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Labor Market Information

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Second Quarter 2022: Oregonians at Work – Growing Wages and Increasing Jobs

Oregon employers must report total wages and hours worked for each employee covered by unemployment insurance. These quarterly records cover more than two million individuals employed in the state but don't include roughly 230,000 self-employed workers. Past quarterly wage reports are available in the Oregonians @ Work drop-down menu at www.qualityinfo.org/data.

Oregon had 1.96 million people working in jobs covered by the state's unemployment insurance system during the second quarter of 2022. This was an increase of 27,000, or 1.4%, from the same quarter of the previous year. They earned a total of \$30.4 billion, with an average wage of about \$15,526 per worker for the quarter. The median hourly wage during the quarter was \$24.79.

Real Wage Gains in Service Sectors

Oregon employers reported more than 2.1 million jobs during the second quarter of 2022. The vast majority of Oregonians (89.2%) held one job during the second quarter of 2022. Approximately 9.4% of workers in the second quarter of 2022 held two jobs, 1.1% of workers held three jobs, and 0.2% of workers held four or more jobs. This looks almost identical to a year ago in the second quarter of 2021. The number of people holding one, two, or three jobs increased by between 1.4% and 1.8% over the year. Those with four or more jobs decreased by 4.4% from a year ago.

Since the pandemic recession and subsequent tight labor market, there has been a fair share of job-switching as workers look for different jobs. The percent of people in the workforce during second quarter 2022 that were in the workforce one year ago was 81.2% which is consistent with the second quarter of prior years. However, what's interesting is that the percent of workers in the same primary industry versus new primary industry has shifted. Historically, almost one out of seven workers worked in a new primary industry compared with a year prior, while the other six out of seven workers were working in the same primary industry. However, this number jumped to almost one out of four workers in a new primary industry. About 77% of the workforce in second quarter 2022 worked in the same primary industry compared with second quarter 2021.

The median wage rose by an inflation-adjusted \$0.16 over the year. Six industries saw real gains in which the median wage grew by more than \$0.16: transportation, warehousing, and utilities; leisure and hospitality; information; professional and business services; health care

and social assistance; and manufacturing. Transportation, warehousing, and utilities saw the biggest real gain in median wage percentage growth from second quarter 2021 to second quarter 2022. Private educational services jobs saw the biggest decrease in real median wage – in both real dollar value and real percentage change.

**Real Change in Median Hourly Wage by Broad Industry
Second Quarter 2021 to Second Quarter 2022**

	2Q2022	Over the Year	
	Median Wage	Real Gain (\$)	Real Gain (%)
All Industries	\$24.79	\$0.16	0.7%
Transportation, Warehousing, and Utilities	\$27.17	\$2.04	8.1%
Leisure and Hospitality	\$17.72	\$0.61	3.6%
Information	\$44.99	\$1.33	3.0%
Professional and Business Services	\$27.66	\$0.76	2.8%
Health Care & Social Assistance	\$24.83	\$0.67	2.8%
Retail Trade	\$18.22	\$0.15	0.9%
Manufacturing	\$27.72	\$0.16	0.6%
Other Services	\$21.99	\$0.10	0.5%
Non-classifiable	\$28.35	\$0.09	0.3%
Wholesale Trade	\$28.62	-\$0.31	-1.1%
Construction	\$31.14	-\$0.46	-1.5%
Natural Resources and Mining	\$17.50	-\$0.38	-2.1%
State Government	\$39.13	-\$0.96	-2.4%
Financial Activities	\$29.63	-\$1.07	-3.5%
Local Government	\$35.47	-\$1.30	-3.5%
Private Educational Services	\$24.91	-\$1.37	-5.2%

Source: Oregon Employment Department, Unemployment Insurance Wage Records

Widespread Upper Wage Growth

Upper wage growth (\$50 per hour or more) across all industries was 17% between the second quarters of 2021 and 2022. Eight industries – construction, information, professional and business services, private educational services, leisure and hospitality, other services, state government, and non-classifiable – had faster upper wage growth than all industries.

The number of jobs paying less than \$15 per hour decreased by 155,300. Jobs paying \$15.00 to \$29.99 per hour increased by 92,000, and jobs paying \$30.00 to \$49.99 increased by 40,700. Jobs paying at least \$50 per hour increased by 54,600. With almost 32,000 new jobs over the year, there was wage growth across all industries, potentially due in part to the tight labor market.

The number of jobs paying less than \$15 per hour decreased by 42%. Retail trade and leisure and hospitality had the largest absolute losses in jobs paying under \$15 per hour from second quarter 2021 to second quarter 2022, losing over 30,000 jobs in the under \$15 per hour wage category. Natural resources and mining; professional and business services; and health care and social assistance also had job losses of more than 10,000 each in this wage category.

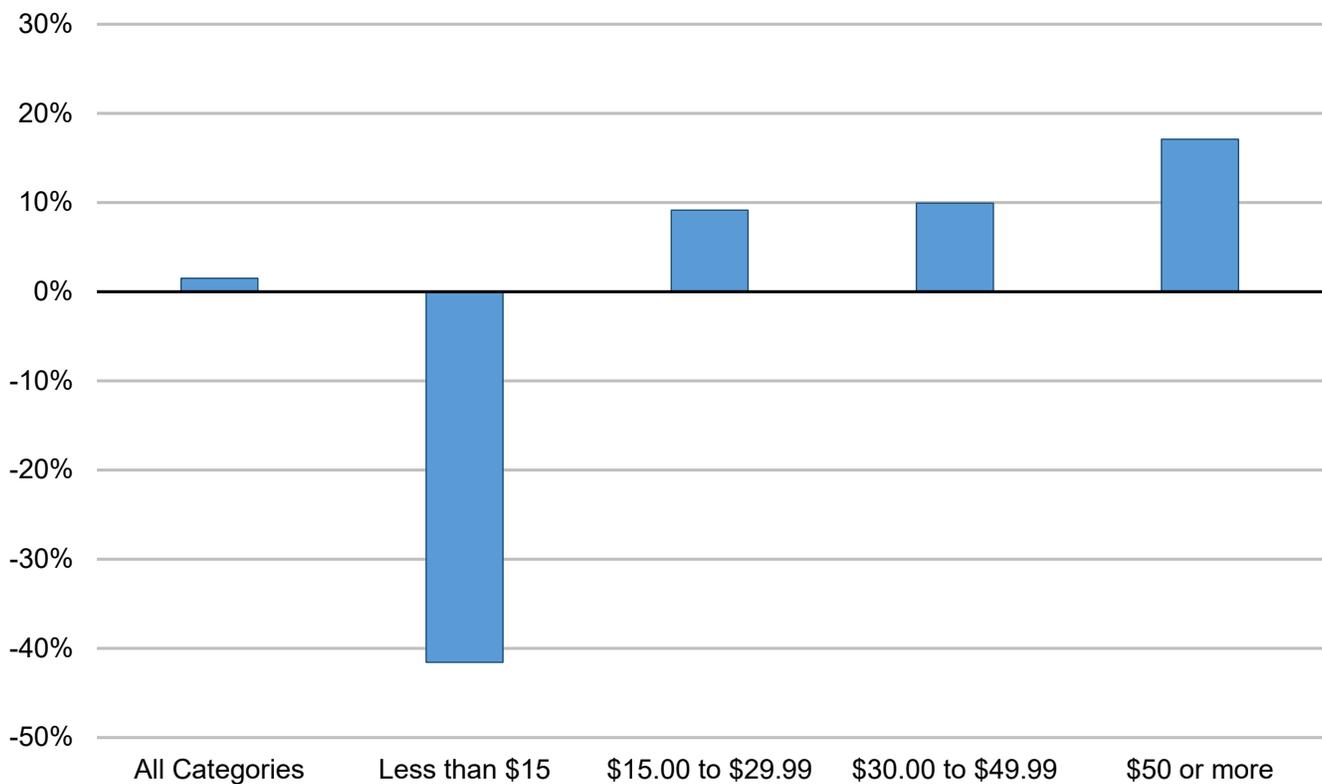
The number of jobs paying \$15 to \$29.99 increased by 9%. Leisure and hospitality, retail trade, and professional and business services had the largest gains in number of jobs in this wage

category. Transportation, warehousing, and utilities had the largest number of job losses in this wage category.

All industries experienced an increase in the number of jobs paying \$30 to \$49.99 per hour over the year, except for information which experienced a loss of over 500 jobs. This hourly wage category had a 10% increase in the number of jobs from second quarter 2021 to second quarter 2022.

Finally, the number of jobs paying at least \$50 per hour increased by 17%. Professional and business services had the largest absolute gain, followed by health care and social assistance and local government. Financial activities and natural resources and mining had slight job losses in this wage category.

Oregon Change in Jobs by Hourly Wage Category, Second Quarter 2021 to Second Quarter 2022



Source: Oregon Employment Department, Unemployment Insurance Wage

Share of Employment Across Industries

The share of jobs in every wage category, except those with wages greater than \$50 per hour, increased the most in leisure and hospitality over the year. The leisure and hospitality industry increased by 22,300 jobs over the year, or 10.1%. This is likely due in part to recovery from the pandemic recession in the leisure and hospitality sector. The greatest increase in share of jobs in the \$50 to \$59.99 wage category from the second quarter of 2021 to second quarter 2022

was in manufacturing, while the greatest increase in share of jobs over \$60 per hour was in professional and business services.

When looking at the change in number of jobs from second quarter 2021 to second quarter 2022, it can be more helpful to look at the percentage of all jobs rather than the raw numerical value to put it in perspective. For example, leisure and hospitality is a huge industry, with more than 243,700 jobs in the second quarter of 2022. This was an increase of 22,300 jobs from the second quarter of 2021. The share of jobs in leisure and hospitality increased from making up 10.5% of all jobs to 11.4%. Professional and business services, manufacturing, construction, private educational services, and non-classifiable jobs also increased in their share of all jobs. Local government added about 170 jobs from second quarter 2021 to second quarter 2022, but decreased in its share of all jobs.

**Change in Number of Jobs by Broad Industry
Second Quarter 2021 to Second Quarter 2022**

	2Q2021 - 2Q2022	% of All Jobs	
	Change in Jobs	2Q2021	2Q2022
All Industries	31,985	100.0%	100.0%
Leisure and Hospitality	22,301	10.5%	11.4%
Professional and Business Services	11,030	13.3%	13.7%
Manufacturing	7,585	9.5%	9.7%
Construction	3,350	6.0%	6.1%
Private Educational Services	3,016	1.5%	1.6%
Non-classifiable	2,703	0.3%	0.5%
Wholesale Trade	2,419	4.0%	4.0%
Other Services	1,953	3.2%	3.2%
Information	1,299	1.8%	1.8%
Local Government	168	10.0%	9.9%
State Government	-144	2.1%	2.1%
Retail Trade	-2,159	11.9%	11.6%
Health Care & Social Assistance	-2,979	14.2%	13.8%
Financial Activities	-4,235	4.4%	4.1%
Natural Resources and Mining	-5,092	3.7%	3.4%
Transportation, Warehousing, and Utilities	-9,230	3.6%	3.1%

Source: Oregon Employment Department, Unemployment Insurance Wage Records

To provide better data, this analysis also filters out job records that probably contain errors. Jobs that report zero hours or more than 999 hours (about 77 hours per week) worked in a quarter and jobs that paid less than the federal minimum wage (\$7.25 per hour) are excluded. Jobs that paid more than \$500 per hour and reported less than 10 hours work during the quarter are also excluded.

Table 1: Oregon - Number of Jobs by Hourly Wage Level and Broad Industry - 2nd Quarter 2022*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total	Median Wage
Total - All Industries	218,286	515,088	582,540	279,404	170,325	112,736	260,898	2,139,277	\$24.79
Natural Resources and Mining	16,568	30,400	18,399	4,526	1,545	667	1,346	73,451	\$17.50
Construction	3,677	17,110	40,574	25,271	18,958	10,890	14,188	130,668	\$31.14
Manufacturing	7,534	38,286	69,425	31,978	17,246	10,909	31,787	207,165	\$27.72
Wholesale Trade	3,651	15,172	26,881	13,800	7,427	4,636	14,227	85,794	\$28.62
Retail Trade	54,597	95,292	60,844	17,260	6,504	3,700	9,965	248,162	\$18.22
Transportation, Warehousing, and Utilities	3,777	11,426	23,146	11,167	5,910	3,569	7,105	66,100	\$27.17
Information	1,285	3,340	6,630	5,679	4,714	3,636	13,696	38,980	\$44.99
Financial Activities	3,816	12,995	28,238	15,191	8,853	5,681	13,804	88,578	\$29.63
Professional and Business Services	18,582	68,171	71,010	38,106	24,908	17,340	54,134	292,251	\$27.66
Private Educational Services	4,788	6,800	9,866	5,167	2,874	1,856	2,740	34,091	\$24.91
Health Care & Social Assistance	16,721	78,020	86,952	32,385	21,378	16,081	44,541	296,078	\$24.83
Leisure and Hospitality	62,374	92,580	59,389	17,634	5,927	2,179	3,668	243,751	\$17.72
Other Services	9,859	18,963	19,847	9,022	4,193	2,472	4,646	69,002	\$21.99
State Government	67	1,889	9,493	11,335	9,192	6,294	5,609	43,879	\$39.13
Local Government	10,062	22,717	49,393	39,512	29,824	22,191	37,646	211,345	\$35.47
Non-classifiable	928	1,927	2,453	1,371	872	635	1,796	9,982	\$28.35

* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

Table 2: Oregon - Fraction of Jobs by Broad Industry by Hourly Wage Level - 2nd Quarter 2022*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Industries	10.2%	24.1%	27.2%	13.1%	8.0%	5.3%	12.2%	100.0%
Natural Resources and Mining	22.6%	41.4%	25.0%	6.2%	2.1%	0.9%	1.8%	100.0%
Construction	2.8%	13.1%	31.1%	19.3%	14.5%	8.3%	10.9%	100.0%
Manufacturing	3.6%	18.5%	33.5%	15.4%	8.3%	5.3%	15.3%	100.0%
Wholesale Trade	4.3%	17.7%	31.3%	16.1%	8.7%	5.4%	16.6%	100.0%
Retail Trade	22.0%	38.4%	24.5%	7.0%	2.6%	1.5%	4.0%	100.0%
Transportation, Warehousing, and Utilities	5.7%	17.3%	35.0%	16.9%	8.9%	5.4%	10.7%	100.0%
Information	3.3%	8.6%	17.0%	14.6%	12.1%	9.3%	35.1%	100.0%
Financial Activities	4.3%	14.7%	31.9%	17.1%	10.0%	6.4%	15.6%	100.0%
Professional and Business Services	6.4%	23.3%	24.3%	13.0%	8.5%	5.9%	18.5%	100.0%
Private Educational Services	14.0%	19.9%	28.9%	15.2%	8.4%	5.4%	8.0%	100.0%
Health Care & Social Assistance	5.6%	26.4%	29.4%	10.9%	7.2%	5.4%	15.0%	100.0%
Leisure and Hospitality	25.6%	38.0%	24.4%	7.2%	2.4%	0.9%	1.5%	100.0%
Other Services	14.3%	27.5%	28.8%	13.1%	6.1%	3.6%	6.7%	100.0%
State Government	0.2%	4.3%	21.6%	25.8%	20.9%	14.3%	12.8%	100.0%
Local Government	4.8%	10.7%	23.4%	18.7%	14.1%	10.5%	17.8%	100.0%
Non-classifiable	9.3%	19.3%	24.6%	13.7%	8.7%	6.4%	18.0%	100.0%

* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: *Unemployment Insurance Wage Records*

Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 2nd Quarter 2022*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Industries	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Natural Resources and Mining	7.6%	5.9%	3.2%	1.6%	0.9%	0.6%	0.5%	3.4%
Construction	1.7%	3.3%	7.0%	9.0%	11.1%	9.7%	5.4%	6.1%
Manufacturing	3.5%	7.4%	11.9%	11.4%	10.1%	9.7%	12.2%	9.7%
Wholesale Trade	1.7%	2.9%	4.6%	4.9%	4.4%	4.1%	5.5%	4.0%
Retail Trade	25.0%	18.5%	10.4%	6.2%	3.8%	3.3%	3.8%	11.6%
Transportation, Warehousing, and Utilities	1.7%	2.2%	4.0%	4.0%	3.5%	3.2%	2.7%	3.1%
Information	0.6%	0.6%	1.1%	2.0%	2.8%	3.2%	5.2%	1.8%
Financial Activities	1.7%	2.5%	4.8%	5.4%	5.2%	5.0%	5.3%	4.1%
Professional and Business Services	8.5%	13.2%	12.2%	13.6%	14.6%	15.4%	20.7%	13.7%
Private Educational Services	2.2%	1.3%	1.7%	1.8%	1.7%	1.6%	1.1%	1.6%
Health Care & Social Assistance	7.7%	15.1%	14.9%	11.6%	12.6%	14.3%	17.1%	13.8%
Leisure and Hospitality	28.6%	18.0%	10.2%	6.3%	3.5%	1.9%	1.4%	11.4%
Other Services	4.5%	3.7%	3.4%	3.2%	2.5%	2.2%	1.8%	3.2%
State Government	0.0%	0.4%	1.6%	4.1%	5.4%	5.6%	2.1%	2.1%
Local Government	4.6%	4.4%	8.5%	14.1%	17.5%	19.7%	14.4%	9.9%
Non-classifiable	0.4%	0.4%	0.4%	0.5%	0.5%	0.6%	0.7%	0.5%

* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: *Unemployment Insurance Wage Records*

Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Employment Size Class - 2nd Quarter 2022*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total	Median Wage
Total - All Size Classes	218,286	515,088	582,540	279,404	170,325	112,736	260,898	2,139,277	\$24.79
Under 5 employees	14,136	32,219	33,774	15,290	8,871	5,969	15,857	126,116	\$24.00
5 - 9 employees	19,186	34,037	38,364	15,569	8,353	4,731	10,585	130,825	\$22.11
10 - 19 employees	26,865	47,727	53,637	22,198	12,017	6,561	13,855	182,860	\$22.22
20 - 49 employees	37,049	77,402	82,082	35,242	18,951	10,191	21,732	282,649	\$22.35
50 - 99 employees	21,465	55,845	63,183	27,888	15,935	9,126	18,819	212,261	\$23.43
100 - 249 employees	26,929	70,122	80,780	38,769	23,210	13,078	27,413	280,301	\$24.17
250 - 499 employees	18,894	46,726	56,734	27,311	16,630	10,726	20,992	198,013	\$24.89
500 or more employees	53,762	151,010	173,986	97,137	66,358	52,354	131,645	726,252	\$28.76

* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: *Unemployment Insurance Wage Records*

Table 5: Oregon - Fraction of Jobs by Firm Employment Size Class by Hourly Wage Level - 2nd Quarter 2022*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Size Classes	10.2%	24.1%	27.2%	13.1%	8.0%	5.3%	12.2%	100.0%
Under 5 employees	11.2%	25.5%	26.8%	12.1%	7.0%	4.7%	12.6%	100.0%
5 - 9 employees	14.7%	26.0%	29.3%	11.9%	6.4%	3.6%	8.1%	100.0%
10 - 19 employees	14.7%	26.1%	29.3%	12.1%	6.6%	3.6%	7.6%	100.0%
20 - 49 employees	13.1%	27.4%	29.0%	12.5%	6.7%	3.6%	7.7%	100.0%
50 - 99 employees	10.1%	26.3%	29.8%	13.1%	7.5%	4.3%	8.9%	100.0%
100 - 249 employees	9.6%	25.0%	28.8%	13.8%	8.3%	4.7%	9.8%	100.0%
250 - 499 employees	9.5%	23.6%	28.7%	13.8%	8.4%	5.4%	10.6%	100.0%
500 or more employees	7.4%	20.8%	24.0%	13.4%	9.1%	7.2%	18.1%	100.0%

* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

Table 6: Oregon - Fraction of Jobs in Hourly Wage Level by Firm Employment Size Class - 2nd Quarter 2022*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Size Classes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Under 5 employees	6.5%	6.3%	5.8%	5.5%	5.2%	5.3%	6.1%	5.9%
5 - 9 employees	8.8%	6.6%	6.6%	5.6%	4.9%	4.2%	4.1%	6.1%
10 - 19 employees	12.3%	9.3%	9.2%	7.9%	7.1%	5.8%	5.3%	8.5%
20 - 49 employees	17.0%	15.0%	14.1%	12.6%	11.1%	9.0%	8.3%	13.2%
50 - 99 employees	9.8%	10.8%	10.8%	10.0%	9.4%	8.1%	7.2%	9.9%
100 - 249 employees	12.3%	13.6%	13.9%	13.9%	13.6%	11.6%	10.5%	13.1%
250 - 499 employees	8.7%	9.1%	9.7%	9.8%	9.8%	9.5%	8.0%	9.3%
500 or more employees	24.6%	29.3%	29.9%	34.8%	39.0%	46.4%	50.5%	33.9%

* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: *Unemployment Insurance Wage Records*

Table 7: Oregon - Unemployment Insurance Wage Record Summary Statistics - 2nd Quarter 2022

	12-Month			12-Month			Mean Wages Per Quarter	12-Month Percent Change
	Count	Percent Change	Percent of Total SSNs	Total Wages	Percent Change	Percent of Total Wages		
Total SSNs	1,959,388	1.4%	100.0%	\$ 30,420,855,341	6.9%	100.0%	\$ 15,526	5.4%
One Job	1,748,507	1.4%	89.2%	\$ 27,517,911,850	6.2%	90.5%	\$ 15,738	4.8%
Two Jobs	184,806	1.8%	9.4%	\$ 2,576,397,423	13.8%	8.5%	\$ 13,941	11.8%
Three Jobs	21,579	1.4%	1.1%	\$ 264,170,401	11.7%	0.9%	\$ 12,242	10.1%
Four or More Jobs	4,496	-4.4%	0.2%	\$ 62,375,667	3.2%	0.2%	\$ 13,874	7.9%
Total Records	2,203,222	1.4%						
Records per SSN	1.12							
Two or More Jobs	210,881	1.6%	10.8%					
Workers in Oregon's workforce in 2nd Quarter 2022 who:								
- did not work in Oregon in 1st quarter 2022	167,285	-5.5%						
- had not worked in Oregon since 1990	55,319	0.7%						
- returned to Oregon's workforce*	111,966	-8.3%						
Percent in workforce one year ago	81.2%							
Percent in same primary industry	76.6%							
Percent in new primary industry (3-digit NAICS)	23.4%							

*Did not work in Oregon in 1st Quarter 2022, but have worked in Oregon at some point since 1990.

Source: Unemployment Insurance Wage Records

Table 8: Oregon - Quarterly Wages by Quintile and Hours Worked - 2nd Quarter 2022

2022 2nd Quarter Wages

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		\$4,863	\$9,416	\$13,934	\$22,099	NA
Mean	\$15,526	\$2,258	\$7,290	\$11,541	\$17,492	\$39,048
Median	\$11,480	\$2,189	\$7,381	\$11,480	\$17,250	\$30,727

¹1,959,388 SSNs

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		\$7,889	\$11,349	\$15,875	\$24,160	NA
Mean	\$17,981	\$5,669	\$9,609	\$13,435	\$19,505	\$41,687
Median	\$13,350	\$5,831	\$9,600	\$13,350	\$19,256	\$32,918

²1,609,454 SSNs

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		\$9,491	\$12,777	\$17,465	\$25,900	NA
Mean	\$19,821	\$7,612	\$11,089	\$14,938	\$21,158	\$44,307
Median	\$14,866	\$7,840	\$11,067	\$14,866	\$20,913	\$34,836

³1,348,657 SSNs

Percent Change from Prior Year

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		6.3%	8.0%	7.4%	6.7%	NA
Mean	5.4%	4.7%	7.7%	7.8%	7.0%	3.6%
Median	8.0%	4.3%	7.9%	8.0%	7.2%	7.3%

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		9.1%	8.6%	7.6%	7.3%	NA
Mean	6.5%	9.1%	8.9%	8.0%	7.3%	4.8%
Median	8.1%	9.4%	8.8%	8.1%	7.2%	7.9%

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		9.3%	8.3%	7.7%	7.4%	NA
Mean	6.6%	9.6%	8.9%	8.0%	7.2%	4.7%
Median	8.1%	9.6%	9.0%	8.1%	7.1%	7.9%