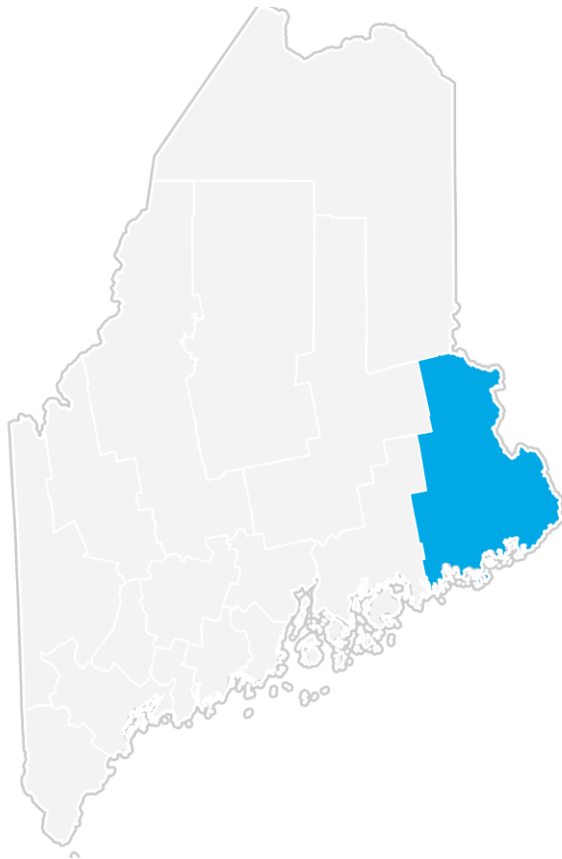


June 8, 2017



## **Economic Overview**

### **Washington County, Maine**



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# Demographic Profile

In 2015, the population in Washington County, Maine was 31,450. Between 2005 and 2015, the region's population declined at an annual average rate of 0.6%.

The region has a civilian labor force of 14,362 with a participation rate of 53.6%. Of individuals 25 to 64 in Washington County, Maine, 19.2% have a bachelor's degree or higher which compares with 31.3% in the nation.

The median household income in Washington County, Maine is \$38,083 and the median house value is \$106,900.

Summary <sup>1</sup>						
	Percent			Value		
	Washington County, Maine	Maine	USA	Washington County, Maine	Maine	USA
<b>Demographics</b>						
Population <sup>6</sup>	—	—	—	31,450	1,331,479	323,127,513
Population Annual Average Growth <sup>6</sup>	-0.6%	0.1%	0.8%	-187	786	2,474,760
Median Age <sup>2,4</sup>	—	—	—	46.1	42.7	37.2
Under 18 Years <sup>4</sup>	20.0%	20.7%	24.0%	6,564	274,533	74,181,467
18 to 24 Years <sup>4</sup>	7.2%	8.7%	9.9%	2,356	116,072	30,672,088
25 to 34 Years <sup>4</sup>	9.8%	10.9%	13.3%	3,215	144,624	41,063,948
35 to 44 Years <sup>4</sup>	11.6%	12.9%	13.3%	3,810	171,376	41,070,606
45 to 54 Years <sup>4</sup>	15.8%	16.5%	14.6%	5,179	218,575	45,006,716
55 to 64 Years <sup>4</sup>	16.1%	14.5%	11.8%	5,306	192,101	36,482,729
65 to 74 Years <sup>4</sup>	10.7%	8.5%	7.0%	3,524	112,651	21,713,429
75 Years, and Over <sup>4</sup>	8.8%	7.4%	6.0%	2,902	98,429	18,554,555
Race: White <sup>4</sup>	92.1%	95.2%	72.4%	30,257	1,264,971	223,553,265
Race: Black or African American <sup>4</sup>	0.4%	1.2%	12.6%	140	15,707	38,929,319
Race: American Indian and Alaska Native <sup>4</sup>	4.9%	0.6%	0.9%	1,603	8,568	2,932,248
Race: Asian <sup>4</sup>	0.5%	1.0%	4.8%	149	13,571	14,674,252
Race: Native Hawaiian and Other Pacific Islander <sup>4</sup>	0.0%	0.0%	0.2%	9	342	540,013
Race: Some Other Race <sup>4</sup>	0.4%	0.3%	6.2%	140	4,261	19,107,368
Race: Two or More Races <sup>4</sup>	1.7%	1.6%	2.9%	558	20,941	9,009,073
Hispanic or Latino (of any race) <sup>4</sup>	1.4%	1.3%	16.3%	452	16,935	50,477,594
<b>Economic</b>						
Labor Force Participation Rate and Size (civilian population 16 years and over)	53.6%	63.4%	63.3%	14,362	696,184	158,897,824
Armed Forces Labor Force	0.1%	0.2%	0.4%	35	1,729	1,015,464
Veterans, Age 18-64	8.7%	7.4%	5.5%	1,661	61,098	10,750,884
Median Household Income <sup>2</sup>	—	—	—	\$38,083	\$49,331	\$53,889
Per Capita Income	—	—	—	\$21,977	\$27,655	\$28,930
Poverty Level (of all people)	19.1%	13.9%	15.5%	5,946	180,278	47,749,043
Households Receiving Food Stamps	24.8%	17.1%	13.2%	3,513	94,459	15,399,651

Summary <sup>1</sup>						
	Percent			Value		
	Washington County, Maine	Maine	USA	Washington County, Maine	Maine	USA
Mean Commute Time (minutes)	—	—	—	20.1	23.6	25.9
Commute via Public Transportation	0.2%	0.6%	5.1%	30	4,032	7,362,038
Union Membership <sup>3</sup>	13.1%	11.2%	10.7%	—	—	—
<b>Educational Attainment, Age 25-64</b>						
No High School Diploma	10.3%	6.2%	11.8%	1,731	44,231	19,736,243
High School Graduate	37.9%	32.1%	26.4%	6,334	230,660	43,982,863
Some College, No Degree	22.4%	21.1%	21.7%	3,749	151,742	36,187,232
Associate's Degree	10.2%	10.8%	8.8%	1,705	77,647	14,742,654
Bachelor's Degree	13.6%	20.0%	19.9%	2,273	143,564	33,245,950
Postgraduate Degree	5.6%	9.9%	11.4%	936	70,825	18,952,103
<b>Housing</b>						
Total Housing Units	—	—	—	23,013	726,227	133,351,840
Median House Value (of owner-occupied units) <sup>2</sup>	—	—	—	\$106,900	\$173,800	\$178,600
Homeowner Vacancy	3.1%	2.0%	1.9%	338	8,062	1,492,691
Rental Vacancy	6.6%	6.6%	6.4%	251	11,399	2,949,366
Renter-Occupied Housing Units (% of Occupied Units)	24.8%	28.8%	36.1%	3,501	159,289	42,214,214
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	9.0%	7.6%	9.1%	1,279	42,149	10,628,474
<b>Social</b>						
Enrolled in Grade 12 (% of total population)	1.2%	1.3%	1.4%	394	16,821	4,451,334
Disconnected Youth <sup>5</sup>	4.6%	2.5%	3.0%	73	1,654	518,859
Children in Single Parent Families (% of all children)	39.0%	33.6%	34.8%	2,214	83,403	24,408,909
With a Disability, Age 18-64	18.4%	13.6%	10.3%	3,485	112,501	19,985,588
With a Disability, Age 18-64, Labor Force Participation Rate and Size	34.8%	38.4%	41.0%	1,212	43,253	8,185,456
Foreign Born	3.5%	3.5%	13.2%	1,120	46,563	41,717,420
Speak English Less Than Very Well (population 5 yrs and over)	1.3%	1.7%	8.6%	389	20,966	25,410,756

Source: [JobsEQ®](#)

1. ACS 2011-2015, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

3. 2016; Current Population Survey, unionstats.com, and Chmura; county- and zip-level data are best estimates based upon industry-, MSA-, and state-level data

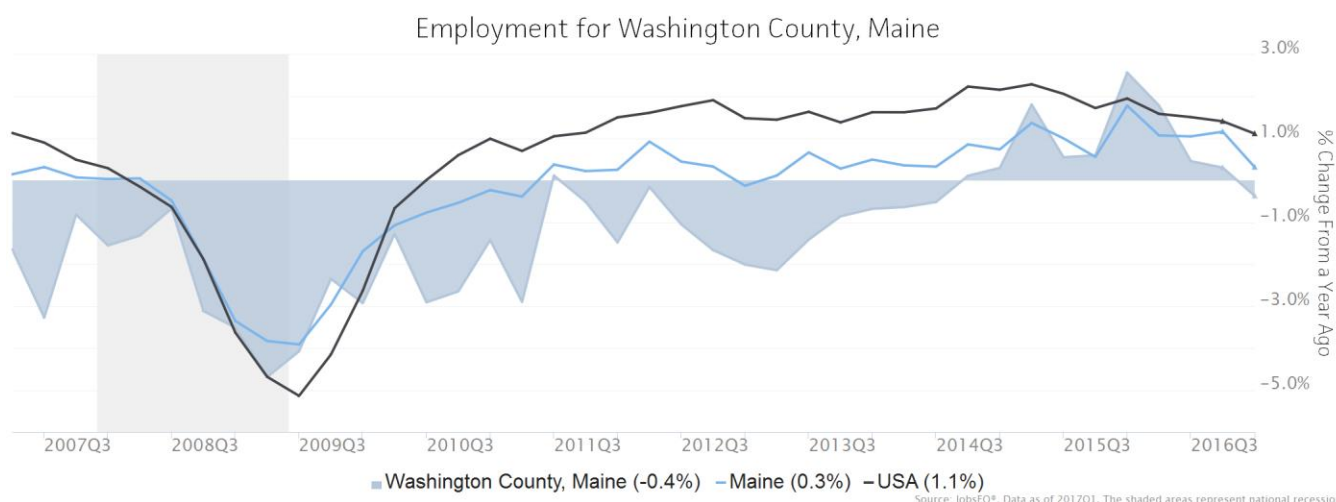
4. Census 2010

5. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

6. Census 2016, annual average growth rate since 2006

# Employment Trends

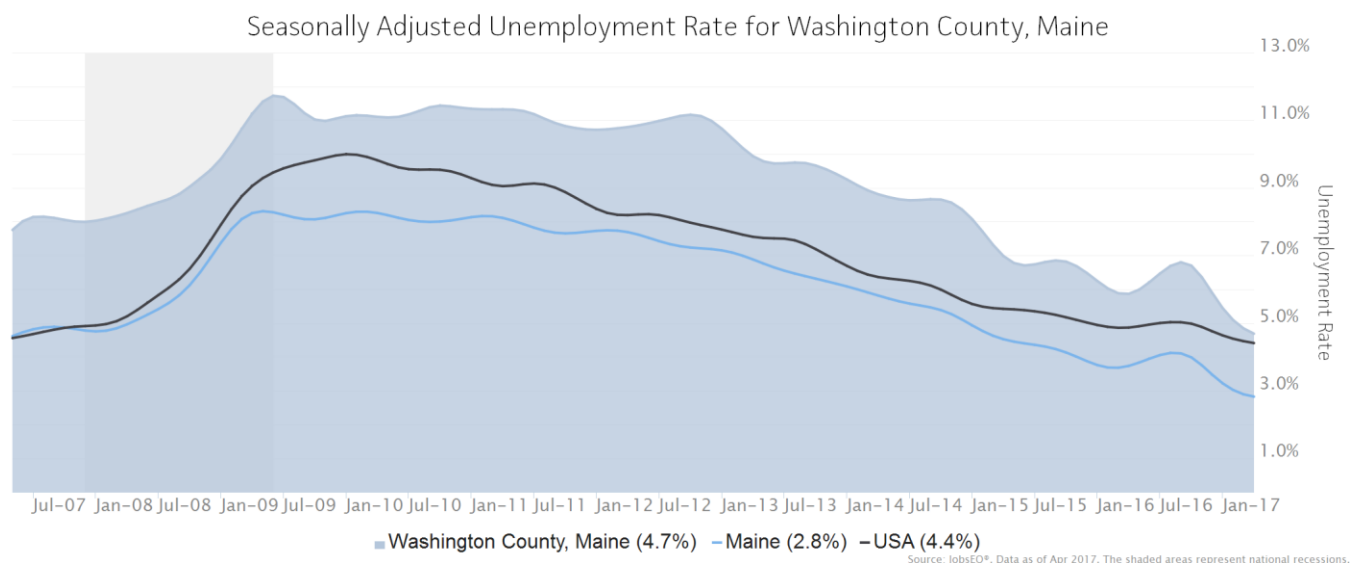
As of 2017Q1, total employment for Washington County, Maine was 12,089 (based on a four-quarter moving average). Over the year ending 2017Q1, employment declined 0.4% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2016Q3 with preliminary estimates updated to 2017Q1.

# Unemployment Rate

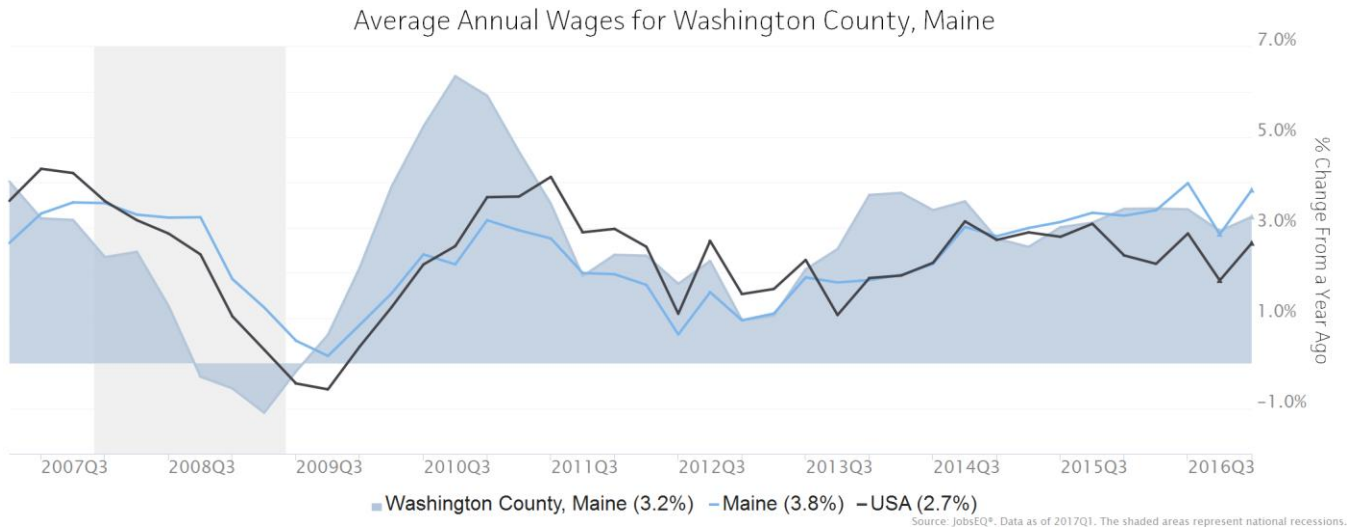
The seasonally adjusted unemployment rate for Washington County, Maine was 4.7% as of April 2017. The regional unemployment rate was higher than the national rate of 4.4%. One year earlier, in April 2016, the unemployment rate in Washington County, Maine was 5.9%.



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through April 2017.

# Wage Trends

The average worker in Washington County, Maine earned annual wages of \$35,621 as of 2017Q1. Average annual wages per worker increased 3.2% in the region during the preceding four quarters. For comparison purposes, annual average wages were \$53,246 in the nation as of 2017Q1.



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2016Q3 with preliminary estimates updated to 2017Q1.

# Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 1.6% lower in Washington County, Maine than the U.S. average.

Cost of Living Information			
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Washington County, Maine	\$35,621	98.4	\$36,195
Maine	\$42,806	106.3	\$40,264
USA	\$53,246	100.0	\$53,246

Source: [JobsEQ®](#)

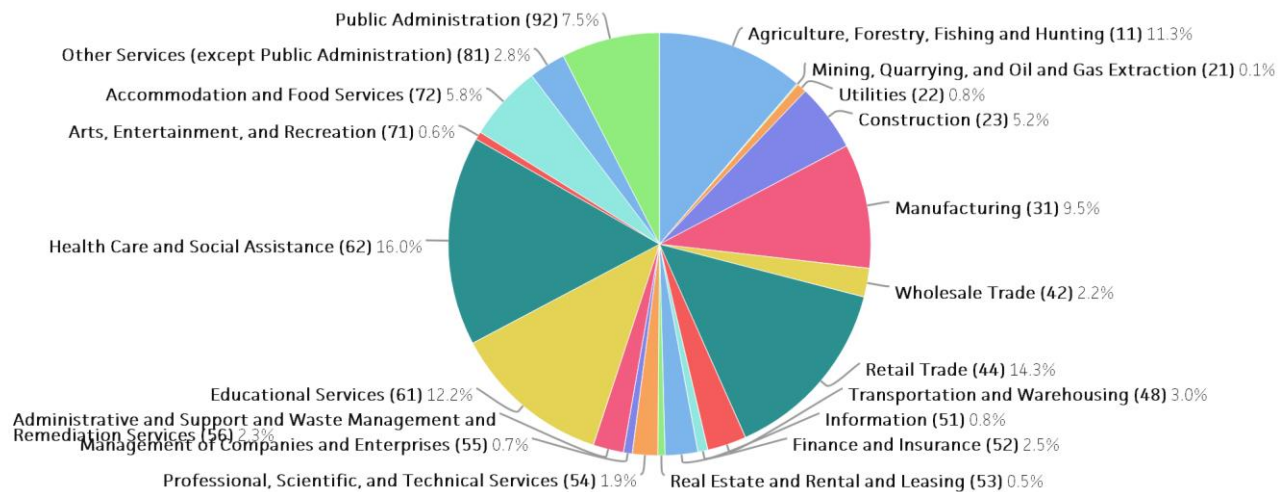
Data as of 2017Q1

Cost of Living per C2ER, data as of 2016q4, imputed by Chmura where necessary.

# Industry Snapshot

The largest sector in Washington County, Maine is Health Care and Social Assistance, employing 1,937 workers. The next-largest sectors in the region are Retail Trade (1,731 workers) and Educational Services (1,472). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Agriculture, Forestry, Fishing and Hunting (LQ = 7.81), Public Administration (1.58), and Educational Services (1.47).

Total Workers for Washington County, Maine by Industry



Source: JobsEQ®, Data as of 2017Q1

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2016Q3 with preliminary estimates updated to 2017Q1.

Sectors in Washington County, Maine with the highest average wages per worker are Management of Companies and Enterprises (\$67,191), Utilities (\$63,238), and Finance and Insurance (\$50,848). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Agriculture, Forestry, Fishing and Hunting (+87 jobs), Wholesale Trade (+63), and Construction (+47).

Over the next 10 years, employment in Washington County, Maine is projected to contract by 1,009 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +0.7% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+131 jobs), Administrative and Support and Waste Management and Remediation Services (0), and Mining, Quarrying, and Oil and Gas Extraction (-1).

		Current			Historical				Forecast		
		Four Quarters Ending with 2017q1			Total Change over the Last 5 Years	Average Annual % Change in Employment 2012q1-2017q1			Over the Next 10 Years		
NAICS	Industry	Empl	Avg. Annual Wages	Location Quotient	Empl	Washingt on County, Maine	Maine	USA	Total Approx Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
11	Agriculture, Forestry, Fishing and Hunting	1,365	\$44,974	7.81	87	1.3%	0.6%	0.8%	433	-259	-2.1%
21	Mining, Quarrying, and Oil and Gas Extraction	10	\$39,125	0.22	4	10.7%	2.1%	-4.5%	2	-1	-1.4%
22	Utilities	91	\$63,238	1.41	21	5.5%	0.0%	0.1%	22	-13	-1.5%
23	Construction	627	\$31,968	0.95	47	1.6%	0.6%	3.1%	122	-2	0.0%
31	Manufacturing	1,151	\$44,620	1.16	-57	-1.0%	0.2%	0.9%	234	-277	-2.7%
42	Wholesale Trade	265	\$35,337	0.56	63	5.6%	0.8%	1.0%	56	-22	-0.9%
44	Retail Trade	1,731	\$23,938	1.32	-40	-0.5%	0.1%	1.4%	510	-155	-0.9%
48	Transportation and Warehousing	361	\$37,548	0.72	-42	-2.2%	1.3%	2.5%	86	-57	-1.7%
51	Information	91	\$41,913	0.38	-7	-1.5%	-1.2%	0.8%	19	-24	-3.0%
52	Finance and Insurance	302	\$50,848	0.63	6	0.4%	-1.1%	1.1%	67	-34	-1.2%
53	Real Estate and Rental and Leasing	66	\$28,872	0.33	-35	-8.0%	0.7%	1.9%	14	-8	-1.3%
54	Professional, Scientific, and Technical Services	234	\$39,857	0.29	1	0.1%	1.1%	2.6%	48	-2	-0.1%
55	Management of Companies and Enterprises	81	\$67,191	0.46	35	11.9%	6.7%	3.0%	16	-6	-0.8%
56	Administrative and Support and Waste Management and Remediation Services	283	\$27,512	0.36	7	0.5%	2.2%	2.7%	63	0	0.0%
61	Educational Services	1,472	\$33,528	1.47	18	0.2%	0.2%	0.7%	295	-107	-0.7%
62	Health Care and Social Assistance	1,937	\$38,120	1.13	-198	-1.9%	0.6%	2.5%	381	131	0.7%
71	Arts, Entertainment, and Recreation	73	\$22,117	0.31	-18	-4.3%	2.0%	2.3%	22	-4	-0.5%
72	Accommodation and Food Services	701	\$15,679	0.65	32	0.9%	1.4%	3.0%	237	-40	-0.6%
81	Other Services (except Public Administration)	338	\$22,324	0.63	-27	-1.5%	1.0%	-0.1%	82	-21	-0.6%
92	Public Administration	909	\$47,567	1.58	5	0.1%	-0.5%	0.0%	206	-109	-1.3%
	Total - All Industries	12,089	\$35,621	1.00	-98	-0.2%	0.7%	1.7%	2,806	-1,009	-0.9%

Source: [JobsEQ®](#)

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2016Q3 with preliminary estimates updated to 2017Q1. Forecast employment growth uses national projections adapted for regional growth patterns.



# Occupation Snapshot

The largest major occupation group in Washington County, Maine is Office and Administrative Support Occupations, employing 1,507 workers. The next-largest occupation groups in the region are Sales and Related Occupations (1,179 workers) and Management Occupations (1,138). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Farming, Fishing, and Forestry Occupations (LQ = 8.00), Management Occupations (1.55), and Education, Training, and Library Occupations (1.47).

Occupation groups in Washington County, Maine with the highest average wages per worker are Management Occupations (\$74,800), Architecture and Engineering Occupations (\$71,800), and Healthcare Practitioners and Technical Occupations (\$68,900). The unemployment rate in the region varied among the major groups from 2.3% among Healthcare Practitioners and Technical Occupations to 11.7% among Food Preparation and Serving Related Occupations.

Over the next 10 years, the fastest growing occupation group in Washington County, Maine is expected to be Healthcare Support Occupations with a +0.7% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+29 jobs) and Healthcare Practitioners and Technical Occupations (+27). Over the same period, the highest replacement demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Management Occupations (481 jobs) and Sales and Related Occupations (398).

Occupation Snapshot in Washington County, Maine														
SOC	Title	Current					Historical				Forecast			
		Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 5 Years	Avg Ann % Chg in Empl 2012q1-2017q1			Over the Next 10 Years			
		Empl	Avg. Annual Wages <sup>1</sup>	LQ	Unempl	Unempl Rate	Empl	Washing ton County, Maine	Maine	USA	Current Online Job Ads <sup>2</sup>	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
11-0000	Management Occupations	1,138	\$74,800	1.55	27	2.3%	16	0.3%	0.8%	1.5%	15	481	-164	-1.5%
13-0000	Business and Financial Operations Occupations	364	\$61,700	0.60	21	5.3%	-11	-0.6%	0.7%	1.7%	6	75	-28	-0.8%
15-0000	Computer and Mathematical Occupations	123	\$63,800	0.36	8	6.0%	0	-0.1%	2.0%	2.5%	6	17	-8	-0.7%
17-0000	Architecture and Engineering Occupations	111	\$71,800	0.55	5	4.3%	9	1.7%	1.0%	1.0%	2	27	-15	-1.4%
19-0000	Life, Physical, and Social Science Occupations	83	\$66,600	0.88	3	3.9%	-2	-0.4%	0.7%	1.2%	2	25	-5	-0.7%
21-0000	Community and Social Service Occupations	193	\$41,100	1.00	8	3.9%	-83	-6.9%	0.5%	1.7%	68	41	1	0.0%
23-0000	Legal Occupations	52	\$67,100	0.54	1	2.6%	1	0.4%	-0.1%	0.4%	0	10	-4	-0.7%
25-0000	Education, Training, and Library Occupations	1,008	\$41,900	1.47	34	3.3%	0	0.0%	0.3%	0.8%	5	209	-63	-0.6%

### Occupation Snapshot in Washington County, Maine

		Current					Historical				Forecast			
		Four Quarters Ending with 2017q1			2017q1		Total Change over the Last 5 Years	Avg Ann % Chg in Empl 2012q1-2017q1			Over the Next 10 Years			
SOC	Title	Empl	Avg. Annual Wages <sup>1</sup>	LQ	Unempl	Unempl Rate	Empl	Washington County, Maine	Maine	USA	Current Online Job Ads <sup>2</sup>	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	135	\$34,000	0.63	10	6.8%	-13	-1.8%	-0.2%	1.3%	2	46	-18	-1.4%
29-0000	Healthcare Practitioners and Technical Occupations	749	\$68,900	1.07	18	2.3%	-81	-2.0%	0.7%	1.7%	122	158	27	0.4%
31-0000	Healthcare Support Occupations	404	\$26,600	1.16	42	9.0%	-23	-1.1%	0.3%	2.3%	42	85	29	0.7%
33-0000	Protective Service Occupations	242	\$38,700	1.03	15	5.8%	1	0.0%	-0.2%	1.0%	31	63	-23	-1.0%
35-0000	Food Preparation and Serving Related Occupations	783	\$21,600	0.75	113	11.7%	-6	-0.2%	1.3%	2.9%	25	288	-43	-0.6%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	395	\$26,300	0.93	51	10.7%	7	0.4%	1.0%	1.0%	11	88	-21	-0.5%
39-0000	Personal Care and Service Occupations	464	\$23,800	0.94	39	7.4%	65	3.1%	0.9%	2.5%	19	107	16	0.3%
41-0000	Sales and Related Occupations	1,179	\$30,000	0.95	117	8.6%	-30	-0.5%	0.3%	1.4%	50	398	-100	-0.9%
43-0000	Office and Administrative Support Occupations	1,507	\$32,100	0.84	121	7.1%	-8	-0.1%	0.5%	1.6%	31	335	-176	-1.2%
45-0000	Farming, Fishing, and Forestry Occupations	627	\$32,600	8.00	74	10.6%	55	1.8%	0.7%	1.3%	3	126	-122	-2.1%
47-0000	Construction and Extraction Occupations	523	\$39,500	0.98	73	11.4%	41	1.6%	0.7%	2.4%	10	96	-9	-0.2%
49-0000	Installation, Maintenance, and Repair Occupations	458	\$41,200	0.99	31	6.1%	-9	-0.4%	0.8%	1.6%	22	106	-47	-1.1%
51-0000	Production Occupations	766	\$35,000	1.03	85	9.6%	-24	-0.6%	0.4%	1.2%	2	185	-157	-2.3%
53-0000	Transportation and Material Moving Occupations	785	\$31,200	0.96	92	10.0%	0	0.0%	1.2%	2.2%	17	181	-83	-1.1%
00-0000	Total - All Occupations	12,089	\$39,200	1.00	n/a	n/a	-98	-0.2%	0.7%	1.7%	491	3,146	-1,012	-0.9%

Source: [JobsEQ®](#)

Data as of 2017Q1 unless noted otherwise

Note: Figures may not sum due to rounding.

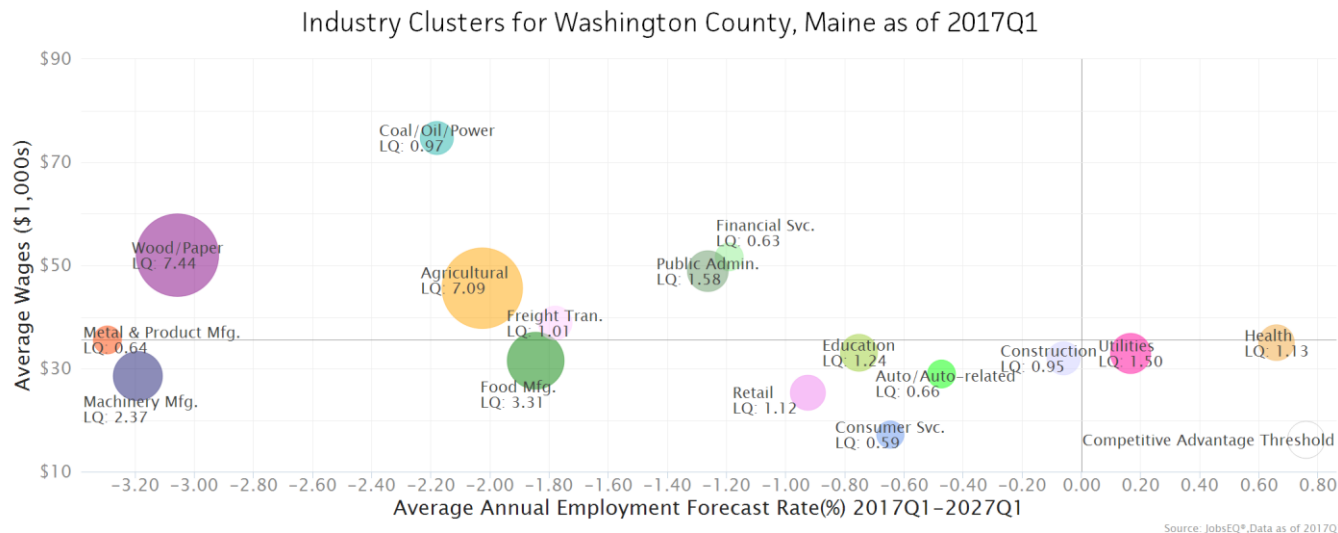
1. Occupation wages are as of 2016 and should be taken as the average for all Covered Employment

2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q3, imputed where necessary with preliminary estimates updated to 2017Q1. Wages by occupation are as of 2016 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in Washington County, Maine with the highest relative concentration is Wood/Paper with a location quotient of 7.44. This cluster employs 564 workers in the region with an average wage of \$51,981. Employment in the Wood/Paper cluster is projected to contract in the region about 3.1% per year over the next ten years.

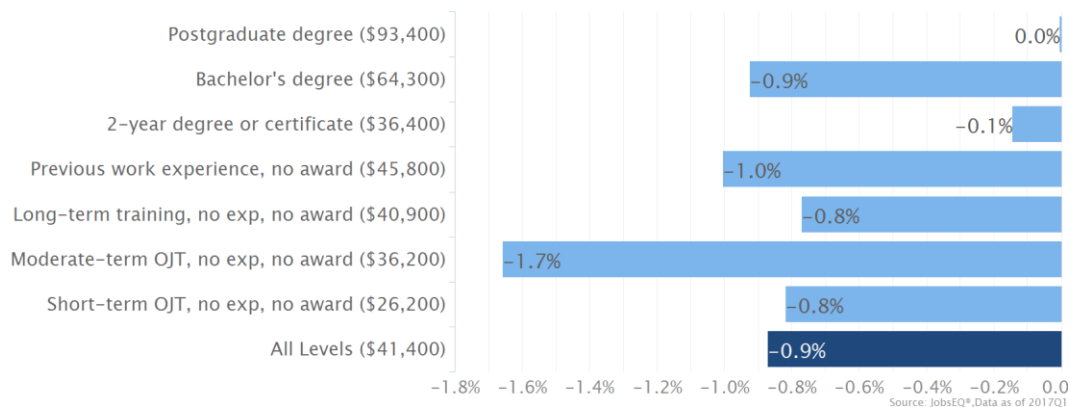


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2016Q3 with preliminary estimates updated to 2017Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

## Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in Washington County, Maine is projected to contract 0.9% over the next ten years, occupations typically requiring a postgraduate degree are expected to contract 0.0% per year, those requiring a bachelor's degree are forecast to contract 0.9% per year, and occupations typically needing a 2-year degree or certificate are expected to contract 0.1% per year.

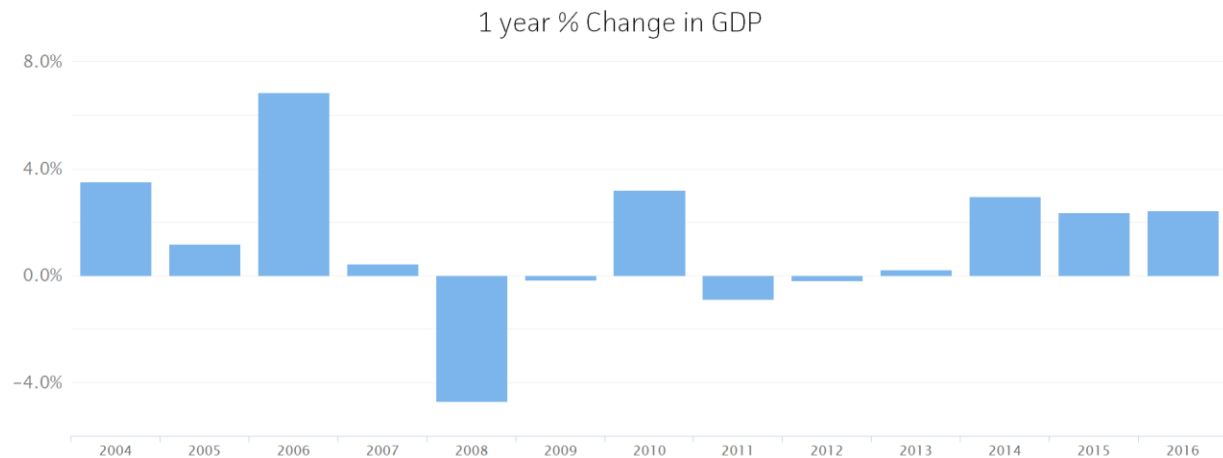
Annual Average Projected Job Growth by Training Required for Washington County, Maine



Employment by occupation data are estimates as of 2017Q1. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

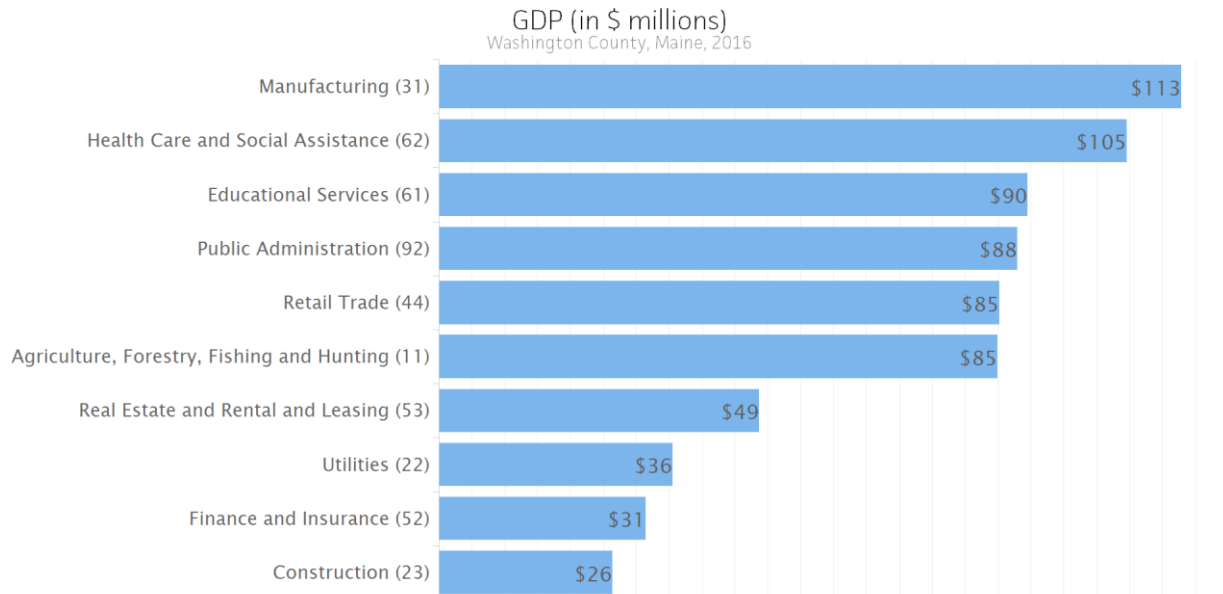
# Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2016, nominal GDP in Washington County, Maine expanded 2.4%. This follows growth of 2.3% in 2015. As of 2016, total GDP in Washington County, Maine was \$848,339,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2016.

Of the sectors in Washington County, Maine, Manufacturing contributed the largest portion of GDP in 2016, \$112,865,000. The next-largest contributions came from Health Care and Social Assistance (\$104,608,000); Educational Services (\$89,537,000); and Public Administration (\$87,908,000).



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2016.

# FAQ

## What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

## What is replacement demand?

Replacement demand is the number of jobs required due to replacements—retirements and turnover resulting from workers moving from one occupation into another. Note that replacement demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The replacement demand shown in this report may also be understated; thus, it can be taken to be a minimum measure of the number of workers who will need to be trained for the occupation due to replacements. The total projected demand for an occupation is the sum of the replacement demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

## What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a *competitive advantage* in that cluster.

## What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

## What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

## What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

## About This Report

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