



Public Use Data File

User Guide

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Overview

EEOC Explore is an interactive data query and mapping application which uses EEO-1 data prepared from reports on employee demographics of private employers with 100 or more employees and federal contractors with 50 or more employees.

The Public Use Files (PUF) with selected variables from EEO-1 data were created to accomplish two goals:

- 1) To prepare a downloadable complete PUF dataset for each year
- 2) To create source data for EEOC Explore

These files were produced after parsing EEO-1 data through a series of confidentiality protection algorithms to ensure sufficient protection from disclosure risk.

Source Data

EEO-1 microdata were aggregated by geographic locations, job categories and industry codes (sectors and subsectors) over demographic characteristics, such as sex and race/ethnicity. The geographic locations included national, region, division, state, CBSA (Core-Based Statistical Areas), and county. The breakdown of geographic locations by count of each category is shown below:

<u>Geo Location</u>	<u>Count</u>
National	1
Region	4
Division	9
State	51
CBSA	978
County	2,964

All the above geographic locations except for CBSA were nested from county to national level categories. There were 61 CBSAs that did not follow the hierarchy structure as they crossed state/division/region demarcation lines.

Job categories in EEO-1 data were collected under the following categories:

- Administrative
- Craft
- Executive / Senior Level
- First / Mid Level
- Laborers / Helpers
- Operatives
- Professionals
- Sales Workers
- Service
- Technicians

Description of each job category can be accessed through the following link:

<https://www.eeoc.gov/employers/eeo-1-survey/eeo-1-instruction-booklet>.

The NAICS 2017 definitions were used for the two- and three-digits industry codes. As described in the North American Industry Classification System, United States, 2017

(https://www.census.gov/eos/www/naics/2017NAICS/2017_NAICS_Manual.pdf), all economic activities can be divided into 20 sectors that are designated by two-digit NAICS codes. Each sector can further be classified into three-digits NAICS codes that are known as subsectors. In the NAICS classification system, sectors and subsectors maintain a hierarchical relationship.

Race/ethnicity and sex were used to delineate employment characteristics by demographic factors. The two options which designate employee gender are:

- Male
- Female

Race and ethnicity information of employees were collected by using the categories:

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- Native Hawaiian or Other Pacific Islander
- Two or more Races
- White

Methodology

The data de-identification methodology was developed to ensure safeguard of identifiable information to fulfil legal requirements under the Section 709 (e) of Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972.

Aggregated counts of employers and employees at each dimension (geography x job category x NAICS-2 x NAICS-3 x race x sex) were processed through primary and secondary suppression steps to protect identifying information. The programming codes were applied on each year’s data separately.

Public Use File (PUF)

Layout of PUF

One PUF dataset per year is available for download using links above EEOC Explore. Each file has 275 columns. The following table shows a general overview of column attributes:

Columns (start-end)	Contents
1 – 6	Geography (National, Region, Division, State, CBSA, County)
7 – 8	NAICS-2 (Sector) code and label
9 – 10	NAICS-3 (Subsector) code and label
11	Establishment count
12 - 275	Combination of demographics (Race, Sex) and job categories (Job)

Variable labels of all columns are shown in Appendix 1.

A blank (null) cell in columns #1 through #10 indicates that the values in column #11 through #275 were calculated by aggregating all counts for categories within the column(s) with blank cell. An example is provided below:

Nation	Region	Division	State	CBSA	County	NAICS2	NAICS2_Name	NAICS3	NAICS3_Name	Establishments	TOTAL10
United States										281932	56073774
United States						11	Agriculture, Forestry, Fishing and Hunting			1442	311063

The first record shows establishment and employee counts (From Appendix #1, TOTAL10: Count aggregated over Race, Sex and Job) for all regions, all divisions, all states, all CBSAs, all counties, all NAICS-2, and all NAICS-3 at the national level (Nation=United States).

For the second record, establishment and employee counts are shown for all regions, all divisions, all states, all CBSAs, all counties, and all NAICS-3 at the national level (Nation=United States) for NAICS-2 value of 11 (Agriculture, Forestry, Fishing, and Hunting). The variable labels listed in Appendix 1 are also located on the second tab labeled “*Column Header Information*” of the downloaded .csv file.

Comments and Feedback

The PUF files were created under a pilot project with two years of EEO-1 data for public release and for integrating with EEOC Explore. Data of additional years are expected to be processed using this methodology in the future. Please feel free to send your comments to OEDA@EEOC.GOV.

Appendix 1 Variable Labels for the PUF Datasets

Column Name	Column Label
NATION	Label for National Level Geography
REGION	Label for Region Level Geography
DIVISION	Label for Division Level Geography
STATE	Label for State Level Geography
CBSA	Label for CBSA Level Geography
COUNTY	Label for County Level Geography
NAICS2	Two-Digits Industry Code (Sector)
NAICS2_Name	Label for Two-Digits Industry Code
NAICS3	Three-Digits Industry Codes (Subsector)
NAICS3_Name	Label for Three-Digits Industry Code
Establishments	Count of Establishments
TOTAL10	Race: Aggregate, Sex: Aggregate, Job: Aggregate
WHT10	Race: White, Sex: Aggregate, Job: Aggregate
BLKT10	Race: Black or African American, Sex: Aggregate, Job: Aggregate
HISPT10	Race: Hispanic, Sex: Aggregate, Job: Aggregate
ASIAN10	Race: Asian, Sex: Aggregate, Job: Aggregate
AIANT10	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Aggregate
NHOPIT10	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Aggregate
TOMRT10	Race: Two or more Races, Sex: Aggregate, Job: Aggregate
MT10	Race: Aggregate, Sex: Male, Job: Aggregate
FT10	Race: Aggregate, Sex: Female, Job: Aggregate
TOTAL1	Race: Aggregate, Sex: Aggregate, Job: Senior Off and Managers
TOTAL2	Race: Aggregate, Sex: Aggregate, Job: Professionals
TOTAL3	Race: Aggregate, Sex: Aggregate, Job: Technicians
TOTAL4	Race: Aggregate, Sex: Aggregate, Job: Sales Workers
TOTAL5	Race: Aggregate, Sex: Aggregate, Job: Clericals
TOTAL6	Race: Aggregate, Sex: Aggregate, Job: Craft
TOTAL7	Race: Aggregate, Sex: Aggregate, Job: Operatives
TOTAL8	Race: Aggregate, Sex: Aggregate, Job: Labors
TOTAL9	Race: Aggregate, Sex: Aggregate, Job: Service
TOTAL1_2	Race: Aggregate, Sex: Aggregate, Job: Mid Off and Managers
WHM10	Race: White, Sex: Male, Job: Aggregate
BLKM10	Race: Black or African American, Sex: Male, Job: Aggregate
HISPM10	Race: Hispanic, Sex: Male, Job: Aggregate
ASIANM10	Race: Asian, Sex: Male, Job: Aggregate
AIANM10	Race: American Indian or Alaska Native, Sex: Male, Job: Aggregate
NHOPIM10	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Aggregate

TOMRM10	Race: Two or more Races, Sex: Male, Job: Aggregate
WHF10	Race: White, Sex: Female, Job: Aggregate
BLKF10	Race: Black or African American, Sex: Female, Job: Aggregate
HISPF10	Race: Hispanic, Sex: Female, Job: Aggregate
ASIANF10	Race: Asian, Sex: Female, Job: Aggregate
AIANF10	Race: American Indian or Alaska Native, Sex: Female, Job: Aggregate
NHOPIF10	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Aggregate
TOMRF10	Race: Two or more Races, Sex: Female, Job: Aggregate
WHT1	Race: White, Sex: Aggregate, Job: Senior Off and Managers
WHT2	Race: White, Sex: Aggregate, Job: Professionals
WHT3	Race: White, Sex: Aggregate, Job: Technicians
WHT4	Race: White, Sex: Aggregate, Job: Sales Workers
WHT5	Race: White, Sex: Aggregate, Job: Clericals
WHT6	Race: White, Sex: Aggregate, Job: Craft
WHT7	Race: White, Sex: Aggregate, Job: Operatives
WHT8	Race: White, Sex: Aggregate, Job: Labors
WHT9	Race: White, Sex: Aggregate, Job: Service
WHT1_2	Race: White, Sex: Aggregate, Job: Mid Off and Managers
BLKT1	Race: Black or African American, Sex: Aggregate, Job: Senior Off and Managers
BLKT2	Race: Black or African American, Sex: Aggregate, Job: Professionals
BLKT3	Race: Black or African American, Sex: Aggregate, Job: Technicians
BLKT4	Race: Black or African American, Sex: Aggregate, Job: Sales Workers
BLKT5	Race: Black or African American, Sex: Aggregate, Job: Clericals
BLKT6	Race: Black or African American, Sex: Aggregate, Job: Craft
BLKT7	Race: Black or African American, Sex: Aggregate, Job: Operatives
BLKT8	Race: Black or African American, Sex: Aggregate, Job: Labors
BLKT9	Race: Black or African American, Sex: Aggregate, Job: Service
BLKT1_2	Race: Black or African American, Sex: Aggregate, Job: Mid Off and Managers
HISPT1	Race: Hispanic, Sex: Aggregate, Job: Senior Off and Managers
HISPT2	Race: Hispanic, Sex: Aggregate, Job: Professionals
HISPT3	Race: Hispanic, Sex: Aggregate, Job: Technicians
HISPT4	Race: Hispanic, Sex: Aggregate, Job: Sales Workers
HISPT5	Race: Hispanic, Sex: Aggregate, Job: Clericals
HISPT6	Race: Hispanic, Sex: Aggregate, Job: Craft
HISPT7	Race: Hispanic, Sex: Aggregate, Job: Operatives
HISPT8	Race: Hispanic, Sex: Aggregate, Job: Labors
HISPT9	Race: Hispanic, Sex: Aggregate, Job: Service
HISPT1_2	Race: Hispanic, Sex: Aggregate, Job: Mid Off and Managers
ASIAN1	Race: Asian, Sex: Aggregate, Job: Senior Off and Managers
ASIAN2	Race: Asian, Sex: Aggregate, Job: Professionals
ASIAN3	Race: Asian, Sex: Aggregate, Job: Technicians

ASIAN4	Race: Asian, Sex: Aggregate, Job: Sales Workers
ASIAN5	Race: Asian, Sex: Aggregate, Job: Clericals
ASIAN6	Race: Asian, Sex: Aggregate, Job: Craft
ASIAN7	Race: Asian, Sex: Aggregate, Job: Operatives
ASIAN8	Race: Asian, Sex: Aggregate, Job: Labors
ASIAN9	Race: Asian, Sex: Aggregate, Job: Service
ASIAN1_2	Race: Asian, Sex: Aggregate, Job: Mid Off and Managers
AIANT1	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Senior Off and Managers
AIANT2	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Professionals
AIANT3	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Technicians
AIANT4	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Sales Workers
AIANT5	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Clericals
AIANT6	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Craft
AIANT7	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Operatives
AIANT8	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Labors
AIANT9	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Service
AIANT1_2	Race: American Indian or Alaska Native, Sex: Aggregate, Job: Mid Off and Managers
NHOPIT1	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Senior Off and Managers
NHOPIT2	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Professionals
NHOPIT3	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Technicians
NHOPIT4	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Sales Workers
NHOPIT5	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Clericals
NHOPIT6	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Craft
NHOPIT7	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Operatives
NHOPIT8	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Labors
NHOPIT9	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Service
NHOPIT1_2	Race: Native Hawaiian or Other Pacific Islander, Sex: Aggregate, Job: Mid Off and Managers
TOMRT1	Race: Two or more Races, Sex: Aggregate, Job: Senior Off and Managers
TOMRT2	Race: Two or more Races, Sex: Aggregate, Job: Professionals
TOMRT3	Race: Two or more Races, Sex: Aggregate, Job: Technicians
TOMRT4	Race: Two or more Races, Sex: Aggregate, Job: Sales Workers
TOMRT5	Race: Two or more Races, Sex: Aggregate, Job: Clericals
TOMRT6	Race: Two or more Races, Sex: Aggregate, Job: Craft
TOMRT7	Race: Two or more Races, Sex: Aggregate, Job: Operatives
TOMRT8	Race: Two or more Races, Sex: Aggregate, Job: Labors
TOMRT9	Race: Two or more Races, Sex: Aggregate, Job: Service
TOMRT1_2	Race: Two or more Races, Sex: Aggregate, Job: Mid Off and Managers
MT1	Race: Aggregate, Sex: Male, Job: Senior Off and Managers
MT2	Race: Aggregate, Sex: Male, Job: Professionals
MT3	Race: Aggregate, Sex: Male, Job: Technicians
MT4	Race: Aggregate, Sex: Male, Job: Sales Workers

MT5	Race: Aggregate, Sex: Male, Job: Clericals
MT6	Race: Aggregate, Sex: Male, Job: Craft
MT7	Race: Aggregate, Sex: Male, Job: Operatives
MT8	Race: Aggregate, Sex: Male, Job: Labors
MT9	Race: Aggregate, Sex: Male, Job: Service
MT1_2	Race: Aggregate, Sex: Male, Job: Mid Off and Managers
FT1	Race: Aggregate, Sex: Female, Job: Senior Off and Managers
FT2	Race: Aggregate, Sex: Female, Job: Professionals
FT3	Race: Aggregate, Sex: Female, Job: Technicians
FT4	Race: Aggregate, Sex: Female, Job: Sales Workers
FT5	Race: Aggregate, Sex: Female, Job: Clericals
FT6	Race: Aggregate, Sex: Female, Job: Craft
FT7	Race: Aggregate, Sex: Female, Job: Operatives
FT8	Race: Aggregate, Sex: Female, Job: Labors
FT9	Race: Aggregate, Sex: Female, Job: Service
FT1_2	Race: Aggregate, Sex: Female, Job: Mid Off and Managers
WHM1	Race: White, Sex: Male, Job: Senior Off and Managers
BLKM1	Race: Black or African American, Sex: Male, Job: Senior Off and Managers
HISPM1	Race: Hispanic, Sex: Male, Job: Senior Off and Managers
ASIANM1	Race: Asian, Sex: Male, Job: Senior Off and Managers
AIANM1	Race: American Indian or Alaska Native, Sex: Male, Job: Senior Off and Managers
NHOPIM1	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Senior Off and Managers
TOMRM1	Race: Two or more Races, Sex: Male, Job: Senior Off and Managers
WHF1	Race: White, Sex: Female, Job: Senior Off and Managers
BLKF1	Race: Black or African American, Sex: Female, Job: Senior Off and Managers
HISPF1	Race: Hispanic, Sex: Female, Job: Senior Off and Managers
ASIANF1	Race: Asian, Sex: Female, Job: Senior Off and Managers
AIANF1	Race: American Indian or Alaska Native, Sex: Female, Job: Senior Off and Managers
NHOPIF1	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Senior Off and Managers
TOMRF1	Race: Two or more Races, Sex: Female, Job: Senior Off and Managers
WHM2	Race: White, Sex: Male, Job: Professionals
BLKM2	Race: Black or African American, Sex: Male, Job: Professionals
HISPM2	Race: Hispanic, Sex: Male, Job: Professionals
ASIANM2	Race: Asian, Sex: Male, Job: Professionals
AIANM2	Race: American Indian or Alaska Native, Sex: Male, Job: Professionals
NHOPIM2	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Professionals
TOMRM2	Race: Two or more Races, Sex: Male, Job: Professionals
WHF2	Race: White, Sex: Female, Job: Professionals
BLKF2	Race: Black or African American, Sex: Female, Job: Professionals
HISPF2	Race: Hispanic, Sex: Female, Job: Professionals
ASIANF2	Race: Asian, Sex: Female, Job: Professionals

AIANF2	Race: American Indian or Alaska Native, Sex: Female, Job: Professionals
NHOPIF2	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Professionals
TOMRF2	Race: Two or more Races, Sex: Female, Job: Professionals
WHM3	Race: White, Sex: Male, Job: Technicians
BLKM3	Race: Black or African American, Sex: Male, Job: Technicians
HISPM3	Race: Hispanic, Sex: Male, Job: Technicians
ASIANM3	Race: Asian, Sex: Male, Job: Technicians
AIANM3	Race: American Indian or Alaska Native, Sex: Male, Job: Technicians
NHOPIM3	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Technicians
TOMRM3	Race: Two or more Races, Sex: Male, Job: Technicians
WHF3	Race: White, Sex: Female, Job: Technicians
BLKF3	Race: Black or African American, Sex: Female, Job: Technicians
HISPF3	Race: Hispanic, Sex: Female, Job: Technicians
ASIANF3	Race: Asian, Sex: Female, Job: Technicians
AIANF3	Race: American Indian or Alaska Native, Sex: Female, Job: Technicians
NHOPIF3	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Technicians
TOMRF3	Race: Two or more Races, Sex: Female, Job: Technicians
WHM4	Race: White, Sex: Male, Job: Sales Workers
BLKM4	Race: Black or African American, Sex: Male, Job: Sales Workers
HISPM4	Race: Hispanic, Sex: Male, Job: Sales Workers
ASIANM4	Race: Asian, Sex: Male, Job: Sales Workers
AIANM4	Race: American Indian or Alaska Native, Sex: Male, Job: Sales Workers
NHOPIM4	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Sales Workers
TOMRM4	Race: Two or more Races, Sex: Male, Job: Sales Workers
WHF4	Race: White, Sex: Female, Job: Sales Workers
BLKF4	Race: Black or African American, Sex: Female, Job: Sales Workers
HISPF4	Race: Hispanic, Sex: Female, Job: Sales Workers
ASIANF4	Race: Asian, Sex: Female, Job: Sales Workers
AIANF4	Race: American Indian or Alaska Native, Sex: Female, Job: Sales Workers
NHOPIF4	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Sales Workers
TOMRF4	Race: Two or more Races, Sex: Female, Job: Sales Workers
WHM5	Race: White, Sex: Male, Job: Clericals
BLKM5	Race: Black or African American, Sex: Male, Job: Clericals
HISPM5	Race: Hispanic, Sex: Male, Job: Clericals
ASIANM5	Race: Asian, Sex: Male, Job: Clericals
AIANM5	Race: American Indian or Alaska Native, Sex: Male, Job: Clericals
NHOPIM5	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Clericals
TOMRM5	Race: Two or more Races, Sex: Male, Job: Clericals
WHF5	Race: White, Sex: Female, Job: Clericals
BLKF5	Race: Black or African American, Sex: Female, Job: Clericals
HISPF5	Race: Hispanic, Sex: Female, Job: Clericals

ASIANF5	Race: Asian, Sex: Female, Job: Clericals
AIANF5	Race: American Indian or Alaska Native, Sex: Female, Job: Clericals
NHOPIF5	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Clericals
TOMRF5	Race: Two or more Races, Sex: Female, Job: Clericals
WHM6	Race: White, Sex: Male, Job: Craft
BLKM6	Race: Black or African American, Sex: Male, Job: Craft
HISPM6	Race: Hispanic, Sex: Male, Job: Craft
ASIANM6	Race: Asian, Sex: Male, Job: Craft
AIANM6	Race: American Indian or Alaska Native, Sex: Male, Job: Craft
NHOPIM6	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Craft
TOMRM6	Race: Two or more Races, Sex: Male, Job: Craft
WHF6	Race: White, Sex: Female, Job: Craft
BLKF6	Race: Black or African American, Sex: Female, Job: Craft
HISPF6	Race: Hispanic, Sex: Female, Job: Craft
ASIANF6	Race: Asian, Sex: Female, Job: Craft
AIANF6	Race: American Indian or Alaska Native, Sex: Female, Job: Craft
NHOPIF6	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Craft
TOMRF6	Race: Two or more Races, Sex: Female, Job: Craft
WHM7	Race: White, Sex: Male, Job: Operatives
BLKM7	Race: Black or African American, Sex: Male, Job: Operatives
HISPM7	Race: Hispanic, Sex: Male, Job: Operatives
ASIANM7	Race: Asian, Sex: Male, Job: Operatives
AIANM7	Race: American Indian or Alaska Native, Sex: Male, Job: Operatives
NHOPIM7	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Operatives
TOMRM7	Race: Two or more Races, Sex: Male, Job: Operatives
WHF7	Race: White, Sex: Female, Job: Operatives
BLKF7	Race: Black or African American, Sex: Female, Job: Operatives
HISPF7	Race: Hispanic, Sex: Female, Job: Operatives
ASIANF7	Race: Asian, Sex: Female, Job: Operatives
AIANF7	Race: American Indian or Alaska Native, Sex: Female, Job: Operatives
NHOPIF7	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Operatives
TOMRF7	Race: Two or more Races, Sex: Female, Job: Operatives
WHM8	Race: White, Sex: Male, Job: Labors
BLKM8	Race: Black or African American, Sex: Male, Job: Labors
HISPM8	Race: Hispanic, Sex: Male, Job: Labors
ASIANM8	Race: Asian, Sex: Male, Job: Labors
AIANM8	Race: American Indian or Alaska Native, Sex: Male, Job: Labors
NHOPIM8	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Labors
TOMRM8	Race: Two or more Races, Sex: Male, Job: Labors
WHF8	Race: White, Sex: Female, Job: Labors
BLKF8	Race: Black or African American, Sex: Female, Job: Labors

HISPF8	Race: Hispanic, Sex: Female, Job: Labors
ASIANF8	Race: Asian, Sex: Female, Job: Labors
AIANF8	Race: American Indian or Alaska Native, Sex: Female, Job: Labors
NHOPIF8	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Labors
TOMRF8	Race: Two or more Races, Sex: Female, Job: Labors
WHM9	Race: White, Sex: Male, Job: Service
BLKM9	Race: Black or African American, Sex: Male, Job: Service
HISPM9	Race: Hispanic, Sex: Male, Job: Service
ASIANM9	Race: Asian, Sex: Male, Job: Service
AIANM9	Race: American Indian or Alaska Native, Sex: Male, Job: Service
NHOPIM9	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Service
TOMRM9	Race: Two or more Races, Sex: Male, Job: Service
WHF9	Race: White, Sex: Female, Job: Service
BLKF9	Race: Black or African American, Sex: Female, Job: Service
HISPF9	Race: Hispanic, Sex: Female, Job: Service
ASIANF9	Race: Asian, Sex: Female, Job: Service
AIANF9	Race: American Indian or Alaska Native, Sex: Female, Job: Service
NHOPIF9	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Service
TOMRF9	Race: Two or more Races, Sex: Female, Job: Service
WHM1_2	Race: White, Sex: Male, Job: Mid Off and Managers
BLKM1_2	Race: Black or African American, Sex: Male, Job: Mid Off and Managers
HISPM1_2	Race: Hispanic, Sex: Male, Job: Mid Off and Managers
ASIANM1_2	Race: Asian, Sex: Male, Job: Mid Off and Managers
AIANM1_2	Race: American Indian or Alaska Native, Sex: Male, Job: Mid Off and Managers
NHOPIM1_2	Race: Native Hawaiian or Other Pacific Islander, Sex: Male, Job: Mid Off and Managers
TOMRM1_2	Race: Two or more Races, Sex: Male, Job: Mid Off and Managers
WHF1_2	Race: White, Sex: Female, Job: Mid Off and Managers
BLKF1_2	Race: Black or African American, Sex: Female, Job: Mid Off and Managers
HISPF1_2	Race: Hispanic, Sex: Female, Job: Mid Off and Managers
ASIANF1_2	Race: Asian, Sex: Female, Job: Mid Off and Managers
AIANF1_2	Race: American Indian or Alaska Native, Sex: Female, Job: Mid Off and Managers
NHOPIF1_2	Race: Native Hawaiian or Other Pacific Islander, Sex: Female, Job: Mid Off and Managers
TOMRF1_2	Race: Two or more Races, Sex: Female, Job: Mid Off and Managers