

Workforce

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Labor Climate

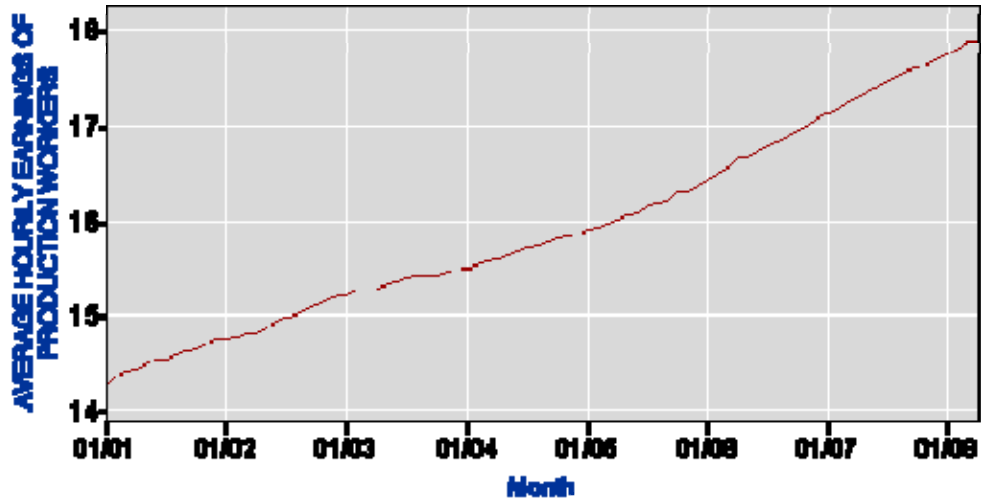
- Labor Unions in Union County
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Productivity Index

- Top 20 Industrial States

Average Hourly Wage for Production Occupations (National Average)

Seasonally Adjusted
Super Sector: Total private
Industry: Total private



Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2001	14.29	14.38	14.42	14.45	14.50	14.55	14.56	14.60	14.64	14.66	14.72	14.75	
2002	14.76	14.79	14.82	14.83	14.88	14.95	14.98	15.02	15.07	15.12	15.15	15.21	
2003	15.22	15.29	15.29	15.28	15.34	15.36	15.40	15.42	15.42	15.43	15.47	15.48	
2004	15.51	15.54	15.57	15.60	15.64	15.67	15.71	15.75	15.79	15.82	15.85	15.87	
2005	15.91	15.93	15.98	16.02	16.05	16.08	16.15	16.18	16.20	16.30	16.31	16.37	
2006	16.43	16.49	16.55	16.66	16.66	16.72	16.79	16.83	16.88	16.95	16.99	17.07	
2007	17.12	17.17	17.24	17.29	17.34	17.41	17.47	17.51	17.57	17.59	17.64	17.70	
2008	17.75	17.81	17.87(p)	17.88(p)									

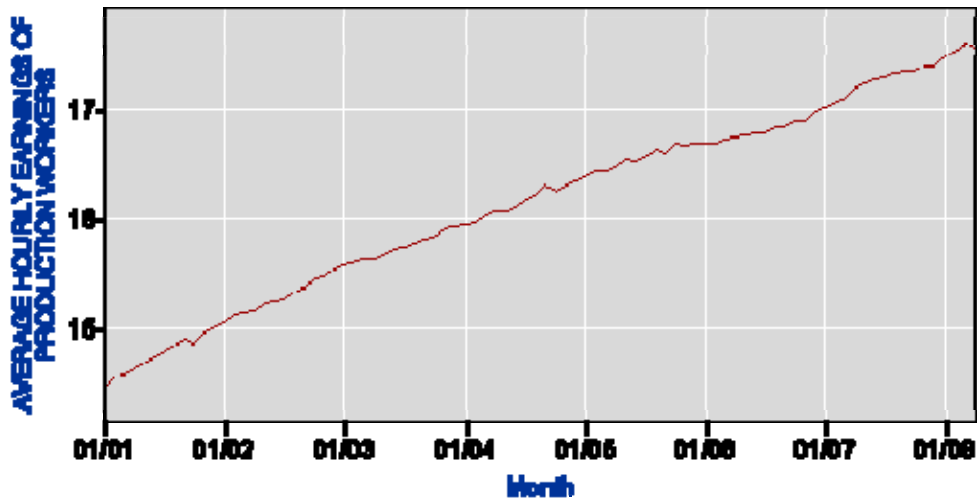
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Average Hourly Wage for Manufacturing (National Average)

Seasonally Adjusted

Super Sector: Manufacturing

Industry: Manufacturing



Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2001	14.48	14.56	14.58	14.64	14.69	14.74	14.80	14.85	14.90	14.88	14.96	15.02	
2002	15.06	15.12	15.15	15.17	15.23	15.26	15.27	15.34	15.38	15.45	15.48	15.54	
2003	15.59	15.62	15.64	15.63	15.67	15.72	15.74	15.78	15.82	15.83	15.90	15.92	
2004	15.94	15.97	16.02	16.07	16.07	16.11	16.19	16.21	16.31	16.26	16.31	16.35	
2005	16.38	16.44	16.44	16.47	16.54	16.53	16.56	16.64	16.60	16.69	16.68	16.69	
2006	16.70	16.70	16.73	16.75	16.76	16.78	16.78	16.83	16.84	16.90	16.90	16.99	
2007	17.02	17.06	17.11	17.20	17.23	17.28	17.30	17.33	17.34	17.34	17.40	17.41	
2008	17.49	17.55	17.61(p)	17.57(p)									

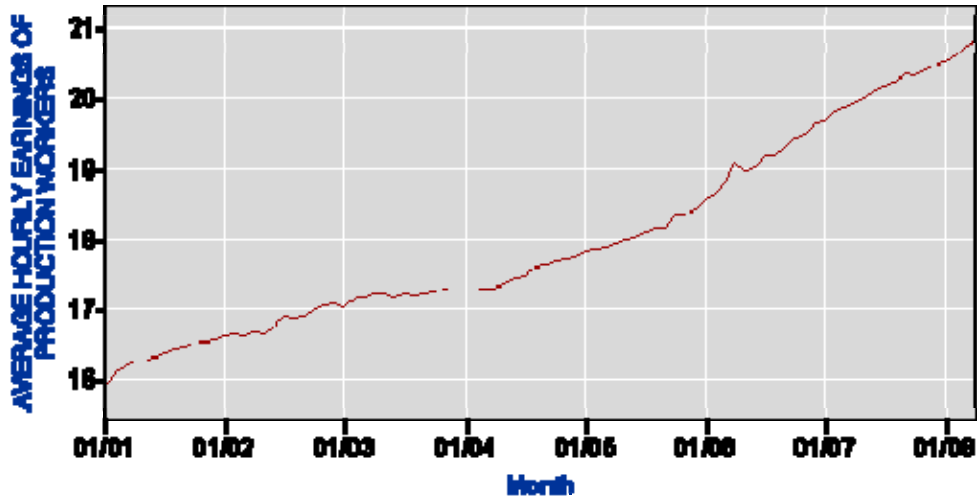
p : preliminary

Average Hourly Wage for Professional and Business Services (National Average)

Seasonally Adjusted

Super Sector: Professional and business services

Industry: Professional and business services



Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2001	15.93	16.08	16.17	16.26	16.26	16.32	16.36	16.43	16.47	16.50	16.55	16.58	
2002	16.62	16.65	16.64	16.67	16.66	16.78	16.88	16.85	16.88	16.99	17.04	17.09	
2003	17.02	17.17	17.18	17.21	17.21	17.18	17.21	17.20	17.23	17.25	17.30	17.28	
2004	17.29	17.27	17.31	17.32	17.40	17.46	17.49	17.60	17.61	17.67	17.70	17.74	
2005	17.81	17.84	17.88	17.94	17.98	18.03	18.11	18.15	18.17	18.32	18.32	18.42	
2006	18.56	18.65	18.81	19.06	18.95	19.02	19.18	19.18	19.31	19.43	19.51	19.64	
2007	19.68	19.81	19.86	19.96	20.02	20.11	20.19	20.25	20.36	20.31	20.42	20.46	
2008	20.53	20.63	20.75(p)	20.82(p)									

p : preliminary

Source: U.S. Bureau of Labor Statistics, 2006

Area Salary Survey Charlotte MSA May 2007

	Mean Hourly Earnings Total	Mean Annual Earnings Full- Time Workers Total
All Occupations	\$15.31	\$41,200
Accountants and Auditors	29.49	61,330
Administrative Services Managers	34.65	72,070
Advertising and Promotions Managers	39.92	83,040
Architects, Except Landscape and Naval	36.88	76,720
Billing and Accounts Collector	24.09	50,110
Cashiers	---	---
Chemical Engineers	36.36	75,630
Computer Systems and Network Administrators	33.48	69,643
Computer Hardware Engineers	37.18	77,330
Computer Software Engineers, Applications	40.51	84,260
Computer Systems Analysts	36.11	75,100
Construction Laborers	11.04	22,960
Customer Service Representatives	15.78	32,810
Dental Hygienists	29.30	60,950
Education Administrators	26.95	56,050
Engineering Managers	48.19	100,240
Human Resources Managers	49.82	103,620
Machinists	15.81	32,890
Paralegals and Legal Assistants	19.00	39,530
Public Relations Specialists	42.45	88,290
Registered Nurses	27.81	57,840
Sales Managers	47.57	98,940
Switchboard Operators	---	---
Truck Drivers, Heavy and Tractor-Trailer	19.51	40,590
Word Processors and Typists	17.43	36,260

Note: These estimates are calculated with data collected from employers in all industry sectors in the Charlotte-Gastonia-Rock Hill, NC-SC MSA, a metropolitan statistical area that includes parts of North Carolina and South Carolina.

Source: Charlotte-Gastonia-Rock Hill NC-SC, Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates (May 2007), U.S. Department of Labor, Bureau of Labor Statistics, April 2008

Current Workforce Information Overview

Union County (June 2008)

- **County Labor Force: 90,813**
- **Number of Unemployed: 4,147**

County Unemployment Rate:

April 2008.....	4.6%
3 Months Ago.....	4.6%
6 Months Ago.....	4.0%
12 Months Ago.....	3.7%

Unemployment Insurance (UI) Benefits Paid in Union County:

- **Last 30 Days: \$1,125,724.00**
- **Year-To-Date: \$6,313,243.00**

Source: The Employment Security Commission of North Carolina, 2008

Average Unemployment Rate & Labor Availability Summary
Charlotte-Gastonia-Concord MSA

2008

	Jan	Feb	Mar
Labor Force	836429	835729	839740
Employed	791496	790819	795984
Unemployed	44933	44910	43756
Rate%	5.4	5.4	5.2

2007

	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Annual Average
Labor Force	827628	830193	834328	832556	839392	841228	840546	840258	840296	842564	842779	837004	837397
Employed	787742	790983	798384	796279	800599	799710	797297	799548	801708	803420	802642	796443	797896
Unemployed	39886	39210	35944	36277	38793	41518	43249	40710	38588	39144	40137	40561	39501
Rate%	4.8	4.7	4.3	4.4	4.6	4.9	5.1	4.8	4.6	4.6	4.8	4.8	4.7

2006

	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Annual Average
Labor Force	805692	809694	813081	818439	824382	826001	830716	835398	835017	843635	846172	841508	827478


UNION COUNTY PARTNERSHIP FOR PROGRESS

Employed	76652 5	76847 4	77558 6	78198 1	78530 9	78416 8	78744 6	79409 7	79699 5	80611 6	80676 5	80447 3	78816 1
Unemployed	39167	41220	37495	36458	39073	41833	43270	41301	38022	37519	39407	37035	39317
Rate%	4.9	5.1	4.6	4.5	4.7	5.1	5.2	4.9	4.6	4.4	4.7	4.4	4.8

Average Unemployment Rate & Labor Availability Summary (cont'd)

2005

	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Annual Average
Labor Force	80569 2	80969 4	81308 1	81843 9	82438 2	82600 1	83071 6	83539 8	83501 7	84363 5	84617 2	84150 8	82747 8
Employed	76652 5	76847 4	77558 6	78198 1	78530 9	78416 8	78744 6	79409 7	79699 5	80611 6	80676 5	80447 3	78816 1
Unemployed	39167	41220	37495	36458	39073	41833	43270	41301	38022	37519	39407	37035	39317
Rate%	4.9	5.1	4.6	4.5	4.7	5.1	5.2	4.9	4.6	4.4	4.7	4.4	4.8

2004

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Annual Average
Labor Force	77199 0	77083 5	77238 1	76726 9	77091 7	77738 9	77655 9	77462 1	77425 0	78252 2	78354 6	77823 0	77504 3
Employed	72270 5	72263 5	72620 7	72475 5	72738 0	73065 8	73205 3	73240 7	73583 7	74220 4	74174 2	73731 6	73132 5
Unemployed	49285	48200	46174	42514	43537	46731	44506	42214	38413	40318	41804	40914	43718


UNION COUNTY PARTNERSHIP FOR PROGRESS

d													
Rate%	6.4	6.3	6.0	5.5	5.6	6.0	5.7	5.4	5.0	5.2	5.3	5.3	5.6

2003

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Annual Average
Labor Force	765809	767182	769243	771910	775414	781543	769476	765630	769780	776433	778931	773216	772047
Employed	716504	717681	722924	725196	727256	727885	715338	714133	721772	728475	730192	729341	723058
Unemployed	49305	49501	46319	46714	48158	53658	54138	51497	48008	47958	48739	43875	48989
Rate%	6.4	6.5	6.0	6.1	6.2	6.9	7.0	6.7	6.2	6.2	6.3	5.7	6.3

Average Unemployment Rate & Labor Availability Summary (cont'd)

2002

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Annual Average
Labor Force	75757 8	76209 7	76443 1	76247 6	76344 4	76888 1	77079 1	76840 1	76707 2	77046 2	76886 2	76456 4	76575 5
Employed	70737 4	71388 9	71711 5	71574 8	71687 2	72038 9	72294 4	72200 9	72429 4	72626 7	72221 8	71902 4	71901 2
Unemploye d	50204	48208	47316	46728	46572	48492	47847	46392	42778	44195	46644	45540	46743
Rate%	6.6	6.3	6.2	6.1	6.1	6.3	6.2	6.0	5.6	5.7	6.1	6.0	6.1

2001


UNION COUNTY PARTNERSHIP FOR PROGRESS

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Annual Average
Labor Force	74992 1	75217 7	75479 4	74356 5	74941 5	75195 3	75546 8	74729 8	74742 8	75788 7	75686 9	75490 0	75180 6
Employed	71746 4	72019 7	72335 4	71263 1	71269 2	71541 2	71562 1	70608 5	70792 5	71704 2	71266 3	71035 9	71428 7
Unemployed	32457	31980	31440	30934	36723	36541	39847	41213	39503	40845	44206	44541	37519
Rate%	4.3	4.3	4.2	4.2	4.9	4.9	5.3	5.5	5.3	5.4	5.8	5.9	5.0

Source: Employment Security Commission



NC Unemployment Insurance Program for 2007

New Employer Tax Rate	1.2% (first two years)
Taxable Wage Base per employee	\$17,800 (changes annually)
N.C. Minimum Tax Rate	1.20%
N.C. Maximum Tax Rate	6.84%

North Carolina consistently has among the lowest average unemployment rates in the nation, and its average unemployment cost of \$249.77 is well below the national average of \$278.06, based on data released by the U.S. Department of Labor for the third quarter of 2006. Such an environment of job stability is reflected in the low tax rates assigned to businesses contributing to the unemployment insurance trust fund through payroll taxes.

Purpose

In general, the Federal-State Unemployment Insurance Program provides unemployment benefits to eligible workers who are unemployed through no fault of their own (as determined under State law), and meet other eligibility requirements of State law.

Unemployment insurance payments (benefits) are intended to provide temporary financial assistance to unemployed workers who meet the requirements of State law.

Each State administers a separate unemployment insurance program within guidelines established by Federal law.

Eligibility for unemployment insurance, benefit amounts and the length of time benefits are available are determined by the State law under which unemployment insurance claims are established.

In the majority of States, benefit funding is based solely on a tax imposed on **employers**. (Three (3) States require minimal employee contributions.)

Eligibility

1. You must meet the State requirements for wages earned or time worked during an established (one year) period of time referred to as a "base period". (In most States, this is usually the first four out of the last five completed calendar quarters prior to the time that your claim is filed.)
2. You must be determined to be unemployed through no fault of your own (determined under State law), and meet other eligibility requirements of State law.

Filing a Claim

You should [contact the State Unemployment Insurance agency](#) as soon as possible after becoming unemployed. In some States, you can now file a claim by telephone or over the internet.

It generally takes two to three weeks after you file your claim to receive your first benefit check. Some States require a one-week waiting period; therefore, the second week claimed is the first week of payment, if you are otherwise eligible.

When you file the claim, you will be asked certain questions, such as addresses and dates about your former employment. To make sure your claim is not delayed, be sure to give complete and correct information.

Continued Eligibility

You must file weekly or biweekly claims (after the week(s) has ended), and respond to questions concerning your continued eligibility. You must report any earnings from work you had during the week(s). You must also report any job offers or refusal of work during the week. These claims are usually filed by mail or telephone; the State will provide filing instructions.

When directed, you must report to your local Unemployment Insurance Claims Office or One-Stop/Employment Service Office on the day and at the time you are scheduled to do so. If you fail to report as scheduled for any interview, benefits may be denied. You must continue to meet the eligibility requirements stated in the previous section.

Who is an Employee?

- A full-time or part-time worker as defined under common law rules for determining employer-employee relationships; or
- An officer of a corporation (including sub-chapter S corporations) performing services.

Who is NOT an Employee?

- An independent contractor;
- The spouse, parent or child (under the age of 21) of an individual business owner;
- An employee of a church;
- Insurance agents, real estate agents and securities salesmen paid solely by commission;
- Students enrolled and attending classes at a non-profit or public school which combines credit for academic studies and work experience. This service must be an integral part of the school's program and the school must certify the service (co-op programs);
- An inmate of the North Carolina prison system on work release;
- Workers on a fishing vessel under 10 net tons. Members of a fishing crew which is normally less than 10 individuals paid by a share of the catch.

Registering For Work

Claimants who file for unemployment benefits may be directed to register for work with the State Employment Service, so it can assist you in finding employment. If you are not required to register, you still may seek help in finding a job from the Employment Service.

The One-Stop/Employment Service Office has current labor market information and provides a wide array of re-employment services free of charge.

Employment Service staff can refer you to job openings in your area, or in other parts of the State or country if you are willing to relocate.

Registering For Work (cont'd)

The employment Service staff can refer you to various training programs as well.

If job openings in your field are limited, they can offer testing and counseling to determine other jobs you might like to do and are able to do.

If you believe you have special needs or considerations, such as physical needs or other considerations, which may prevent you from getting a job, they can refer you to other agencies for help with those needs.

Disqualification from Eligibility

If your reason for separation from your last job is due to some reason other than a "lack of work" - a determination will be made about whether you are eligible for benefits.

Generally all determinations of whether or not a person is eligible for benefits are made by the appropriate State under its law or applicable federal laws.

If you are disqualified/denied benefits, you have the right to file an appeal. The State will advise you of your appeal rights. You must file your appeal within an established time frame. Your employer may also appeal a determination if he/she does not agree with the State's determination regarding your eligibility.

Benefits

In general, benefits are based on a percentage of an individual's earnings over a recent 52-week period - up to a State maximum amount.

Benefits can be paid for a maximum of 26 weeks in most States.

Additional weeks of benefits may be available during times of **high unemployment** (see Extended Benefits). Some States provide additional benefits for specific purposes.

Benefits are subject to Federal income taxes and must be reported on your Federal income tax return. You may elect to have the tax withheld by the State Unemployment Insurance agency.

Source: US Department of Labor, 2006

For information about the
Unemployment Insurance Program in North Carolina, contact:
North Carolina Employment Security Commission, UI Division
700 Wade Avenue
P.O. Box 25903
Raleigh, NC 27611
919-733-7156

***Average Unemployment Insurance Cost per Employee
(2006 Third Quarter Estimates)***

<u>State</u>	<u>Average Cost</u>	<u>State</u>	<u>Average Cost</u>
Alabama	142.93	Montana	15.73
Alaska	592.14	Nebraska	110.77
Arizona	121.44	Nevada	218.74
Arkansas	241.49	New Hampshire	110.77
California	353.42	New Jersey	405.16
Colorado	235.35	New Mexico	131.77
Connecticut	354.74	New York	231.82
Delaware	204.84	North Carolina	249.77
Florida	151.50	North Dakota	185.73
Georgia	169.05	Ohio	213.38
Hawaii	257.61	Oklahoma	190.41
Idaho	236.37	Oregon	450.74
Illinois	466.29	Pennsylvania	450.78
Indiana	217.33	Rhode Island	445.76
Iowa	208.73	South Carolina	162.77
Kansas	262.26	South Dakota	55.23
Kentucky	214.24	Tennessee	145.14
Louisiana	115.26	Texas	172.19
Maine	188.61	Utah	220.64
Maryland	209.89	Vermont	186.38
Massachusetts	550.30	Virginia	155.88
Michigan	389.65	Washington	531.06
Minnesota	358.56	West Virginia	215.25
Mississippi	127.01	Wisconsin	272.02
Missouri	219.80	Wyoming	211.87

Source: US Department of Labor, 2006

Note: Average Cost of UI per Employee=Revenues/Covered Employment

Unemployment Insurance Tax Rates

Unemployment Insurance Tax Topics

Unemployment Insurance Taxes

Unemployment Insurance (UI) is a federal-state program jointly financed through federal and state employer payroll taxes (federal/state UI tax). Generally, employers must pay both state and federal unemployment taxes if: (1) they pay wages to employees totaling \$1500, or more, in any quarter of a calendar year; or, (2) they had at least one employee during any day of a week during 20 weeks in a calendar year, regardless of whether or not the weeks were consecutive. However, some state laws differ from the federal law and employers should contact their state workforce agencies to learn the exact requirements.

Federal Unemployment Tax Act

The Federal Unemployment Tax Act (FUTA) authorizes the Internal Revenue Service to collect a federal employer tax used to fund state workforce agencies. Employers pay this tax annually by filing IRS Form 940; it is not deducted from the employee's wages. FUTA covers the costs of administering the UI and Job Service programs in all states. In addition, FUTA pays one-half of the cost of extended unemployment benefits (during periods of high unemployment) and provides for a fund from which states may borrow, if necessary, to pay benefits.

Federal Tax Rate for 2008

The FUTA tax rate is scheduled to decrease from 6.2% to 6.0% for 2008. However, legislation is pending that would eliminate the reduction in the rate. If the legislation is enacted, the rate will remain at 6.2% for 2008.

The taxable wage base applies to the first \$7,000 paid in wages to each employee during a calendar year after subtracting any payments exempt from FUTA tax. Employers who pay the state unemployment tax, on a timely basis, will receive an offset credit of up to 5.4% regardless of the rate of tax they pay the state. Therefore, the net federal tax rate is generally 0.8% (6.2% - 5.4%). This would equate to a maximum of \$56.00 per employee, per year ($.008 \times \$7,000 = \56.00) in federal tax. State tax rates are based on requirements of state law. A table of current tax rates and taxable wage

base information for individual states is available in this web site under, "On This Page" Tax Statistics 2002.

State Unemployment Tax

The state Unemployment Tax, paid to state workforce agencies, is used solely for the payment of benefits to eligible unemployed workers.

Domestic Employers Coverage

Employers of domestic employees must pay state and federal unemployment taxes if they pay cash wages to household workers totaling \$1,000, or more, in any calendar quarter of the current or preceding year. A household worker is an employee who performs domestic services in a private home. Examples of household employees are: babysitters, caretakers, cleaning people, drivers, nannies, health aides, yard workers and private nurses.

Employers of Agricultural Employees

Employers must pay federal unemployment taxes if: (1) they pay cash wages to employees of \$20,000, or more, in any calendar quarter; or, (2) in each of 20 different calendar weeks in the current or preceding calendar year, there was at least 1 day in which they had 10 or more employees performing service in agricultural labor. The 20 weeks do not have to be consecutive weeks, nor must they be the same 10 employees, nor must all employees be working at the same time of the day.

Generally, agricultural employers are also subject to state unemployment taxes, and employers should contact their state workforce agencies to learn the exact requirements.

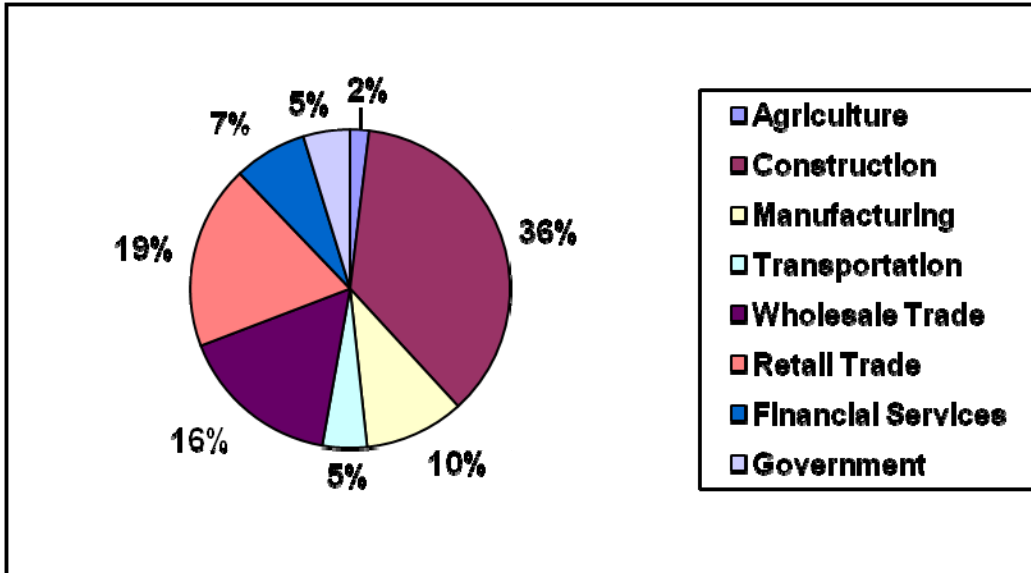
Source: US Department of Labor, 2008 Note: Last Update, October 3, 2007

NC Unemployment Insurance Tax Rate 2008

Taxable Wage Base	\$18,600
Minimum Taxable Rate	1.2%
Maximum Taxable Rate	6.84%



**Union County Employment by Industry
September 2007**



<u>Industry</u>	<u>Establishments</u>	<u>Average Annual Wage</u>
Agriculture	47	\$30,650
Construction	892	\$38,520
Manufacturing	249	\$40,300
Transportation	111	\$38,982
Wholesale Trade	403	\$48,159
Retail Trade	459	\$24,506
Financial Services	182	\$41,398
Government	117	\$38,913

Source: Employment Security Commission of North Carolina, 2008

Unionized Companies in Union County

<u>Company</u>	<u>Union</u>	<u>Location</u>
ALLTEL Carolina	CWA – Communications Workers	Waxhaw, NC
Roadway Express	IBT - Teamsters	Monroe, NC
United Parcel Service, Inc.	IBT - Teamsters	Monroe, NC
US Postal Service	APWU – Postal Workers	Monroe, NC
US Postal Service	NRLCA – Rural Letter Carriers	Monroe, NC
Verizon	CWA – Communications Workers	Monroe, NC

Source: The Employers Association, 2008

Labor Union Membership by State: 2006

State	Members of Union 2006	Represented by Union 2006
Alabama	8.80%	10.00%
Alaska	22.20%	23.80%
Arizona	7.60%	9.70%
Arkansas	5.10%	6.00%
California	15.70%	16.90%
Colorado	7.70%	8.60%
Connecticut	15.60%	16.50%
Delaware	10.80%	11.40%
District of Columbia	10.30%	12.20%
Florida	5.20%	6.50%
Georgia	4.40%	5.80%
Hawaii	24.70%	25.90%
Idaho	6.00%	7.20%
Illinois	16.40%	17.20%
Indiana	12.00%	13.00%
Iowa	11.30%	14.00%
Kansas	8.00%	9.30%
Kentucky	9.80%	11.20%
Louisiana	6.40%	7.20%
Maine	11.90%	13.50%
Maryland	13.10%	14.80%
Massachusetts	14.50%	15.30%
Michigan	19.60%	20.40%
Minnesota	16.00%	16.80%
Mississippi	5.60%	7.30%
Missouri	10.90%	11.90%
Montana	12.20%	13.10%
Nebraska	7.90%	9.50%
Nevada	14.80%	17.00%
New Hampshire	10.10%	11.30%
New Jersey	20.10%	21.60%
New Mexico	7.80%	11.50%
New York	24.40%	25.40%
North Carolina	3.30%	4.10%
North Dakota	6.80%	8.00%
Ohio	14.20%	15.50%
Oklahoma	6.40%	7.70%
Oregon	13.80%	14.70%
Pennsylvania	13.60%	14.70%
Rhode Island	15.30%	16.00%
South Carolina	3.30%	4.20%
South Dakota	5.90%	7.20%
Tennessee	6.00%	6.80%
Texas	4.90%	5.90%
Utah	5.40%	6.10%
Vermont	11.00%	12.90%
Virginia	4.00%	5.20%
Washington	19.80%	21.00%
West Virginia	14.20%	15.50%
Wisconsin	14.90%	16.10%

Productivity Index - Top 20 Industrial States

Rank	State	Index
1	North Carolina	450
2	Virginia	406
3	Georgia	381
4	South Carolina	377
5	Texas	368
6	Indiana	360
7	Tennessee	356
8	Washington	356
9	Pennsylvania	349
10	Missouri	348
11	Wisconsin	340
12	New Jersey	338
13	New York	328
14	Illinois	322
15	Ohio	318
16	Massachusetts	309
17	California	305
18	Florida	303
19	Michigan	300
20	Minnesota	295
	US Average	338

Index is derived by dividing per capita value added by payroll per employee and multiplying by 100. Note: Figures taken from Annual Survey of Manufacturers (Industry Statistics for States: 2003), Released by US Census Bureau June 2005