



HUMAN CAPITAL

North Carolina's explosive population growth and strong group of available workers reflect the ever-increasing strength of its human resources. With the 10th largest population in the United States and one of the nation's highest growth rates, the state's population is expected to reach nearly 11 million by 2020.

A labor force of more than 4.5 million serves a wide array of industries from biopharmaceutical research to bus assembly. North Carolina's workforce has earned the nation's highest productivity ranking in manufacturing. A strong labor pool matched with a solid support network empowers businesses to secure qualified employees and address other key human resource considerations with greater ease.

The Tar Heel state also cultivates a labor environment that helps control costs. It is the only state in the nation providing employers a 100-calendar-day "no fault" period for new employees who must be separated for inability to do the work. The state also has the lowest unionization rate in the country and a unique law that minimizes complications surrounding labor organizations.



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..... 4.5 million has earned the nation's highest
..... productivity ranking in manufacturing.



HUMAN CAPITAL - EMPLOYMENT BY INDUSTRY

North Carolina Employment by Industry

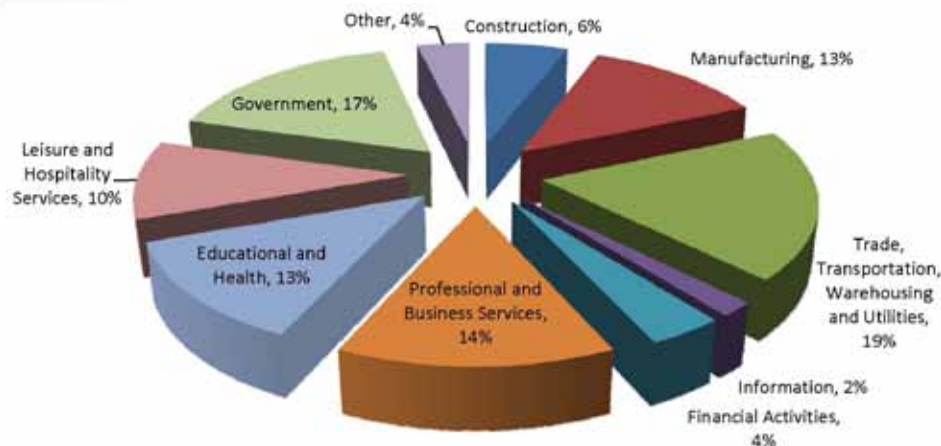
North Carolina's economy reflects a diverse range of industries, from construction, manufacturing and warehousing to education, hospitality and finance. The state's Employment Security Commission data projects employment in professional and business services will experience the highest growth rate of all sectors between 2002 and 2012.

Within the manufacturing sector, which accounts for approximately 13 percent of the state's economy, North Carolina enjoys a strong presence of firms in the machinery, lumber and wood products, and printing, publishing and allied industries.



Manufacturing remains a strong component of North Carolina's economy— 13% overall.

2008 Companies by Major Industry & Employment



Other Includes Natural Resources, Mining and Other Services.

Source: NC Employment Security Commission - % based on 2008 Average Annual Employment

HUMAN CAPITAL - EMPLOYMENT BY INDUSTRY

Manufacturing Industry Sectors, Firms and Employment

SIC	Industry	Firms	Emp
20	Food & Kindred Products	748	44,049
21	Tobacco Manufacturers	29	7,836
22	Textile Mill Products	823	77,194
23	Apparel & Textile Products Made From Fabrics	604	21,739
24	Lumber & Wood Products Except Furniture	1,612	38,727
25	Furniture & Fixtures	767	51,303
26	Paper & Allied Products	332	24,374
27	Printing, Publishing & Allied Industries	1,810	35,969
28	Chemical & Allied Products	684	38,008
29	Petroleum Refining & Related Industries	90	11,040
30	Rubber & Misc. Plastics Products	535	35,098
31	Leather & Leather Products	51	1,717
32	Stone, Clay, Glass & Concrete Products	746	21,004
33	Primary Metal Industry	211	9,860
34	Fabricated Metal Products, Except Mchry & Transp Eqpt	1,130	44,348
35	Machinery, Except Electrical	1,839	70,839
36	Electrical & Electronic Machry, Equipt & Supplies	685	44,053
37	Transportation Equipment	465	38,422
38	Meas., Analyzing & Controlling Instruments	466	19,485
39	Misc. Manufacturing Industries	860	11,147
TOTAL		14,487	646,212

Source: Harris Infosource 2010 North Carolina Manufacturers Directory

Top 5 Manufacturing Industry Sectors by Employment

- Textile Mill Products
- Machinery, Except Electrical
- Furniture & Fixtures
- Fabricated Metal Products, Except Machinery & Transportation Equipment
- Food & Kindred Products



HUMAN CAPITAL - SKILLED AVAILABLE LABOR POOL

With the **10th largest population in the United States**, North Carolina's population is expected to reach nearly 11 million by 2020. Currently, a **labor force in excess of 4.5 million** serves a wide array of industries from biopharmaceutical research to bus assembly. The state's current unemployment rate is 10.4 percent.

North Carolina County Civilian Labor Force Estimates

County	Labor Force	Employment	Unemployment	Rate	County	Labor Force	Employment	Unemployment	Rate
STATEWIDE	4,527,091	4,054,662	472,429	10.4					
Alamance	70,747	62,412	8,335	11.8	Johnston	77,236	69,879	7,357	9.5
Alexander	17,831	15,398	2,433	13.6	Jones	4,841	4,313	528	10.9
Alleghany	4,595	4,094	501	10.9	Lee	26,404	22,850	3,554	13.5
Anson	10,505	8,946	1,559	14.8	Lenoir	27,453	24,332	3,121	11.4
Ashe	12,836	11,555	1,281	10.0	Lincoln	39,725	34,471	5,254	13.2
Avery	9,183	8,460	723	7.9	McDowell	20,944	18,001	2,943	14.1
Beaufort	21,142	18,776	2,366	11.2	Macon	16,824	15,283	1,541	9.2
Bertie	8,942	8,007	935	10.5	Madison	9,808	8,892	916	9.3
Bladen	15,260	13,422	1,838	12.0	Martin	12,168	10,881	1,287	10.6
Brunswick	48,662	43,532	5,130	10.5	Mecklenburg	458,873	408,614	50,259	11.0
Buncombe	119,030	109,221	9,809	8.2	Mitchell	7,130	6,347	783	11.0
Burke	39,152	33,631	5,521	14.1	Montgomery	11,121	9,643	1,478	13.3
Cabarrus	83,520	74,040	9,480	11.4	Moore	36,951	33,438	3,513	9.5
Caldwell	37,577	31,871	5,706	15.2	Nash	46,270	40,767	5,503	11.9
Camden	4,543	4,221	322	7.1	New Hanover	105,317	95,721	9,596	9.1
Carteret	33,512	30,970	2,542	7.6	Northampton	8,731	7,797	934	10.7
Caswell	10,902	9,552	1,350	12.4	Onslow	60,843	55,769	5,074	8.3
Catawba	74,554	64,439	10,115	13.6	Orange	68,621	64,311	4,310	6.3
Chatham	33,243	30,591	2,652	8.0	Pamlico	5,584	5,020	564	10.1
Cherokee	10,231	8,777	1,454	14.2	Pasquotank	18,191	16,533	1,658	9.1
Chowan	6,463	5,694	769	11.9	Pender	24,154	21,546	2,608	10.8
Clay	4,690	4,185	505	10.8	Perquimans	5,367	4,815	552	10.3
Cleveland	49,655	42,556	7,099	14.3	Person	19,294	17,215	2,079	10.8
Columbus	24,359	21,312	3,047	12.5	Pitt	79,840	71,891	7,949	10.0
Craven	43,040	38,756	4,284	10.0	Polk	9,609	8,819	790	8.2
Cumberland	131,923	119,878	12,045	9.1	Randolph	73,170	65,139	8,031	11.0
Currituck	12,465	11,838	627	5.0	Richmond	20,346	17,659	2,687	13.2
Dare	21,930	20,443	1,487	6.8	Robeson	56,822	50,300	6,522	11.5
Davidson	77,969	68,236	9,733	12.5	Rockingham	43,581	38,503	5,078	11.7
Davie	21,173	18,607	2,566	12.1	Rowan	71,709	62,530	9,179	12.8
Duplin	24,531	22,408	2,123	8.7	Rutherford	31,022	26,581	4,441	14.3
Durham	139,654	128,542	11,112	8.0	Sampson	32,452	29,772	2,680	8.3
Edgecombe	24,882	20,823	4,059	16.3	Scotland	14,087	11,756	2,331	16.5
Forsyth	174,187	157,598	16,589	9.5	Stanly	30,685	27,019	3,666	11.9
Franklin	27,656	24,976	2,680	9.7	Stokes	24,069	21,632	2,437	10.1
Gaston	99,545	86,262	13,283	13.3	Surry	34,310	30,252	4,058	11.8
Gates	4,806	4,467	339	7.1	Swain	7,054	6,414	640	9.1
Graham	4,213	3,650	563	13.4	Transylvania	13,621	12,465	1,156	8.5
Granville	25,848	23,223	2,625	10.2	Tyrrell	2,343	2,136	207	8.8
Greene	9,262	8,316	946	10.2	Union	91,724	82,511	9,213	10.0
Guilford	243,789	216,937	26,852	11.0	Vance	19,867	17,287	2,580	13.0
Halifax	23,951	20,807	3,144	13.1	Wake	451,224	413,562	37,662	8.3
Harnett	48,067	42,837	5,230	10.9	Warren	7,931	6,920	1,011	12.7
Haywood	27,098	24,784	2,314	8.5	Washington	6,347	5,607	740	11.7
Henderson	48,154	44,005	4,149	8.6	Watauga	23,813	22,169	1,644	6.9
Hertford	9,887	8,961	926	9.4	Wayne	52,193	47,622	4,571	8.8
Hoke	19,367	17,758	1,609	8.3	Wilkes	30,205	26,297	3,908	12.9
Hyde	2,706	2,547	159	5.9	Wilson	40,691	35,850	4,841	11.9
Iredell	80,839	71,059	9,780	12.1	Yadkin	19,134	17,362	1,772	9.3
Jackson	21,462	19,789	1,673	7.8	Yancey	7,856	7,001	855	10.9

Employment Security Commission of North Carolina, Labor Market Information Division, Data for September 2009 *Not Seasonally Adjusted

**Estimates subject to revision early in the next calendar year

HUMAN CAPITAL - SKILLED AVAILABLE LABOR POOL

North Carolina Active Job Applicants

More than 418,000 individuals are registered with the Employment Security Commission of North Carolina, offering business and industry a valuable, readily available labor pool. The overwhelming majority of these North Carolinians have two or more years of experience that can be put to use with businesses in a variety of industries.

County of Residence	Active Job Applicants		High School Grads Entering the Labor Force, (2)
	Registered For Work	Over 24 months Experience	
STATEWIDE	418,726	230,280	6,611
Alamance	2,773	3,051	116
Alexander	2,103	1,212	30
Alleghany	442	227	20
Anson	2,062	834	8
Ashe	1,478	696	30
Avery	561	330	26
Beaufort	2,769	1,378	51
Bertie	1,026	479	19
Bladen	2,399	1,239	20
Brunswick	4,923	3,235	61
Buncombe	6,868	4,127	144
Burke	5,673	3,016	28
Cabarrus	7,367	4,278	252
Caldwell	5,409	3,303	60
Camden	431	250	40
Carteret	2,488	1,450	13
Caswell	1,208	592	34
Catawba	8,765	4,957	184
Chatham	1,703	1,002	27
Cherokee	1,414	674	48
Chowan	1,045	609	16
Clay	363	195	11
Cleveland	6,066	3,516	108
Columbus	3,145	1,832	50
Craven	4,089	2,113	50
Cumberland	19,494	11,830	175
Currituck	572	366	40
Dare	1,334	658	43
Davidson	8,699	5,081	211
Davie	1,507	948	33
Duplin	3,072	1,215	46
Durham	8,302	4,553	102
Edgecombe	3,916	2,079	68
Forsyth	13,116	7,417	176
Franklin	2,587	1,354	65
Gaston	10,804	6,496	127
Gates	280	154	8
Graham	532	283	17
Granville	2,698	1,348	20
Greene	909	540	25
Guilford	20,494	11,219	232
Halifax	3,792	1,706	52
Harnett	4,422	2,512	77
Haywood	3,053	1,281	66
Henderson	3,039	1,700	82
Hertford	2,410	1,426	21
Hoke	2,087	1,173	29
Hyde	189	93	2
Iredell	7,531	4,050	135
Jackson	1,374	549	20

County of Residence	Active Job Applicants		High School Grads Entering the Labor Force, (2)
	Registered For Work	Over 24 months Experience	
STATEWIDE	418,726	230,280	6,611
Johnston	5,848	3,653	97
Jones	429	248	7
Lee	2,988	1,605	34
Lenoir	3,859	2,400	34
Lincoln	3,675	2,133	86
McDowell	2,853	1,547	31
Macon	1,356	607	18
Madison	552	328	14
Martin	1,591	874	173
Mecklenburg	37,854	20,386	260
Mitchell	1,115	702	21
Montgomery	1,462	643	20
Moore	2,844	1,709	16
Nash	4,964	2,709	87
New Hanover	7,084	4,450	40
Northampton	950	458	25
Onslow	5,036	2,650	134
Orange	2,223	1,275	27
Pamlico	428	230	32
Pasquotank	2,384	1,287	27
Pender	2,028	1,195	66
Perquimans	657	368	6
Person	1,855	1,104	20
Pitt	7,409	3,879	31
Polk	384	215	12
Randolph	5,600	3,123	177
Richmond	3,805	1,622	20
Robeson	8,590	3,867	187
Rockingham	5,514	2,678	68
Rowan	7,965	4,384	139
Rutherford	4,086	2,329	36
Sampson	3,706	1,630	69
Scotland	2,769	1,330	62
Stanly	3,323	1,785	97
Stokes	1,464	852	50
Surry	3,630	2,196	46
Swain	541	273	18
Transylvania	860	427	25
Tyrrell	135	79	12
Union	5,525	3,092	200
Vance	2,761	1,403	30
Wake	21,764	13,105	365
Warren	1,047	459	29
Washington	657	358	4
Watauga	1,342	530	45
Wayne	5,998	2,744	74
Wilkes	3,740	2,026	56
Wilson	5,587	2,978	26
Yadkin	1,349	908	26
Yancey	765	449	32
Other (3)	8,592	4,372	

"Registered for work" totals include all individuals with an application on file at an ESC office, regardless of D.O.T. coding.

"Experience" includes only those assigned a complete D.O.T. code.

(2) Data based on June, 2006 graduates, North Carolina Department of Public Instruction.

(3) Includes county of residence not stated and persons registered but residing out of state.



HUMAN CAPITAL - SKILLED AVAILABLE LABOR POOL

A Diverse Workforce

North Carolina is an ideal fit for employers who place a priority on diversity. The face of North Carolina reflects a wide mix of races and ethnicities, with a substantial international population.

Special Skills

Diversity also can mean a unique depth of experience. For example, North Carolina is home to nearly one million retirees aged 65 and older, based on 2000 U.S. Census data. Retirees represent a strong cache of experienced, mature talent, and many seniors haven begun rewarding second careers.

In addition, more than 21,000 men and women are available to join the labor force annually as they complete their military service at one of the five major military installations in the state. These individuals represent a substantial resource for business and industry with training in fields such as:

- Aviation and avionics
- Communications
- Electronics
- Engineering
- Finance and accounting
- Foreign service and language skills
- Health care
- Heavy and specialized equipment operation
- Homeland defense
- Information technology
- Research, development and analysis
- Transportation and logistics

The top 10 countries from which international residents come

- Mexico
- India
- Vietnam
- China
- Canada
- United Kingdom
- Philippines
- Korea
- Colombia
- Guatemala

Well-trained health care workers are one of the strengths of having a highly educated workforce such as North Carolina's.

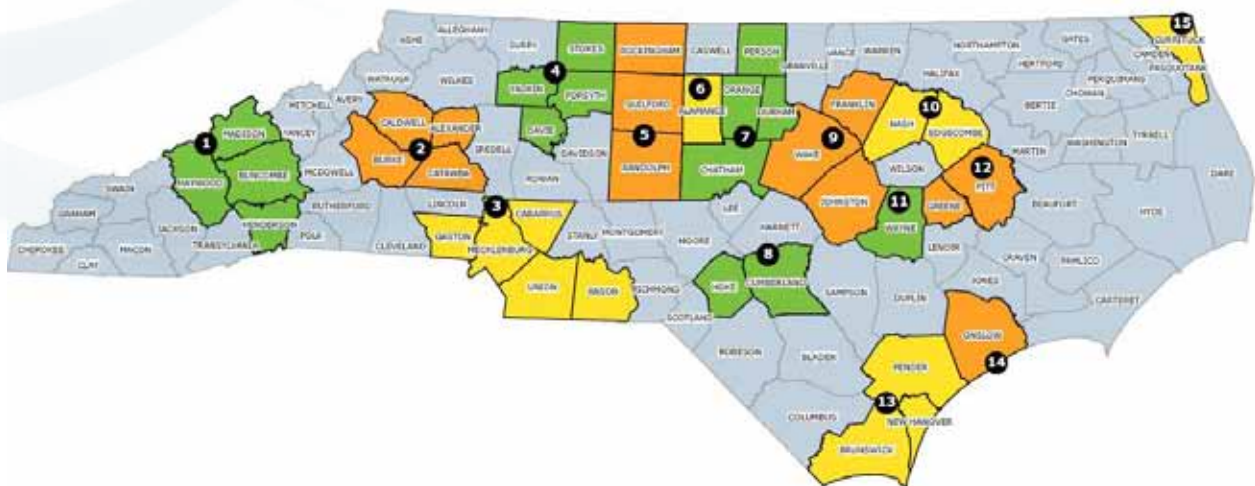




HUMAN CAPITAL - METROPOLITAN STATISTICAL AREAS

A geographic entity defined by the U.S. Office of Management and Budget for use by federal statistical agencies, based on the concept of a core area with a large population nucleus, plus adjacent communities having a high degree of economic and social integration with that core. Qualification of an MSA requires the presence of a city with 50,000 or more inhabitants. The county or counties containing the largest city and surrounding densely settled territory are central counties of the MSA. Additional outlying counties qualify to be included in the MSA by meeting certain other criteria of metropolitan character, such as a specified minimum population density or percentage of the population that is urban.

NC METROPOLITAN STATISTICAL AREAS



	Metropolitan Statistical Areas	Population		Metropolitan Statistical Areas	Population
1	Asheville	408,436	8	Fayetteville	356,105
2	Hickory-Morganton-Lenoir	363,036	9	Raleigh-Cary	1,088,765
3	Charlotte-Gastonia-Concord	1,484,351	10	Rocky Mount	146,356
4	Winston-Salem	705,684	11	Goldsboro	113,671
5	Greensboro-High Point	698,497	12	Greenville	176,758
6	Burlington	148,053	13	Wilmington	347,012
7	Durham	489,762	14	Jacksonville	165,938
			15	Virginia Beach-Norfolk-Newport News	24,183

Estimate as of July 2008, US Census Bureau



HUMAN CAPITAL - PRODUCTIVITY

North Carolina's workers set themselves apart with a demonstrated strength in productivity, a critical factor in a competitive, global marketplace. Research by Mike Walden, an economist at N.C. State University, indicates North Carolina's "average worker is about 10 percent more productive than the national worker," and that level of productivity is increasing.

North Carolina also ranks ninth nationally in total manufacturing employment, and among those states, it registers the highest productivity ranking.

Largest Manufacturing State Workforces Ranked by Labor Productivity

State	Workforce In Mfg.	% Workforce In Mfg.	Productivity Index
North Carolina	501,847	11.24%	5.56
Texas	808,120	7.04%	5.10
Georgia	408,424	8.61%	3.83
New York	525,916	5.54%	3.82
Pennsylvania	643,155	10.20%	3.75
Indiana	527,291	16.12%	3.69
Illinois	638,765	9.64%	3.60
Ohio	755,714	12.74%	3.56
California	1,385,356	7.74%	3.51
Wisconsin	471,262	15.37%	3.46
Michigan	577,207	11.36%	2.96

Southeastern States Workforces Ranked by Labor Productivity

State	Workforce in Mfg.	% Workforce In Mfg.	Productivity Index
North Carolina	501,548	11.24%	5.56
Virginia	272,230	6.81%	4.35
Arkansas	188,513	13.81%	4.14
Tennessee	373,884	12.50%	4.05
Kentucky	243,147	11.92%	4.04
West Virginia	59,472	7.37%	4.03
Alabama	264,983	12.04%	3.84
Georgia	408,424	8.61%	3.83
Mississippi	160,047	12.25%	3.69
South Carolina	248,440	11.69%	3.61
Florida	342,055	4.3%	3.45

(Productivity Index = Value added by manufacturing/Total manufacturing payroll)

Labor Productivity helps to provide information on the health of the state's economy. The index is derived by taking the statewide value added by manufacture and dividing by total production payroll. The result is the product value added per dollar or worker payroll throughout the manufacturing sector.

According to a study on "Labor Productivity Growth Across States", North Carolina ranked 3rd in the nation for average annual labor productivity growth during the period from 2000-2004. During the same period, all states' average annual labor productivity grew 2.3 percent.

Sources: 2006 Annual Survey of Manufacturers (issued November 2008), US Dept. of Commerce, Census Bureau, US Bureau of Labor Statistics, May 2007, Mike Walden - NC State University Extension Economist, "Labor Productivity Growth Across States" by Paul Bauer and Yoonsoo Lee.



HUMAN CAPITAL - AVERAGE WAGES

North Carolina Average Weekly Wages

Average weekly wages across North Carolina vary widely dependent upon region and industry. North Carolina's median hourly wage is \$14.32 for all occupations.

1st Quarter 2009	North Carolina	Charlotte Gastonia	Raleigh Cary	Greensboro High Point	Durham	Winston-Salem
INDUSTRY						
Food Manufacturing	\$582	\$814	\$697	\$633	\$374	\$892
Beverage & Tobacco Product Manufacturing	\$1,413	\$1,344	*	\$1,309	*	\$2,537
Textile Mills	\$611	\$615	\$692	\$662	\$994	\$655
Textile Product Mills	\$509	\$621	\$319	\$515	\$589	\$470
Apparel Manufacturing	\$683	\$361	\$579	\$373	\$344	\$1,932
Leather & Allied Product Manufacturing	\$512	\$604	\$635	*	*	*
Wood Product Manufacturing	\$608	\$718	\$514	\$555	\$738	\$556
Paper Manufacturing	\$968	1,043	\$971	\$800	*	\$909
Printing & Related Support Activities	\$781	\$813	\$1,015	\$792	\$842	\$754
Petroleum & Coal Products Manufacturing	\$1,180	\$945	*	\$734	*	*
Chemical Manufacturing	\$1,667	\$1,204	\$2,203	\$1,334	\$3,246	\$882
Plastics & Rubber Products Manufacturing	\$782	\$901	\$1,030	\$651	\$620	\$744
Nonmetallic Mineral Product Manufacturing	\$794	\$896	\$832	\$685	\$774	\$657
Primary Metal Manufacturing	\$938	\$1,206	*	\$674	*	*
Fabricated Metal Product Manufacturing	\$776	\$797	\$994	\$906	\$710	\$806
Machinery Manufacturing	\$979	\$1,158	\$1,077	\$1,039	\$1,373	\$982
Computer & Electronic Product Manufacturing	\$1,820	\$1,998	\$1,860	\$1,342	\$2,292	\$817
Electrical Equipment & Appliances	\$951	\$791	\$1,696	\$742	\$1,299	\$857
Transportation Equipment Manufacturing	\$1,011	\$950	\$841	\$1,152	\$1,021	\$1,231
Furniture & Related Product Manufacturing	\$548	\$656	\$608	\$591	\$602	\$497
Miscellaneous Manufacturing	\$838	\$823	\$1,251	\$869	\$1,238	\$807

Source: NC Employment Security Commission, Quarter 1, 2009

*** in table indicates disclosure suppression



HUMAN CAPITAL - RIGHT-TO-WORK

North Carolina has the lowest unionization rate in the nation at 3.5 percent. The state's Right-to-Work Law removes undue restraints on free trade and commerce by preventing many complications surrounding labor organizations and their relationships with both employers and workers. Fewer than half of all states across the country have right-to-work laws.

NORTH CAROLINA'S RIGHT-TO-WORK LAW

North Carolina General Statute Chapter 95, Article 10 Declaration of Policy as to Labor Organizations

§95-78. Declaration of public policy. The right to live includes the right to work. The exercise of the right to work must be protected and maintained free from undue restraints and coercion. It is hereby declared to be the public policy of North Carolina that the right of persons to work shall not be denied or abridged on account of membership or nonmembership in any labor union or labor organization or association. (1947, c. 328, s.1.)

§95-79. Certain agreements declared illegal. Any agreement or combination between any employer and any labor union or labor organization whereby persons not members of such union or organization shall be denied the right to work for said employer, or whereby such membership is made a condition of employment or continuation of employment by such employer, or whereby any such union or organization acquires an employment monopoly in any enterprise, is hereby declared to be against the public policy and an illegal combination or conspiracy in restraint of trade or commerce in the State of North Carolina. (1947, c. 328, s. 2.)

§95-80. Membership in labor organization as condition of employment prohibited. No person shall be required by an employer to become or remain a member of any labor union or labor organization as a condition of employment or continuation of employment by such employer. (1947, c. 328, s. 3.)

§95-81. Nonmembership as condition of employment prohibited. No person shall be required by an employer to abstain or refrain from membership in any labor union or labor organization as a condition of employment or continuation of employment. (1947, c. 328, s. 4.)

§95-82. Payment of dues as condition of employment prohibited. No employer shall require any person, as a condition of employment or continuation of employment, to pay any dues, fees, or other charges of any kind to any labor union or labor organization. (1947, c. 328, s. 5.)

§95-83. Recovery of damages by persons denied employment. Any person who may be denied employment or be deprived of continuation of his employment in violation of G.S. 95-80, 95-81 and 95-82 or of one of such sections, shall be entitled to recover from such employer and from any other person, firm, corporation, or association acting in concert with him by appropriate action in the courts of this State such damages as he may have sustained by reason of such denial or deprivation of employment. (1947, c. 328, s. 6.)

§95-84. Application of Article. The provisions of this Article shall not apply to any lawful contract in force on the effective date hereof but they shall apply in all respects to contracts entered into thereafter and to any renewal or extension of any existing contract. (1947, c. 328, s. 7.)

HUMAN CAPITAL - RIGHT-TO-WORK

2008 Union Membership and Employment by State

State	Employment	Members	Covered	%Mem	%Cov	%Private Mem
Alabama	1,858,383	181,421	199,359	9.8	10.7	5.1
Alaska	289,064	67,830	71,335	23.5	24.7	11.2
Arizona	2,579,091	227,419	253,948	8.8	9.8	7.0
Arkansas	1,158,113	67,938	85,089	5.9	7.3	3.6
California	14,888,985	2,739,901	2,909,494	18.4	19.5	10.7
Colorado	2,253,763	181,119	208,133	8.0	9.2	5.5
Connecticut	1,624,709	275,221	290,941	16.9	17.9	8.3
D.C.	288,310	35,207	41,136	12.2	14.3	8.8
Delaware	390,973	52,297	57,380	13.4	14.7	8.2
Florida	7,572,946	482,329	600,511	6.4	7.9	2.3
Georgia	4,083,578	150,695	189,288	3.7	4.6	2.6
Hawaii	561,526	136,274	142,988	24.3	25.5	16.4
Idaho	601,523	42,471	48,144	7.1	8.0	4.8
Illinois	5,662,163	939,212	993,293	16.6	17.5	11.0
Indiana	2,811,233	349,316	385,591	12.4	13.7	10.1
Iowa	1,437,484	152,589	186,726	10.6	13.0	6.6
Kansas	1,273,452	89,258	110,788	7.0	8.7	4.9
Kentucky	1,703,439	145,917	162,988	8.6	9.6	6.9
Louisiana	1,723,864	80,040	96,664	4.6	5.6	3.0
Maine	573,616	70,713	84,086	12.3	14.7	5.5
Maryland	2,609,797	329,398	379,655	12.6	14.5	6.6
Massachusetts	2,909,331	457,602	491,400	15.7	16.9	7.8
Michigan	4,088,547	770,540	801,119	18.8	19.6	13.1
Minnesota	2,429,671	391,663	412,247	16.1	17.0	9.4
Mississippi	1,088,762	57,289	79,010	5.3	7.3	4.1
Missouri	2,543,490	284,612	326,533	11.2	12.8	9.3
Montana	389,155	47,349	61,075	12.2	15.7	5.9
Nebraska	839,932	70,028	90,287	8.3	10.7	4.2
Nevada	1,192,323	198,976	216,743	16.7	18.2	13.9
New Hampshire	634,893	67,038	78,794	10.6	12.4	4
New Jersey	3,842,868	703,057	731,136	18.3	19.0	10.3
New Mexico	806,906	58,367	93,964	7.2	11.6	4.1
New York	8,164,770	2,029,290	2,170,420	24.9	26.6	14.4
North Carolina	3,798,819	132,498	189,069	3.5	5.0	2.0
North Dakota	308,316	18,861	25,162	6.1	8.2	3.1
Ohio	5,046,365	715,823	782,676	14.2	15.5	9.3
Oklahoma	1,526,025	101,577	126,782	6.6	8.3	3.8
Oregon	1,565,864	259,169	271,800	16.6	17.4	9.0
Pennsylvania	5,503,958	847,102	898,866	15.4	16.3	10.3
Rhode Island	470,507	77,687	81,765	16.5	17.4	8.7
South Carolina	1,792,277	69,941	104,707	3.9	5.8	2.4
South Dakota	369,462	18,423	23,663	5.0	6.4	2.5
Tennessee	2,534,326	138,657	166,231	5.5	6.6	3.5
Texas	9,990,700	448,624	559,208	4.5	5.6	2.5
Utah	1,178,171	67,882	83,762	5.8	7.1	3.4
Vermont	283,832	29,385	36,380	10.4	12.8	4.7
Virginia	3,596,668	145,805	178,047	4.1	5.0	2.6
Washington	2,912,434	577,880	626,350	19.8	21.5	13.0
West Virginia	736,331	101,311	112,488	13.8	15.3	10.7
Wisconsin	2,642,196	395,893	421,985	15.0	16.0	9.7
Wyoming	241,288	18,631	21,381	7.7	8.9	6.2

Data Sources: Current Populations Survey (CPS) Outgoing Rotation Group (ORC) Earnings Files, 2009. Barry Hirsch, Trinity University; David Macpherson, Florida State University; Unionstats.com

Employment = wage and salary employment; Members = employed workers who are union members; Covered = workers covered by a collective bargaining agreement; %Mem = percent of employed workers who are union members; %Cov = percent of employed workers who are covered by a collective bargaining agreement; %Private Mem = percent of private company employed workers who are union members