>37.92</td>
<td>10.44</td>
<td>2.63</td>
<td>1.06</td>
</tr>
<tr>
<td>100 workers or more</td>
<td>37.74</td>
<td>12.15</td>
<td>2.97</td>
<td>1.36</td>
</tr>
<tr>
<td>100-499 workers</td>
<td>35.46</td>
<td>10.84</td>
<td>2.69</td>
<td>0.91</td>
</tr>
<tr>
<td><strong>Percent of total compensation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All workers in wholesale trade</td>
<td>100.0</td>
<td>29.3</td>
<td>7.3</td>
<td>3.1</td>
</tr>
<tr>
<td><strong>Occupational group</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales and office</td>
<td>100.0</td>
<td>27.1</td>
<td>7.1</td>
<td>2.3</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>100.0</td>
<td>29.7</td>
<td>6.8</td>
<td>2.7</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>100.0</td>
<td>32.3</td>
<td>5.9</td>
<td>3.4</td>
</tr>
<tr>
<td>Transportation and material moving</td>
<td>100.0</td>
<td>32.7</td>
<td>5.7</td>
<td>3.6</td>
</tr>
<tr>
<td><strong>Establishment size</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-99 workers</td>
<td>100.0</td>
<td>27.9</td>
<td>7.1</td>
<td>2.9</td>
</tr>
<tr>
<td>1-49 workers</td>
<td>100.0</td>
<td>27.5</td>
<td>6.9</td>
<td>2.8</td>
</tr>
<tr>
<td>100 workers or more</td>
<td>100.0</td>
<td>32.2</td>
<td>7.9</td>
<td>3.6</td>
</tr>
<tr>
<td>100-499 workers</td>
<td>100.0</td>
<td>30.6</td>
<td>7.6</td>
<td>2.6</td>
</tr>
</tbody>
</table>

Note: The sum of individual items may not equal totals due to rounding.
Supplementary table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in retail trade industries, by occupational group, establishment size and bargaining status, December 2018

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Total</td>
<td>Paid leave</td>
</tr>
<tr>
<td>All workers in retail trade</td>
<td>$19.95</td>
<td>$15.02</td>
<td>$4.93</td>
<td>$0.96</td>
</tr>
<tr>
<td>Occupational group</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales and office</td>
<td>17.67</td>
<td>13.46</td>
<td>4.21</td>
<td>0.77</td>
</tr>
<tr>
<td>Sales and related</td>
<td>17.14</td>
<td>13.32</td>
<td>3.82</td>
<td>0.69</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>19.37</td>
<td>13.93</td>
<td>5.44</td>
<td>1.03</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>18.86</td>
<td>13.50</td>
<td>5.35</td>
<td>0.85</td>
</tr>
<tr>
<td>Transportation and material moving</td>
<td>18.24</td>
<td>13.08</td>
<td>5.16</td>
<td>0.79</td>
</tr>
<tr>
<td>Establishment size</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-99 workers</td>
<td>18.75</td>
<td>14.68</td>
<td>4.07</td>
<td>0.78</td>
</tr>
<tr>
<td>1-49 workers</td>
<td>18.34</td>
<td>14.53</td>
<td>3.82</td>
<td>0.75</td>
</tr>
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<td>50-99 workers</td>
<td>20.40</td>
<td>15.29</td>
<td>5.11</td>
<td>0.88</td>
</tr>
<tr>
<td>100 workers or more</td>
<td>21.82</td>
<td>15.55</td>
<td>6.27</td>
<td>1.24</td>
</tr>
<tr>
<td>100-499 workers</td>
<td>21.46</td>
<td>15.26</td>
<td>6.20</td>
<td>1.20</td>
</tr>
<tr>
<td>Bargaining status</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Union</td>
<td>23.98</td>
<td>13.98</td>
<td>10.00</td>
<td>1.32</td>
</tr>
<tr>
<td>Nonunion</td>
<td>19.61</td>
<td>15.10</td>
<td>4.51</td>
<td>0.93</td>
</tr>
<tr>
<td>Percent of total compensation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All workers in retail trade</td>
<td>100.0</td>
<td>75.3</td>
<td>24.7</td>
<td>4.8</td>
</tr>
<tr>
<td>Occupational group</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Sales and office</td>
<td>100.0</td>
<td>76.2</td>
<td>23.8</td>
<td>4.3</td>
</tr>
<tr>
<td>Sales and related</td>
<td>100.0</td>
<td>77.7</td>
<td>22.3</td>
<td>4.0</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>100.0</td>
<td>71.9</td>
<td>28.1</td>
<td>5.3</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>100.0</td>
<td>71.6</td>
<td>28.4</td>
<td>4.5</td>
</tr>
<tr>
<td>Transportation and material moving</td>
<td>100.0</td>
<td>71.7</td>
<td>28.3</td>
<td>4.3</td>
</tr>
<tr>
<td>Establishment size</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-99 workers</td>
<td>100.0</td>
<td>78.3</td>
<td>21.7</td>
<td>4.1</td>
</tr>
<tr>
<td>1-49 workers</td>
<td>100.0</td>
<td>79.2</td>
<td>20.8</td>
<td>4.1</td>
</tr>
<tr>
<td>50-99 workers</td>
<td>100.0</td>
<td>75.0</td>
<td>25.0</td>
<td>4.3</td>
</tr>
<tr>
<td>100 workers or more</td>
<td>100.0</td>
<td>71.3</td>
<td>28.7</td>
<td>5.7</td>
</tr>
<tr>
<td>100-499 workers</td>
<td>100.0</td>
<td>71.1</td>
<td>28.9</td>
<td>5.6</td>
</tr>
<tr>
<td>Bargaining status</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Union</td>
<td>100.0</td>
<td>58.3</td>
<td>41.7</td>
<td>5.5</td>
</tr>
<tr>
<td>Nonunion</td>
<td>100.0</td>
<td>77.0</td>
<td>23.0</td>
<td>4.7</td>
</tr>
</tbody>
</table>

Note: The sum of individual items may not equal totals due to rounding.
Supplementary table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in transportation and warehousing industries, by establishment size and bargaining status, December 2018

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>Paid leave</td>
<td>Supplemental pay</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All workers in transportation and warehousing</td>
<td>$38.80</td>
<td>$24.96</td>
<td>$13.84</td>
<td>$2.71</td>
</tr>
</tbody>
</table>

**Establishment size**

<table>
<thead>
<tr>
<th></th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>Paid leave</td>
<td>Supplemental pay</td>
</tr>
<tr>
<td>1-99 workers</td>
<td>29.43</td>
<td>20.91</td>
<td>8.52</td>
<td>1.60</td>
</tr>
<tr>
<td>1-49 workers</td>
<td>29.19</td>
<td>21.28</td>
<td>7.91</td>
<td>1.48</td>
</tr>
<tr>
<td>100 workers or more</td>
<td>44.87</td>
<td>27.59</td>
<td>17.29</td>
<td>3.43</td>
</tr>
<tr>
<td>100-499 workers</td>
<td>37.34</td>
<td>23.98</td>
<td>13.36</td>
<td>2.44</td>
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</table>

**Bargaining status**

<table>
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<tr>
<th></th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>Paid leave</td>
<td>Supplemental pay</td>
</tr>
<tr>
<td>Union</td>
<td>54.69</td>
<td>31.98</td>
<td>22.71</td>
<td>4.43</td>
</tr>
<tr>
<td>Nonunion</td>
<td>30.96</td>
<td>21.50</td>
<td>9.46</td>
<td>1.87</td>
</tr>
</tbody>
</table>

**Percent of total compensation**

<table>
<thead>
<tr>
<th></th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>Paid leave</td>
<td>Supplemental pay</td>
</tr>
<tr>
<td>All workers in transportation and warehousing</td>
<td>100.0</td>
<td>64.3</td>
<td>35.7</td>
<td>7.0</td>
</tr>
</tbody>
</table>

**Establishment size**

<table>
<thead>
<tr>
<th></th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>Paid leave</td>
<td>Supplemental pay</td>
</tr>
<tr>
<td>1-99 workers</td>
<td>100.0</td>
<td>71.1</td>
<td>28.9</td>
<td>5.5</td>
</tr>
<tr>
<td>1-49 workers</td>
<td>100.0</td>
<td>72.9</td>
<td>27.1</td>
<td>5.1</td>
</tr>
<tr>
<td>100 workers or more</td>
<td>100.0</td>
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<td>100.0</td>
<td>64.2</td>
<td>35.8</td>
<td>6.5</td>
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</table>

**Bargaining status**

<table>
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<tr>
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<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>Paid leave</td>
<td>Supplemental pay</td>
</tr>
<tr>
<td>Union</td>
<td>100.0</td>
<td>58.5</td>
<td>41.5</td>
<td>8.1</td>
</tr>
<tr>
<td>Nonunion</td>
<td>100.0</td>
<td>69.4</td>
<td>30.6</td>
<td>6.0</td>
</tr>
</tbody>
</table>

Note: The sum of individual items may not equal totals due to rounding.
Supplementary table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in information industries, by occupational group and establishment size, December 2018

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
<th>Percent of total compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Paid leave</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Supplemental pay</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Insurance</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Retirement and savings</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Legally required benefits</td>
<td></td>
</tr>
<tr>
<td>All workers in information</td>
<td>$57.29</td>
<td>$37.98</td>
<td>$19.31</td>
<td>$5.18</td>
<td>$2.58</td>
</tr>
<tr>
<td>Occupational group</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management, professional, and related</td>
<td>72.66</td>
<td>49.00</td>
<td>23.66</td>
<td>6.96</td>
<td>3.58</td>
</tr>
<tr>
<td>Professional and related</td>
<td>65.02</td>
<td>43.51</td>
<td>21.52</td>
<td>6.00</td>
<td>3.08</td>
</tr>
<tr>
<td>Sales and office</td>
<td>36.62</td>
<td>23.78</td>
<td>12.84</td>
<td>2.77</td>
<td>1.38</td>
</tr>
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<td>Establishment size</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-99 workers</td>
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<td>13.17</td>
<td>3.55</td>
<td>1.22</td>
</tr>
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<td>23.75</td>
<td>6.35</td>
<td>3.57</td>
</tr>
<tr>
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<td>62.39</td>
<td>40.65</td>
<td>21.74</td>
<td>5.62</td>
<td>2.80</td>
</tr>
<tr>
<td>500 workers or more</td>
<td>73.72</td>
<td>47.71</td>
<td>26.01</td>
<td>7.17</td>
<td>4.43</td>
</tr>
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</table>

(*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.
**Supplementary table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in financial activities industries, by occupational group and establishment size, December 2018**

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Total</th>
<th>Paid leave</th>
<th>Supp.mental pay</th>
<th>Insurance</th>
<th>Retirement and savings</th>
<th>Legally required benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cost per hour worked</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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Note: The sum of individual items may not equal totals due to rounding.
Supplementary table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in professional and business services industries, by occupational group and establishment size, December 2018

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(*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.
## Supplementary Table 11: Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in education and health services industries, by occupational group, establishment size and bargaining status, December 2018

### Total Compensation

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### Percent of Total Compensation

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<th>Benefit costs</th>
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**Note:** The sum of individual items may not equal totals due to rounding.
Supplementary table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in educational services industries, by occupational group and establishment size, December 2018

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<thead>
<tr>
<th>Series</th>
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<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
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Percent of total compensation:

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<th>Benefit costs</th>
<th>Cost per hour worked</th>
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<td>Occupational group</td>
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Establishment size:

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Note: The sum of individual items may not equal totals due to rounding.
### Supplementary table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in health care and social assistance industries, by occupational group, establishment size and bargaining status, December 2018

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<th>Supplemental pay</th>
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<th>Retirement and savings</th>
<th>Legally required benefits</th>
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(*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.
### Supplementary table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in leisure and hospitality industries, by occupational group and establishment size, December 2018

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<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
<th>Percent of total compensation</th>
</tr>
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<tbody>
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<td></td>
<td></td>
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(*) The relative standard error for this estimate is greater than 30 percent.

Note: The sum of individual items may not equal totals due to rounding.