

ICPSR 23980

**Age Discrimination, an Audit  
Study: 2002-2003 in Boston,  
Massachusetts, and St. Petersburg,  
Florida**

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Variable Description and Frequencies: Florida  
File

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## **ICPSR 23980**

# **Age Discrimination, an Audit Study: 2002-2003 in Boston, MA and St. Petersburg, FL**

## **Variable Description and Frequencies**

**Note: Frequencies displayed for the variables are not weighted. They are purely descriptive and may not be representative of the study population. Please review any sampling or weighting information available with the study.**

# Age Discrimination, an Audit Study: 2002-2003 in Boston, MA and St. Petersburg, FL

## Florida File

FILENAME	MM_DD_YYwantads or MM_DD_YYcallins
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Location: 1-19(width: 19; decimal: 0)

Variable Type: character (ISO)

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
01_04_04wantads	78	1.5 %
01_06_04callins	20	0.4 %
01_11_04wantads	78	1.5 %
01_12_04callins	20	0.4 %
01_18_04wantads	80	1.6 %
01_19_04callins	20	0.4 %
01_25_04wantads	80	1.6 %
01_26_04callins	20	0.4 %
02_01_04wantads	76	1.5 %
02_08_04wantads	80	1.6 %
02_15_04wantads	72	1.4 %
02_22_04wantads	82	1.6 %
02_23_03wantads.dat	42	0.8 %
02_26_03callins	20	0.4 %
03_02_03wantads	50	1.0 %
03_04_03callins	18	0.4 %
03_09_03wantads	80	1.6 %
03_11_03callins	20	0.4 %
03_16_03wantads	76	1.5 %
03_18_03callins	20	0.4 %
03_23_03wantads	80	1.6 %
03_24_03callins	20	0.4 %
03_30_03wantads	80	1.6 %
04_01_03callins	20	0.4 %
04_06_03wantads	80	1.6 %
04_08_03callins	20	0.4 %
04_13_03wantads	88	1.7 %
04_15_03callins	20	0.4 %
04_20_03wantads	78	1.5 %
04_22_03callins	20	0.4 %
04_27_03wantads	84	1.7 %
04_29_03callins	20	0.4 %

- Study 23980 -

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
05_04_03wantads	84	1.7 %
05_05_03callins	20	0.4 %
05_11_03wantads	84	1.7 %
05_13_03callins	20	0.4 %
05_18_03wantads	86	1.7 %
05_19_03callins	20	0.4 %
05_25_03wantads	78	1.5 %
05_27_03callins	20	0.4 %
06_01_03wantads	78	1.5 %
06_02_03callins	20	0.4 %
06_08_03wantads	80	1.6 %
06_09_03callins	20	0.4 %
06_15_03wantads	80	1.6 %
06_16_03callins	20	0.4 %
06_22_03wantads	80	1.6 %
06_23_03callins	20	0.4 %
06_29_03wantads	80	1.6 %
06_30_03callins	20	0.4 %
07_06_03wantads	74	1.5 %
07_07_03callins	20	0.4 %
07_13_03wantads	76	1.5 %
07_14_03callins	22	0.4 %
07_20_03wantads	80	1.6 %
07_21_03callins	20	0.4 %
07_27_03wantads	80	1.6 %
07_28_03callins	20	0.4 %
08_03_03wantads	78	1.5 %
08_04_03callins	20	0.4 %
08_10_03wantads	78	1.5 %
08_11_03callins	20	0.4 %
08_17_03wantads	80	1.6 %
08_18_03callins	20	0.4 %
08_24_03wantads	80	1.6 %
08_25_03callins	20	0.4 %
09_08_03callins	24	0.5 %
09_08_03wantads	56	1.1 %
09_14_03wantads	80	1.6 %
09_16_03callins	20	0.4 %
09_21_03wantads	80	1.6 %
09_22_03callins	20	0.4 %

- Study 23980 -

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
09_28_03wantads	80	1.6 %
09_30_03callins	18	0.4 %
10_05_03wantads	100	2.0 %
10_12_03wantads	80	1.6 %
10_14_03callins	20	0.4 %
10_19_03wantads	80	1.6 %
10_21_03callins	20	0.4 %
10_26_03wantads	100	2.0 %
10_27_03callins	20	0.4 %
11_02_03wantads	80	1.6 %
11_03_03callins	20	0.4 %
11_09_03wantads	80	1.6 %
11_10_03callins	20	0.4 %
11_16_03wantads	78	1.5 %
11_17_03callins	20	0.4 %
11_23_03wantads	80	1.6 %
11_25_03callins	20	0.4 %
11_30_03wantads	80	1.6 %
12_01_03callins	20	0.4 %
12_07_03wantads	80	1.6 %
12_08_03callins	20	0.4 %
12_14_03wantads	80	1.6 %
12_15_03callins	20	0.4 %
12_21_03wantads	80	1.6 %
12_22_03callins	20	0.4 %
12_28_03wantads	78	1.5 %
12_30_03callins	20	0.4 %

Based upon 5034 valid cases out of 5034 total cases.

<b>DATENAME</b>	<b>MM-DD-YY_NNLinda or MM-DD-YY_NNMary (date resume was made,NN is resume number, and Linda/Mary)</b>
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Location: 20-43(width: 24; decimal: 0)

Variable Type: character (ISO)

Based upon 5034 valid cases out of 5034 total cases.

<b>VERSION</b>	<b>Version</b>
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Location: 44-44(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	resume made before 06_08_03, may contain typos	2126	42.2 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	resume made on or after 06_08_03, does not contain typos	986	19.6 %
6	6:Undefined code	500	9.9 %
7	7:Undefined code	398	7.9 %
8	8:Undefined code	942	18.7 %
9	9:Undefined code	82	1.6 %

- Mean: 3.61
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 2.99

Based upon 5034 valid cases out of 5034 total cases.

**JOB\_CHOICE**

**Job Choice**

Location:

45-46(width: 2; decimal: 0)

Variable Type:

numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	Administrative Assistant	808	16.1 %
2	Customer Service	276	5.5 %
3	Dental Assistant	82	1.6 %
4	Health Other	20	0.4 %
5	HHA	38	0.8 %
6	LPN	326	6.5 %
7	Real Estate	64	1.3 %
8	Sales	696	13.8 %
9	CNA	86	1.7 %
10	Other	2374	47.2 %
11	Hair Stylist	58	1.2 %
12	Nail Tech	18	0.4 %
13	Truck Driver	142	2.8 %
14	Pre-school Teacher	34	0.7 %
15	15:Undefined code	12	0.2 %

- Mean: 7.49
- Median: 10.00
- Mode: 10.00
- Minimum: 1.00
- Maximum: 15.00
- Standard Deviation: 3.68

- Study 23980 -

Based upon 5034 valid cases out of 5034 total cases.

**OTHERNAME Other names**

Location: 47-92(width: 46; decimal: 0)

Variable Type: character (ISO)

Based upon 5034 valid cases out of 5034 total cases.

**ADDRESS Address**

Location: 93-93(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	19 Ashland St. #2 Somerville, MA 02144	2517	50.0 %
2	200 Summer St. #3 Somerville, MA 02144	2516	50.0 %
. (M)	-	1	0.0 %

- Mean: 1.50
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

Based upon 5033 valid cases out of 5034 total cases.

**SHORTVSLONG Short vs. Long**

Location: 94-94(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	short objective	4476	88.9 %
2	long objective	558	11.1 %

- Mean: 1.11
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.31

Based upon 5034 valid cases out of 5034 total cases.

**TOPVSBOTTOM Top vs. Bottom**

Location: 95-95(width: 1; decimal: 0)

Variable Type: numeric (ISO)



- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	top objective	2517	50.0 %
2	bottom objective	2517	50.0 %

- Mean: 1.50
- Median: 1.50
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**YEAR1993**

**Applicant Working in Year 1993**

Location:

96-100(width: 5; decimal: 2)

Variable Type:

numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	if applicant did not work in 1993	3726	74.0 %
1.1	-	23	0.5 %
1.2	-	23	0.5 %
2.1	-	28	0.6 %
2.2	-	28	0.6 %
3.1	-	29	0.6 %
3.2	-	29	0.6 %
4.1	-	27	0.5 %
4.2	-	27	0.5 %
5.1	-	33	0.7 %
5.2	-	33	0.7 %
6.1	-	32	0.6 %
6.2	-	32	0.6 %
7.1	-	24	0.5 %
7.2	-	24	0.5 %
8.1	-	20	0.4 %
8.2	-	20	0.4 %
9.1	-	36	0.7 %
9.2	-	36	0.7 %
10.1	-	39	0.8 %
10.2	-	39	0.8 %
11.1	-	27	0.5 %
11.2	-	27	0.5 %
12.1	-	28	0.6 %
12.2	-	28	0.6 %
13.1	-	24	0.5 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
13.2	-	24	0.5 %
14.1	-	34	0.7 %
14.2	-	34	0.7 %
15.1	-	25	0.5 %
15.2	-	25	0.5 %
16.1	-	13	0.3 %
16.2	-	13	0.3 %
17.1	-	22	0.4 %
17.2	-	22	0.4 %
18.1	-	41	0.8 %
18.2	-	41	0.8 %
19.1	-	42	0.8 %
19.2	-	42	0.8 %
20.1	-	24	0.5 %
20.2	-	24	0.5 %
21.1	-	28	0.6 %
21.2	-	28	0.6 %
22.1	-	30	0.6 %
22.2	-	30	0.6 %
23.1	-	25	0.5 %
23.2	-	25	0.5 %

- Mean: 3.17
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 6.32

Based upon 5034 valid cases out of 5034 total cases.

**YEAR1994**

**Applicant Working in Year 1994**

Location: 101-105(width: 5; decimal: 2)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	did not work in 1994	3612	71.8 %
1.1	-	25	0.5 %
1.2	-	25	0.5 %
2.1	-	32	0.6 %
2.2	-	32	0.6 %
3.1	-	31	0.6 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3.2	-	31	0.6 %
4.1	-	29	0.6 %
4.2	-	29	0.6 %
5.1	-	36	0.7 %
5.2	-	36	0.7 %
6.1	-	35	0.7 %
6.2	-	35	0.7 %
7.1	-	33	0.7 %
7.2	-	33	0.7 %
8.1	-	20	0.4 %
8.2	-	20	0.4 %
9.1	-	31	0.6 %
9.2	-	31	0.6 %
10.1	-	45	0.9 %
10.2	-	45	0.9 %
11.1	-	22	0.4 %
11.2	-	22	0.4 %
12.1	-	36	0.7 %
12.2	-	36	0.7 %
13.1	-	24	0.5 %
13.2	-	24	0.5 %
14.1	-	36	0.7 %
14.2	-	36	0.7 %
15.1	-	27	0.5 %
15.2	-	27	0.5 %
16.1	-	26	0.5 %
16.2	-	26	0.5 %
17.1	-	30	0.6 %
17.2	-	30	0.6 %
18.1	-	37	0.7 %
18.2	-	37	0.7 %
19.1	-	38	0.8 %
19.2	-	38	0.8 %
20.1	-	28	0.6 %
20.2	-	28	0.6 %
21.1	-	29	0.6 %
21.2	-	29	0.6 %
22.1	-	38	0.8 %
22.2	-	38	0.8 %
23.1	-	23	0.5 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
23.2	-	23	0.5 %

- Mean: 3.44
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 6.50

Based upon 5034 valid cases out of 5034 total cases.

**YEAR1995**

**Applicant Working in Year 1995**

Location:

106-110(width: 5; decimal: 2)

Variable Type:

numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	did not work in 1995	3306	65.7 %
1.1	-	28	0.6 %
1.2	-	28	0.6 %
2.1	-	29	0.6 %
2.2	-	29	0.6 %
3.1	-	33	0.7 %
3.2	-	33	0.7 %
4.1	-	44	0.9 %
4.2	-	44	0.9 %
5.1	-	45	0.9 %
5.2	-	45	0.9 %
6.1	-	41	0.8 %
6.2	-	41	0.8 %
7.1	-	46	0.9 %
7.2	-	46	0.9 %
8.1	-	34	0.7 %
8.2	-	34	0.7 %
9.1	-	44	0.9 %
9.2	-	44	0.9 %
10.1	-	38	0.8 %
10.2	-	38	0.8 %
11.1	-	31	0.6 %
11.2	-	31	0.6 %
12.1	-	38	0.8 %
12.2	-	38	0.8 %
13.1	-	33	0.7 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
13.2	-	33	0.7 %
14.1	-	45	0.9 %
14.2	-	45	0.9 %
15.1	-	36	0.7 %
15.2	-	36	0.7 %
16.1	-	37	0.7 %
16.2	-	37	0.7 %
17.1	-	37	0.7 %
17.2	-	37	0.7 %
18.1	-	36	0.7 %
18.2	-	36	0.7 %
19.1	-	45	0.9 %
19.2	-	45	0.9 %
20.1	-	44	0.9 %
20.2	-	44	0.9 %
21.1	-	28	0.6 %
21.2	-	28	0.6 %
22.1	-	41	0.8 %
22.2	-	41	0.8 %
23.1	-	30	0.6 %
23.2	-	30	0.6 %
47.0	-	2	0.0 %

- Mean: 4.19
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 47.00
- Standard Deviation: 6.96

Based upon 5034 valid cases out of 5034 total cases.

**YEAR1996**

**Applicant Working in Year 1996**

Location: 111-115(width: 5; decimal: 2)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	did not work in 1996	2784	55.3 %
1.1	-	30	0.6 %
1.2	-	30	0.6 %
2.1	-	33	0.7 %
2.2	-	33	0.7 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3.1	-	50	1.0 %
3.2	-	50	1.0 %
4.1	-	55	1.1 %
4.2	-	55	1.1 %
5.1	-	56	1.1 %
5.2	-	56	1.1 %
6.1	-	57	1.1 %
6.2	-	57	1.1 %
7.1	-	55	1.1 %
7.2	-	55	1.1 %
8.1	-	56	1.1 %
8.2	-	56	1.1 %
9.1	-	55	1.1 %
9.2	-	55	1.1 %
10.1	-	57	1.1 %
10.2	-	57	1.1 %
11.1	-	45	0.9 %
11.2	-	45	0.9 %
12.1	-	39	0.8 %
12.2	-	39	0.8 %
13.1	-	49	1.0 %
13.2	-	49	1.0 %
14.1	-	56	1.1 %
14.2	-	56	1.1 %
15.1	-	39	0.8 %
15.2	-	39	0.8 %
16.1	-	51	1.0 %
16.2	-	51	1.0 %
17.1	-	56	1.1 %
17.2	-	56	1.1 %
18.1	-	51	1.0 %
18.2	-	51	1.0 %
19.1	-	63	1.3 %
19.2	-	63	1.3 %
20.1	-	51	1.0 %
20.2	-	51	1.0 %
21.1	-	37	0.7 %
21.2	-	37	0.7 %
22.1	-	48	1.0 %
22.2	-	48	1.0 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
23.1	-	36	0.7 %
23.2	-	36	0.7 %

- Mean: 5.44
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.40

Based upon 5034 valid cases out of 5034 total cases.

**YEAR1997**

**Applicant Working in Year 1997**

Location: 116-120(width: 5; decimal: 2)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	did not work in 1997	2256	44.8 %
1.1	-	35	0.7 %
1.2	-	35	0.7 %
2.1	-	70	1.4 %
2.2	-	70	1.4 %
3.1	-	78	1.5 %
3.2	-	78	1.5 %
4.1	-	59	1.2 %
4.2	-	59	1.2 %
5.1	-	65	1.3 %
5.2	-	65	1.3 %
6.1	-	65	1.3 %
6.2	-	65	1.3 %
7.1	-	75	1.5 %
7.2	-	75	1.5 %
8.1	-	74	1.5 %
8.2	-	74	1.5 %
9.1	-	67	1.3 %
9.2	-	67	1.3 %
10.1	-	60	1.2 %
10.2	-	60	1.2 %
11.1	-	61	1.2 %
11.2	-	61	1.2 %
12.1	-	46	0.9 %
12.2	-	46	0.9 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
13.1	-	61	1.2 %
13.2	-	61	1.2 %
14.1	-	64	1.3 %
14.2	-	64	1.3 %
15.1	-	54	1.1 %
15.2	-	54	1.1 %
16.1	-	62	1.2 %
16.2	-	62	1.2 %
17.1	-	59	1.2 %
17.2	-	59	1.2 %
18.1	-	50	1.0 %
18.2	-	50	1.0 %
19.1	-	61	1.2 %
19.2	-	61	1.2 %
20.1	-	65	1.3 %
20.2	-	65	1.3 %
21.1	-	57	1.1 %
21.2	-	57	1.1 %
22.1	-	66	1.3 %
22.2	-	66	1.3 %
23.1	-	35	0.7 %
23.2	-	35	0.7 %

- Mean: 6.52
- Median: 3.10
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.60

Based upon 5034 valid cases out of 5034 total cases.

**YEAR1998**

**Applicant Working in Year 1998**

Location: 121-125(width: 5; decimal: 2)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	did not work in 1998	1860	36.9 %
1.1	-	51	1.0 %
1.2	-	51	1.0 %
2.1	-	89	1.8 %
2.2	-	89	1.8 %



- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3.1	-	77	1.5 %
3.2	-	77	1.5 %
4.1	-	67	1.3 %
4.2	-	67	1.3 %
5.1	-	58	1.2 %
5.2	-	58	1.2 %
6.1	-	69	1.4 %
6.2	-	69	1.4 %
7.1	-	73	1.5 %
7.2	-	73	1.5 %
8.1	-	93	1.8 %
8.2	-	93	1.8 %
9.1	-	75	1.5 %
9.2	-	75	1.5 %
10.1	-	73	1.5 %
10.2	-	73	1.5 %
11.1	-	74	1.5 %
11.2	-	74	1.5 %
12.1	-	54	1.1 %
12.2	-	54	1.1 %
13.1	-	72	1.4 %
13.2	-	72	1.4 %
14.1	-	72	1.4 %
14.2	-	72	1.4 %
15.1	-	76	1.5 %
15.2	-	76	1.5 %
16.1	-	64	1.3 %
16.2	-	64	1.3 %
17.1	-	60	1.2 %
17.2	-	60	1.2 %
18.1	-	52	1.0 %
18.2	-	52	1.0 %
19.1	-	75	1.5 %
19.2	-	75	1.5 %
20.1	-	66	1.3 %
20.2	-	66	1.3 %
21.1	-	77	1.5 %
21.2	-	77	1.5 %
22.1	-	76	1.5 %
22.2	-	76	1.5 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
23.1	-	44	0.9 %
23.2	-	44	0.9 %

- Mean: 7.51
- Median: 5.20
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.74

Based upon 5034 valid cases out of 5034 total cases.

**YEAR1999**

**Applicant Working in Year 1999**

Location: 126-130(width: 5; decimal: 2)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	did not work in 1999	1694	33.7 %
1.1	-	56	1.1 %
1.2	-	56	1.1 %
2.1	-	82	1.6 %
2.2	-	82	1.6 %
3.1	-	73	1.5 %
3.2	-	73	1.5 %
4.1	-	86	1.7 %
4.2	-	86	1.7 %
5.1	-	72	1.4 %
5.2	-	72	1.4 %
6.1	-	70	1.4 %
6.2	-	70	1.4 %
7.1	-	59	1.2 %
7.2	-	59	1.2 %
8.1	-	73	1.5 %
8.2	-	73	1.5 %
9.1	-	79	1.6 %
9.2	-	79	1.6 %
10.1	-	88	1.7 %
10.2	-	88	1.7 %
11.1	-	83	1.6 %
11.2	-	83	1.6 %
12.1	-	69	1.4 %
12.2	-	69	1.4 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
13.1	-	71	1.4 %
13.2	-	71	1.4 %
14.1	-	74	1.5 %
14.2	-	74	1.5 %
15.1	-	86	1.7 %
15.2	-	86	1.7 %
16.1	-	88	1.7 %
16.2	-	88	1.7 %
17.1	-	64	1.3 %
17.2	-	64	1.3 %
18.1	-	68	1.4 %
18.2	-	68	1.4 %
19.1	-	69	1.4 %
19.2	-	69	1.4 %
20.1	-	61	1.2 %
20.2	-	61	1.2 %
21.1	-	81	1.6 %
21.2	-	81	1.6 %
22.1	-	76	1.5 %
22.2	-	76	1.5 %
23.1	-	42	0.8 %
23.2	-	42	0.8 %

- Mean: 7.94
- Median: 6.20
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.71

Based upon 5034 valid cases out of 5034 total cases.

**YEAR2000**

**Applicant Working in Year 2000**

Location: 131-135(width: 5; decimal: 2)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	did not work in 2000	1490	29.6 %
1.1	-	53	1.1 %
1.2	-	53	1.1 %
2.1	-	91	1.8 %
2.2	-	91	1.8 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3.1	-	78	1.5 %
3.2	-	78	1.5 %
4.1	-	97	1.9 %
4.2	-	97	1.9 %
5.1	-	84	1.7 %
5.2	-	84	1.7 %
6.1	-	74	1.5 %
6.2	-	74	1.5 %
7.1	-	70	1.4 %
7.2	-	70	1.4 %
8.1	-	73	1.5 %
8.2	-	73	1.5 %
9.1	-	74	1.5 %
9.2	-	74	1.5 %
10.1	-	80	1.6 %
10.2	-	80	1.6 %
11.1	-	78	1.5 %
11.2	-	78	1.5 %
12.1	-	80	1.6 %
12.2	-	80	1.6 %
13.1	-	72	1.4 %
13.2	-	72	1.4 %
14.1	-	88	1.7 %
14.2	-	88	1.7 %
15.1	-	96	1.9 %
15.2	-	96	1.9 %
16.1	-	90	1.8 %
16.2	-	90	1.8 %
17.1	-	78	1.5 %
17.2	-	78	1.5 %
18.1	-	85	1.7 %
18.2	-	85	1.7 %
19.1	-	66	1.3 %
19.2	-	66	1.3 %
20.1	-	65	1.3 %
20.2	-	65	1.3 %
21.1	-	77	1.5 %
21.2	-	77	1.5 %
22.1	-	84	1.7 %
22.2	-	84	1.7 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
23.1	-	39	0.8 %
23.2	-	39	0.8 %

- Mean: 8.41
- Median: 7.20
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.67

Based upon 5034 valid cases out of 5034 total cases.

**YEAR2001**

**Applicant Working in Year 2001**

Location: 136-140(width: 5; decimal: 2)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	did not work in 2001	844	16.8 %
1.1	-	68	1.4 %
1.2	-	68	1.4 %
2.1	-	100	2.0 %
2.2	-	100	2.0 %
3.1	-	99	2.0 %
3.2	-	99	2.0 %
4.1	-	111	2.2 %
4.2	-	111	2.2 %
5.1	-	101	2.0 %
5.2	-	101	2.0 %
6.1	-	86	1.7 %
6.2	-	86	1.7 %
7.1	-	94	1.9 %
7.2	-	94	1.9 %
8.1	-	89	1.8 %
8.2	-	89	1.8 %
9.1	-	86	1.7 %
9.2	-	86	1.7 %
10.1	-	111	2.2 %
10.2	-	111	2.2 %
11.1	-	79	1.6 %
11.2	-	79	1.6 %
12.1	-	107	2.1 %
12.2	-	107	2.1 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
13.1	-	78	1.5 %
13.2	-	78	1.5 %
14.1	-	98	1.9 %
14.2	-	98	1.9 %
15.1	-	98	1.9 %
15.2	-	98	1.9 %
16.1	-	102	2.0 %
16.2	-	102	2.0 %
17.1	-	98	1.9 %
17.2	-	98	1.9 %
18.1	-	100	2.0 %
18.2	-	100	2.0 %
19.1	-	79	1.6 %
19.2	-	79	1.6 %
20.1	-	85	1.7 %
20.2	-	85	1.7 %
21.1	-	80	1.6 %
21.2	-	80	1.6 %
22.1	-	82	1.6 %
22.2	-	82	1.6 %
23.1	-	64	1.3 %
23.2	-	64	1.3 %

- Mean: 9.88
- Median: 10.10
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.37

Based upon 5034 valid cases out of 5034 total cases.

**YEAR2002**

**Applicant Working in Year 2002**

Location: 141-145(width: 5; decimal: 2)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	did not work in 2002	0	0.0 %
1.1	-	86	1.7 %
1.2	-	86	1.7 %
2.1	-	126	2.5 %
2.2	-	126	2.5 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3.1	-	130	2.6 %
3.2	-	130	2.6 %
4.1	-	104	2.1 %
4.2	-	104	2.1 %
5.1	-	122	2.4 %
5.2	-	122	2.4 %
6.1	-	103	2.0 %
6.2	-	103	2.0 %
7.1	-	126	2.5 %
7.2	-	126	2.5 %
8.1	-	114	2.3 %
8.2	-	114	2.3 %
9.1	-	107	2.1 %
9.2	-	107	2.1 %
10.1	-	119	2.4 %
10.2	-	119	2.4 %
11.1	-	102	2.0 %
11.2	-	102	2.0 %
12.1	-	118	2.3 %
12.2	-	118	2.3 %
13.1	-	103	2.0 %
13.2	-	103	2.0 %
14.1	-	115	2.3 %
14.2	-	115	2.3 %
15.1	-	118	2.3 %
15.2	-	118	2.3 %
16.1	-	107	2.1 %
16.2	-	107	2.1 %
17.1	-	108	2.1 %
17.2	-	108	2.1 %
18.1	-	122	2.4 %
18.2	-	122	2.4 %
19.1	-	101	2.0 %
19.2	-	101	2.0 %
20.1	-	108	2.1 %
20.2	-	108	2.1 %
21.1	-	108	2.1 %
21.2	-	108	2.1 %
22.1	-	101	2.0 %
22.2	-	101	2.0 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
23.1	-	68	1.4 %
23.2	-	68	1.4 %
47.0	-	2	0.0 %

- Mean: 11.87
- Median: 12.10
- Minimum: 1.10
- Maximum: 47.00
- Standard Deviation: 6.51

Based upon 5034 valid cases out of 5034 total cases.

**HSGRAD**                      **year of highschool graduation**

Location:                      146-149(width: 4; decimal: 0)  
 Variable Type:              numeric (ISO)

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
1959	954	19.0 %
1966	1007	20.0 %
1971	1069	21.2 %
1976	1050	20.9 %
1986	954	19.0 %

- Mean: 1971.61
- Median: 1971.00
- Mode: 1971.00
- Minimum: 1959.00
- Maximum: 1986.00
- Standard Deviation: 8.93

Based upon 5034 valid cases out of 5034 total cases.

**HIGHSCHOOL**                      **High School Name**

Location:                      150-150(width: 1; decimal: 0)  
 Variable Type:              numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	DeKalb High School; DeKalb, IL	2517	50.0 %
2	Ames High School; Ames City, IA	2517	50.0 %

- Mean: 1.50
- Median: 1.50
- Minimum: 1.00
- Maximum: 2.00



- Study 23980 -

- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**COMPYEAR**      **Year of Computer Certification**

Location:                      151-154(width: 4; decimal: 0)

Variable Type:                numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	does not have computer certificate	2478	49.2 %
1986	-	676	13.4 %
1996	-	1112	22.1 %
2002	-	338	6.7 %
2003	-	430	8.5 %

- Mean: 1013.12
- Median: 1986.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2003.00
- Standard Deviation: 997.65

Based upon 5034 valid cases out of 5034 total cases.

**COMPCERT**      **Computer Certification**

Location:                      155-155(width: 1; decimal: 0)

Variable Type:                numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	does not have computer certificate under education	2478	49.2 %
1	Department of manpower & training, computer certificate	1278	25.4 %
2	Computer Learning Certificate	1278	25.4 %

- Mean: 0.76
- Median: 1.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.83

Based upon 5034 valid cases out of 5034 total cases.

**CCOLLEGE**      **College Certificate**

Location:                      156-156(width: 1; decimal: 0)

Variable Type:                numeric (ISO)

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	No college education job_choice=10, community college education does not appear automatically on resume	4080	81.0 %
1	If job choice not equal 10, then resume-madlibs enters the com college educ a specific job needs. Options 1 & 2 are simi	793	15.8 %
2	If job choice not equal 10, then resume-madlibs enters the com college educ a specific job needs. Options 1 & 2 are simi	143	2.8 %
3	College education required for the job but omitted from resume	18	0.4 %

- Mean: 0.23
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 3.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**STARTVTR**

**First year of volunteering**

Location:

157-157(width: 1; decimal: 0)

Variable Type:

numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no volunteer work	2530	50.3 %
1	1993	162	3.2 %
2	1994	148	2.9 %
3	1995	354	7.0 %
4	-	508	10.1 %
5	-	234	4.6 %
6	-	302	6.0 %
7	-	372	7.4 %
8	-	298	5.9 %
9	-	126	2.5 %
10	2002	0	0.0 %

- Mean: 2.51
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 9.00
- Standard Deviation: 2.97

Based upon 5034 valid cases out of 5034 total cases.

**ENDVTR**

**Last year of volunteering**

- Study 23980 -

Location: 158-158(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no volunteer work	2530	50.3 %
1	1993	32	0.6 %
2	1994	120	2.4 %
3	1995	184	3.7 %
4	-	270	5.4 %
5	-	296	5.9 %
6	-	494	9.8 %
7	-	270	5.4 %
8	-	402	8.0 %
9	-	436	8.7 %
10	2002	0	0.0 %

- Mean: 3.05
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 9.00
- Standard Deviation: 3.42

Based upon 5034 valid cases out of 5034 total cases.

**VOLUNTEER Volunteer Work**

Location: 159-159(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no volunteer work mentioned	2530	50.3 %
1	Project Bread, Boston Food Bank, Boston	1252	24.9 %
2	Volunteer for Hope Worldwide Organization	1252	24.9 %

- Mean: 0.75
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.83

Based upon 5034 valid cases out of 5034 total cases.

**TENVSRACTennis vs. racquetball**

Location: 160-160(width: 1; decimal: 0)

- Study 23980 -

Variable Type:

numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no sport mentioned	2516	50.0 %
1	I play tennis	1259	25.0 %
2	I play racquetball	1259	25.0 %

- Mean: 0.75
- Median: 1.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.83

Based upon 5034 valid cases out of 5034 total cases.

**GARDVSCRAFT**

**Gardening vs. Crafting**

Location:

161-161(width: 1; decimal: 0)

Variable Type:

numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no gardening/crafting hobby mentioned	4072	80.9 %
1	I like to garden	481	9.6 %
2	I enjoy crafting	481	9.6 %

- Mean: 0.29
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.63

Based upon 5034 valid cases out of 5034 total cases.

**HEALTHINS**

**Health Insurance**

Location:

162-162(width: 1; decimal: 0)

Variable Type:

numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	does not mention health insurance	2532	50.3 %
1	I have health insurance already	1251	24.9 %
2	I do not need health insurance because I am covered at home	1251	24.9 %

- Mean: 0.75
- Median: 0.00
- Mode: 0.00

- Study 23980 -

- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.83

Based upon 5034 valid cases out of 5034 total cases.

**FLEX Flexibility**

Location: 163-163(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	does not mention flexibility	2492	49.5 %
1	I am flexible	1271	25.2 %
2	I am willing to embrace change	1271	25.2 %

- Mean: 0.76
- Median: 1.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.83

Based upon 5034 valid cases out of 5034 total cases.

**ATTEND Attendance Award**

Location: 164-164(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no attendance award mentioned	2490	49.5 %
1	Several months of perfect attendance awards	622	12.4 %
2	I have received many attendance awards	622	12.4 %
3	Recently received a perfect attendance award	650	12.9 %
4	On my current job I have gotten an attendance award	650	12.9 %

- Mean: 1.27
- Median: 1.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 4.00
- Standard Deviation: 1.49

Based upon 5034 valid cases out of 5034 total cases.

**REFER References**

Location: 165-165(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	does not mention references	0	0.0 %
1	References available on request	2517	50.0 %
2	References on request	2517	50.0 %

- Mean: 1.50
- Median: 1.50
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**SENT** **Sent or not sent**

Location: 166-166(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not sent	1261	25.0 %
1	sent	3773	75.0 %

- Mean: 0.75
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.43

Based upon 5034 valid cases out of 5034 total cases.

**DELIVERTYPE** **Delivery Type**

Location: 167-167(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	fax	3214	63.8 %
2	email	518	10.3 %
3	online	113	2.2 %
. (M)	-	1189	23.6 %

- Mean: 1.19
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00

- Study 23980 -

- Standard Deviation: 0.46

Based upon 3845 valid cases out of 5034 total cases.

**FIRST Sent first or second**

Location: 168-168(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	sent second	1900	37.7 %
1	sent first	1945	38.6 %
. (M)	-	1189	23.6 %

- Mean: 0.51
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 3845 valid cases out of 5034 total cases.

**DATETIME Date and Time sent**

Location: 169-178(width: 10; decimal: 0)

Variable Type: character (ISO)

Based upon 5034 valid cases out of 5034 total cases.

**RESPONSE RESPONSE**

Location: 179-179(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	did not receive a response	4387	87.1 %
1	received a response	444	8.8 %
2	received a response that said we have received your resume and will review it. May or may not be automated	71	1.4 %
3	Other response	11	0.2 %
4	CareerBuilder response	121	2.4 %

- Mean: 0.22
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 4.00
- Standard Deviation: 0.71

Based upon 5034 valid cases out of 5034 total cases.

- Study 23980 -

**POSITIVE** **POSITIVE**

Location: 180-180(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	Negative response	55	1.1 %
1	Positive response	370	7.4 %
2	Other	21	0.4 %
. (M)	-	4588	91.1 %

- Mean: 0.92
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.41

Based upon 446 valid cases out of 5034 total cases.

**EXPREQ** **Ad does ask for experience**

Location: 181-181(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	ad does not ask for experience	3230	64.2 %
1	ad does ask for experience (includes preferred but not necessary)	1804	35.8 %

- Mean: 0.36
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.48

Based upon 5034 valid cases out of 5034 total cases.

**FAXINAD** **Fax number-email address mentioned in ad**

Location: 182-182(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	fax number/email address not in ad	0	0.0 %
1	fax number/email address given in ad	6	0.1 %
. (M)	-	5028	99.9 %



- Study 23980 -

- Mean: 1.00
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 1.00
- Standard Deviation: 0.00

Based upon 6 valid cases out of 5034 total cases.

**EOEAA** **ad specify EOE**

Location: 183-183(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	ad does not specify EOE	4350	86.4 %
1	ad does specify EOE	684	13.6 %

- Mean: 0.14
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.34

Based upon 5034 valid cases out of 5034 total cases.

**INTERVIEW** **Interview process**

Location: 184-184(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	Please call us back.	177	3.5 %
1	asks to set up an interview, appointment, discuss, meet, speak with you, etc.	191	3.8 %
. (M)	-	4666	92.7 %

- Mean: 0.52
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 368 valid cases out of 5034 total cases.

**NEGANS** **Interview Results**

Location: 185-185(width: 1; decimal: 0)

- Study 23980 -

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	Do not meet requirements or position filled	27	0.5 %
1	Position filled, we will keep your resume on file.	15	0.3 %
2	No position suitable for you at this time. Will keep your resume on file	13	0.3 %
. (M)	-	4979	98.9 %

- Mean: 0.75
- Median: 1.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.82

Based upon 55 valid cases out of 5034 total cases.

**MORERESP** Received more than one response

Location: 186-186(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	did not receive any more responses	346	6.9 %
1	received more than 1 response	84	1.7 %
. (M)	-	4604	91.5 %

- Mean: 0.20
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.40

Based upon 430 valid cases out of 5034 total cases.

**CALLIN** Callin

Location: 187-187(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	want-ad	4072	80.9 %
1	callin	962	19.1 %

- Mean: 0.19
- Median: 0.00

- Study 23980 -

- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.39

Based upon 5034 valid cases out of 5034 total cases.

**LINDA** **Linda**

Location: 188-188(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	mary	2517	50.0 %
1	linda	2517	50.0 %

- Mean: 0.50
- Median: 0.50
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**OCCUTYPE** **Occupation Type**

Location: 189-189(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	Professional/Technical: non-healthcare Preschool, Toddler teacher Teacher aide -assistant, tutor Librarian , assistant c	68	1.4 %
2	Professional -Technical: healthcare LPN, CNA, HHA, health other Medical assistant Dental assistant, technician	676	13.4 %
3	Managers, officials, proprietors supervisor, coordinator, director, leader management trainee, superintendent	196	3.9 %
4	Clerical and Kindred administrative assistant, clerical, legal secretary, data entry, transcriptionist biller, collector	1190	23.6 %
5	Sales, Real Estate, Loan, Insurance, Rental agent, Stock broker, Telemarketers, call centers Merchandise, Estimator, closer	980	19.5 %
6	Craftsmen mechanics, repairer, installers, technicians designer, seamstress, florist, landscape, horticulture, graphic d	224	4.4 %
7	Operatives, drivers, machine operators, apprentice, helpers, warehouse worker, mover, shipping/receiving, imports, storag	478	9.5 %
8	Service workers (household and non), customer service, guest service agent, hairstylist, nailtech, esthetician, counselo	994	19.7 %
9	Laborers (farm and other), laborer, worker, helper, maintenance, janitorial, custodial	204	4.1 %
. (M)	-	24	0.5 %

- Study 23980 -

- Mean: 5.22
- Median: 5.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 2.15

Based upon 5010 valid cases out of 5034 total cases.

**OCCUTYPE2 Double coding for occupation categories e.g. Medical Biller: occutype=2, occutype2=4**

Location: 190-190(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	2	0.0 %
2	18	0.4 %
3	8	0.2 %
4	38	0.8 %
6	2	0.0 %
7	2	0.0 %
8	2	0.0 %
9	2	0.0 %
. (M)	4960	98.5 %

- Mean: 3.70
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 1.65

Based upon 74 valid cases out of 5034 total cases.

**SEXIND SEXIND**

Location: 191-191(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	Neither (occutype 5)	1138	22.6 %
1	male dominated industry (occutype 3, 6,7,9, and 1 except for teachers)	1088	21.6 %
2	female dominated industry (occutype 2,4, 8, and teachers)	2790	55.4 %
. (M)	-	18	0.4 %

- Mean: 1.33

- Study 23980 -

- Median: 2.00
- Mode: 2.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.82

Based upon 5016 valid cases out of 5034 total cases.

**RESPONSEDATE**      **date of first response**

Location:                      192-201(width: 10; decimal: 0)

Variable Type:                character (ISO)

Based upon 5034 valid cases out of 5034 total cases.

**WHYNOTSENT**              **Reason not sent ,discarded**

Location:                      202-203(width: 2; decimal: 0)

Variable Type:                numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	automatic interview	172	3.4 %
2	fax/email failed	169	3.4 %
3	walk-in only	194	3.9 %
4	never got fax # (left message never returned or did not leave message)	324	6.4 %
5	already applied	134	2.7 %
6	not qualified	48	1.0 %
7	they do not have fax or email	26	0.5 %
8	experimenter error	35	0.7 %
9	no way to send hs grad date	4	0.1 %
10	scam	12	0.2 %
11	out of range	18	0.4 %
12	position filled	54	1.1 %
13	temp agency or employment agency	34	0.7 %
. (M)	-	3810	75.7 %

- Mean: 4.29
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 13.00
- Standard Deviation: 3.01

Based upon 1224 valid cases out of 5034 total cases.

**MANUALTYPO**              **Manual Typo**

Location:                      204-204(width: 1; decimal: 0)

Variable Type:                numeric (ISO)

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no typos in resume	1655	32.9 %
1	has at least one typo in resume	60	1.2 %
. (M)	-	3319	65.9 %

- Mean: 0.03
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.18

Based upon 1715 valid cases out of 5034 total cases.

**ID** **ID**

Location: 205-209(width: 5; decimal: 0)  
 Variable Type: numeric (ISO)

- Mean: 2534.45
- Minimum: 2.00
- Maximum: 47471.00
- Standard Deviation: 1706.29

Based upon 5032 valid cases out of 5034 total cases.

**PTFT** **Part Time/ Full Time**

Location: 210-210(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	neither	3628	72.1 %
1	Part-Time	474	9.4 %
2	Full-Time	658	13.1 %
3	both	274	5.4 %

- Mean: 0.52
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 3.00
- Standard Deviation: 0.92

Based upon 5034 valid cases out of 5034 total cases.

**NUMEMP** **Number of employees**

Location: 211-211(width: 1; decimal: 0)

- Study 23980 -

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	None	2	0.0 %
1	0-15	222	4.4 %
2	15-20	148	2.9 %
3	more than 20	1518	30.2 %
. (M)	-	3144	62.5 %

- Mean: 2.68
- Median: 3.00
- Mode: 3.00
- Minimum: 0.00
- Maximum: 3.00
- Standard Deviation: 0.68

Based upon 1890 valid cases out of 5034 total cases.

**BENEFITS** **Benefits**

Location: 212-212(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no	3838	76.2 %
1	yes	1195	23.7 %
. (M)	-	1	0.0 %

- Mean: 0.24
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.43

Based upon 5033 valid cases out of 5034 total cases.

**FAX** **Fax**

Location: 213-213(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not faxed	615	12.2 %
1	faxed	3158	62.7 %
. (M)	-	1261	25.0 %

- Study 23980 -

- Mean: 0.84
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.37

Based upon 3773 valid cases out of 5034 total cases.

<b>EMAIL</b>	<b>E-mail</b>
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Location: 214-214(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not emailed	3269	64.9 %
1	emailed	504	10.0 %
. (M)	-	1261	25.0 %

- Mean: 0.13
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.34

Based upon 3773 valid cases out of 5034 total cases.

<b>ONLINE</b>	<b>Online</b>
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Location: 215-215(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not submitted online	3662	72.7 %
1	submitted online	111	2.2 %
. (M)	-	1261	25.0 %

- Mean: 0.03
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.17

Based upon 3773 valid cases out of 5034 total cases.

<b>RESPDUM</b>	<b>Resp dum</b>
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- Study 23980 -

Location: 216-216(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	sent, but did not get a response	3333	66.2 %
1	sent and did get a response	440	8.7 %
. (M)	-	1261	25.0 %

- Mean: 0.12
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.32

Based upon 3773 valid cases out of 5034 total cases.

**POSDUM** **Posdum**

Location: 217-217(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	sent, but did not get a positive response	3405	67.6 %
1	sent and did get a positive response	368	7.3 %
. (M)	-	1261	25.0 %

- Mean: 0.10
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.30

Based upon 3773 valid cases out of 5034 total cases.

**INTDUM** **Intdum**

Location: 218-218(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	sent, but did not get an interview offer	3583	71.2 %
1	sent and did get an interview offer	190	3.8 %
. (M)	-	1261	25.0 %

- Mean: 0.05
- Median: 0.00

- Study 23980 -

- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.22

Based upon 3773 valid cases out of 5034 total cases.

**HS59 Highschool graduation year dummies,1959**

Location: 219-219(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	did not graduate in year 1959	4080	81.0 %
1	graduated in year 1959	954	19.0 %

- Mean: 0.19
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.39

Based upon 5034 valid cases out of 5034 total cases.

**HS66 Highschool graduation year dummies,1966**

Location: 220-220(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	did not graduate in year 1966	4027	80.0 %
1	graduated in year 1966	1007	20.0 %

- Mean: 0.20
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.40

Based upon 5034 valid cases out of 5034 total cases.

**HS71 Highschool graduation year dummies,1971**

Location: 221-221(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	did not graduate in year 1971	3965	78.8 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	graduated in year 1971	1069	21.2 %

- Mean: 0.21
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.41

Based upon 5034 valid cases out of 5034 total cases.

**HS76 Highschool graduation year dummies, 1976**

Location: 222-222(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	did not graduate in year 1976	3984	79.1 %
1	graduated in year 1976	1050	20.9 %

- Mean: 0.21
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.41

Based upon 5034 valid cases out of 5034 total cases.

**HS86 Highschool graduation year dummies, 1986**

Location: 223-223(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	did not graduate in year 1986	4080	81.0 %
1	graduated in year 1986	954	19.0 %

- Mean: 0.19
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.39

Based upon 5034 valid cases out of 5034 total cases.

- Study 23980 -

**AGE**                      **Age based on highschool graduation year**

Location:                      224-225(width: 2; decimal: 0)  
 Variable Type:              numeric (ISO)

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
35	954	19.0 %
45	1050	20.9 %
50	1069	21.2 %
55	1007	20.0 %
62	954	19.0 %

- Mean: 49.39
- Median: 50.00
- Mode: 50.00
- Minimum: 35.00
- Maximum: 62.00
- Standard Deviation: 8.93

Based upon 5034 valid cases out of 5034 total cases.

**OLDER**                      **OLDER**

Location:                      226-226(width: 1; decimal: 0)  
 Variable Type:              numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	Younger than age 50	2004	39.8 %
1	Age 50 and above	3030	60.2 %

- Mean: 0.60
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.49

Based upon 5034 valid cases out of 5034 total cases.

**OLDER2**                      **OLDER2**

Location:                      227-227(width: 1; decimal: 0)  
 Variable Type:              numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	Age 50 and younger	3073	61.0 %
1	Older than 50	1961	39.0 %



- Study 23980 -

Location: 230-231(width: 2; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	92	1.8 %
2	260	5.2 %
3	402	8.0 %
4	766	15.2 %
5	962	19.1 %
6	784	15.6 %
7	658	13.1 %
8	574	11.4 %
9	186	3.7 %
10	350	7.0 %

- Mean: 5.71
- Median: 6.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.18

Based upon 5034 valid cases out of 5034 total cases.

**YRINLF2      Years in the labor force 2**

Location: 232-234(width: 3; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	0 years in the labor force	0	0.0 %
1	-	92	1.8 %
4	-	260	5.2 %
9	-	402	8.0 %
16	-	766	15.2 %
25	-	962	19.1 %
36	-	784	15.6 %
49	7 years in the labor force	658	13.1 %
64	8 years in the labor force	574	11.4 %
81	-	186	3.7 %
100	-	350	7.0 %

- Mean: 37.41
- Median: 36.00
- Mode: 25.00

- Study 23980 -

- Minimum: 1.00
- Maximum: 100.00
- Standard Deviation: 26.21

Based upon 5034 valid cases out of 5034 total cases.

**LFSTART**                      **Year work history begins**

Location:                      235-238(width: 4; decimal: 0)  
 Variable Type:              numeric (ISO)

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
1993	1308	26.0 %
1994	234	4.6 %
1995	562	11.2 %
1996	722	14.3 %
1997	692	13.7 %
1998	644	12.8 %
1999	390	7.7 %
2000	210	4.2 %
2001	180	3.6 %
2002	92	1.8 %

- Mean: 1996.10
- Median: 1996.00
- Mode: 1993.00
- Minimum: 1993.00
- Maximum: 2002.00
- Standard Deviation: 2.49

Based upon 5034 valid cases out of 5034 total cases.

**YROUTLF**                      **years out of labor force (since work history began)**

Location:                      239-239(width: 1; decimal: 0)  
 Variable Type:              numeric (ISO)

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	2730	54.2 %
1	452	9.0 %
2	810	16.1 %
3	570	11.3 %
4	238	4.7 %
5	178	3.5 %
6	38	0.8 %
7	14	0.3 %
8	4	0.1 %

- Study 23980 -

- Mean: 1.19
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 8.00
- Standard Deviation: 1.56

Based upon 5034 valid cases out of 5034 total cases.

**WORKGAP** **WORKGAP**

Location: 240-240(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no work gap since work history began	2730	54.2 %
1	has had work gap since work history began	2304	45.8 %

- Mean: 0.46
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**TYP0** **Typos in the Resume**

Location: 241-241(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no typos in resume	3800	75.5 %
1	has at least one typo in resume	1234	24.5 %

- Mean: 0.25
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.43

Based upon 5034 valid cases out of 5034 total cases.

**COLLEGEDUM** **Dummy Variables of resume characteristics, College Experience**

Location: 242-242(width: 1; decimal: 0)

Variable Type: numeric (ISO)



- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no college experience	4098	81.4 %
1	any college experience or formal training	936	18.6 %

- Mean: 0.19
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.39

Based upon 5034 valid cases out of 5034 total cases.

**COMPUTERDUM**

**Dummy Variables of resume characteristics, Computer Experience**

Location: 243-243(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no computer experience	2478	49.2 %
1	any computer experience	2556	50.8 %

- Mean: 0.51
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**RECENTCOMDUM**

**Dummy Variables of resume characteristics, Recent Comp Experience**

Location: 244-244(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no computer experience, or all computer experience is outdated	4266	84.7 %
1	recent computer training/experience	768	15.3 %

- Mean: 0.15
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.36

Based upon 5034 valid cases out of 5034 total cases.

- Study 23980 -

**RELEVENTCOMP** **Dummy Variables of resume characteristics, Relevant Comp Experience**

Location: 245-245(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no computer experience, or all computer experience is irrelevant to vocation	3154	62.7 %
1	has relevant computer experience	1880	37.3 %

- Mean: 0.37
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.48

Based upon 5034 valid cases out of 5034 total cases.

**VOLUNTEERDUM** **Dummy Variables of resume characteristics, Volunteer Experience**

Location: 246-246(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no volunteer experience	2530	50.3 %
1	volunteer experience	2504	49.7 %

- Mean: 0.50
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**SPORTDUM** **Dummy Variables of resume characteristics, Participation in Sport**

Location: 247-247(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no participation in sporting activities	2516	50.0 %
1	participates in sporting events	2518	50.0 %

- Mean: 0.50
- Median: 1.00

- Study 23980 -

- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**HOBBYDUM** **Dummy Variables of resume characteristics, Participation in Hobby**

Location: 248-248(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	does not participate in a hobby	4072	80.9 %
1	participates in a hobby	962	19.1 %

- Mean: 0.19
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.39

Based upon 5034 valid cases out of 5034 total cases.

**INSDUM** **Dummy Variables of resume characteristics, Health Insurance**

Location: 249-249(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	does not have health insurance	2532	50.3 %
1	has a health insurance provider	2502	49.7 %

- Mean: 0.50
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**FLEXDUM** **Dummy Variables of resume characteristics, Flexibility**

Location: 250-250(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	does not mention hour flexibility	2492	49.5 %

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	is capable of working flexible hours	2542	50.5 %

- Mean: 0.50
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**ATTENDDUM** **Dummy Variables of resume characteristics, Attendance Award**

Location: 251-251(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	no listing of perfect attendance awards	2490	49.5 %
1	previous perfect atten	2544	50.5 %

- Mean: 0.51
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5034 valid cases out of 5034 total cases.

**REFERDUM** **Dummy Variables of resume characteristics, References**

Location: 252-252(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	does not list references	0	0.0 %
1	lists reference availability	5034	100.0 %

- Mean: 1.00
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 1.00
- Standard Deviation: 0.00

Based upon 5034 valid cases out of 5034 total cases.

- Study 23980 -

**PROFESSIONAL**

**PROFESSIONAL**

Location: 253-253(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not professional/technical occupation	4992	99.2 %
1	professional/technical occupation	42	0.8 %

- Mean: 0.01
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.09

Based upon 5034 valid cases out of 5034 total cases.

**PRO\_EDU**

**PRO\_EDU**

Location: 254-254(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not professional/technical in education field	5014	99.6 %
1	professional in education field	20	0.4 %

- Mean: 0.00
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.06

Based upon 5034 valid cases out of 5034 total cases.

**PRO\_HEALTH**

**PRO\_HEALTH**

Location: 255-255(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not professional/technical in healthcare field	4358	86.6 %
1	professional in healthcare field	676	13.4 %

- Mean: 0.13
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00

- Study 23980 -

- Maximum: 1.00
- Standard Deviation: 0.34

Based upon 5034 valid cases out of 5034 total cases.

**MANAGER**

**MANAGER**

Location: 256-256(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not managerial occupation	4838	96.1 %
1	managerial occupation	196	3.9 %

- Mean: 0.04
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.19

Based upon 5034 valid cases out of 5034 total cases.

**CLERICAL**

**CLERICAL**

Location: 257-257(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not clerical occupation	3844	76.4 %
1	clerical occupation	1190	23.6 %

- Mean: 0.24
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.42

Based upon 5034 valid cases out of 5034 total cases.

**SALES**

**SALES**

Location: 258-258(width: 1; decimal: 0)  
 Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not sales occupation	4054	80.5 %
1	sales occupation	980	19.5 %

- Study 23980 -

- Mean: 0.19
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.40

Based upon 5034 valid cases out of 5034 total cases.

**CRAFTSMAN**

**CRAFTSMAN**

Location: 259-259(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not craftsman occupation	4810	95.6 %
1	craftsman occupation	224	4.4 %

- Mean: 0.04
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.21

Based upon 5034 valid cases out of 5034 total cases.

**OPERATIVE**

**OPERATIVE**

Location: 260-260(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not operative occupation	4556	90.5 %
1	operative occupation	478	9.5 %

- Mean: 0.09
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.29

Based upon 5034 valid cases out of 5034 total cases.

**SERVICE**

**SERVICE**

Location: 261-261(width: 1; decimal: 0)

Variable Type: numeric (ISO)

- Study 23980 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not in service occupation	4040	80.3 %
1	in service occupation	994	19.7 %

- Mean: 0.20
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.40

Based upon 5034 valid cases out of 5034 total cases.

**LABORER**

**LABORER**

Location:

262-262(width: 1; decimal: 0)

Variable Type:

numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	not laborer occupation	4830	95.9 %
1	laborer occupation	204	4.1 %

- Mean: 0.04
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.20

Based upon 5034 valid cases out of 5034 total cases.

**NUMJOBS**

**number of jobs listed on resume**

Location:

263-263(width: 1; decimal: 0)

Variable Type:

numeric (ISO)

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	330	6.6 %
2	1330	26.4 %
3	1778	35.3 %
4	1100	21.9 %
5	394	7.8 %
6	96	1.9 %
7	4	0.1 %
8	2	0.0 %



- Study 23980 -

- Mean: 3.04
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 8.00
- Standard Deviation: 1.12

Based upon 5034 valid cases out of 5034 total cases.

**YROUTLF2**      **Years out of labor force (since work history began)2**

Location: 264-265(width: 2; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	0 years out of labor force	2730	54.2 %
1	-	452	9.0 %
4	-	810	16.1 %
9	-	570	11.3 %
16	-	238	4.7 %
25	-	178	3.5 %
36	-	38	0.8 %
49	7 years out of labor force	14	0.3 %
64	8 years out of labor force	4	0.1 %

- Mean: 3.85
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 64.00
- Standard Deviation: 7.14

Based upon 5034 valid cases out of 5034 total cases.

**DAYS4RESPONSE**      **Number of days before a response was heard from the firm**

Location: 266-269(width: 4; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
-2	1	0.0 %
-1	1	0.0 %
0	85	1.7 %
1	119	2.4 %
2	51	1.0 %
3	47	0.9 %
4	12	0.2 %

- Study 23980 -

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
5	27	0.5 %
6	8	0.2 %
7	9	0.2 %
8	17	0.3 %
9	1	0.0 %
10	1	0.0 %
11	3	0.1 %
12	11	0.2 %
13	1	0.0 %
14	1	0.0 %
15	3	0.1 %
17	3	0.1 %
18	3	0.1 %
19	2	0.0 %
20	1	0.0 %
21	3	0.1 %
22	2	0.0 %
23	1	0.0 %
24	1	0.0 %
25	3	0.1 %
29	2	0.0 %
31	2	0.0 %
32	3	0.1 %
34	1	0.0 %
37	5	0.1 %
38	2	0.0 %
39	1	0.0 %
40	1	0.0 %
43	4	0.1 %
46	1	0.0 %
49	1	0.0 %
50	1	0.0 %
51	2	0.0 %
52	3	0.1 %
58	2	0.0 %
76	1	0.0 %
77	2	0.0 %
84	1	0.0 %
115	2	0.0 %
128	2	0.0 %

- Study 23980 -

<i>Value</i>	<i>Unweighted Frequency</i>	<i>%</i>
211	2	0.0 %
366	2	0.0 %
367	1	0.0 %
380	2	0.0 %
. (M)	4571	90.8 %

- Mean: 12.52
- Median: 2.00
- Mode: 1.00
- Minimum: -2.00
- Maximum: 380.00
- Standard Deviation: 43.19

Based upon 463 valid cases out of 5034 total cases.

**INTDUMINCAUTO Automatic Interview**

Location: 270-270(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	job advertisement does not ask for automatic interview	3579	71.1 %
1	job advertisement does ask for automatic interview	362	7.2 %
. (M)	-	1093	21.7 %

- Mean: 0.09
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.29

Based upon 3941 valid cases out of 5034 total cases.

**FL Firm location -Florida**

Location: 271-271(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	firm located outside of Florida	0	0.0 %
1	firm in Florida	5034	100.0 %

- Mean: 1.00
- Median: 1.00
- Mode: 1.00

- Study 23980 -

- Minimum: 1.00
- Maximum: 1.00
- Standard Deviation: 0.00

Based upon 5034 valid cases out of 5034 total cases.

**MA Firm location -Massachusetts**

Location: 272-272(width: 1; decimal: 0)

Variable Type: numeric (ISO)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	firm located outside of Massachusetts	5034	100.0 %
1	firm in Massachusetts	0	0.0 %

- Mean: 0.00
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 0.00
- Standard Deviation: 0.00

Based upon 5034 valid cases out of 5034 total cases.

**PAIRNUM PAIR NUMBER**

Location: 273-276(width: 4; decimal: 0)

Variable Type: numeric (ISO)

- Mean: 1259.00
- Minimum: 1.00
- Maximum: 2517.00
- Standard Deviation: 726.67

Based upon 5034 valid cases out of 5034 total cases.