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ICPSR 23980

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

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Variable Description and Frequencies:
Massachusetts 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

Massachusetts File

FILENAME	MM_DD_YYwantads or MM_DD_YYcallins
Location:	1-16(width: 16; decimal: 0)
Variable Type:	character (ISO)

Value	*Unweighted Frequency*	*%*
01_04_04wantads	80	1.6 %
01_05_04callins	20	0.4 %
01_11_04wantads	80	1.6 %
01_12_04callins	20	0.4 %
01_18_04wantads	80	1.6 %
01_19_04callins	20	0.4 %
01_25_04callins	20	0.4 %
01_25_04wantads	80	1.6 %
02_01_04wantads	80	1.6 %
02_08_04wantads	80	1.6 %
02_15_04wantads	78	1.5 %
02_22_04wantads	80	1.6 %
02_23_03wantads	54	1.1 %
02_24_03callins	20	0.4 %
03_02_03wantads	50	1.0 %
03_03_03callins	22	0.4 %
03_09_03wantads	78	1.5 %
03_10_03callins	20	0.4 %
03_16_03wantads	82	1.6 %
03_17_03callins	20	0.4 %
03_23_03wantads	80	1.6 %
03_24_03callins	20	0.4 %
03_30_03wantads	80	1.6 %
03_31_03callins	20	0.4 %
04_06_03wantads	80	1.6 %
04_07_03callins	22	0.4 %
04_13_03wantads	80	1.6 %
04_14_03callins	22	0.4 %
04_20_03wantads	84	1.7 %
04_21_03calllins	20	0.4 %
04_27_03wantads	74	1.5 %
04_28_03callins	20	0.4 %

Value	*Unweighted Frequency*	*%*
05_04_03wantads	78	1.5 %
05_05_03callins	20	0.4 %
05_11_03wantads	88	1.7 %
05_12_03callins	20	0.4 %
05_18_03wantads	80	1.6 %
05_19_03callins	20	0.4 %
05_25_03wantads	74	1.5 %
05_27_03callins	20	0.4 %
06_01_03wantads	82	1.6 %
06_02_03callins	20	0.4 %
06_08_03wantads	82	1.6 %
06_09_03callins	20	0.4 %
06_15_03wantads	82	1.6 %
06_16_03callins	20	0.4 %
06_22_03wantads	82	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	80	1.6 %
07_14_03callins	20	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	80	1.6 %
08_04_03callins	20	0.4 %
08_10_03wantads	80	1.6 %
08_11_03callins	22	0.4 %
08_17_03wantads	82	1.6 %
08_18_03callins	20	0.4 %
08_24_03wantads	80	1.6 %
08_25_03callins	20	0.4 %
09_07_03wantads	80	1.6 %
09_08_03callins	20	0.4 %
09_14_03wantads	78	1.5 %
09_15_03callins	18	0.4 %
09_21_03wantads	80	1.6 %
09_22_03callins	18	0.4 %

Value	*Unweighted Frequency*	*%*
09_28_03wantads	80	1.6 %
09_29_03callins	20	0.4 %
10_05_03wantads	80	1.6 %
10_06_03callins	20	0.4 %
10_12_03wantads	80	1.6 %
10_13_03callins	20	0.4 %
10_19_03wantads	80	1.6 %
10_20_03callins	20	0.4 %
10_26_03wantads	80	1.6 %
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	80	1.6 %
11_17_03callins	20	0.4 %
11_23_03wantads	78	1.5 %
11_24_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	80	1.6 %
12_29_03callins	20	0.4 %

Based upon 5064 valid cases out of 5064 total cases.

DATENAME	**MM-DD-YY_NNLinda or MM-DD-YY_NNMary (date resume was made, NN is resume number, and Linda/Mary)**
Location:	17-38(width: 22; decimal: 0)
Variable Type:	character (ISO)
	Based upon 5064 valid cases out of 5064 total cases.

VERSION	**Version**
Location:	39-39(width: 1; decimal: 0)
Variable Type:	numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
1	resume made before 06_08_03, may contain typos	1449	28.6 %
2	resume made on or after 06_08_03, does not contain typos	2178	43.0 %
6	6:Undefined Code	0	0.0 %
7	7:Undefined Code	518	10.2 %
8	8:Undefined Code	838	16.5 %
9	9:Undefined Code	80	1.6 %
. (M)	-	1	0.0 %

- Mean: 3.33
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 2.79

Based upon 5063 valid cases out of 5064 total cases.

JOB_CHOICE **Job Choice**

Location: 40-41(width: 2; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
1	Administrative Assistant	972	19.2 %
2	Customer Service	150	3.0 %
3	Dental Assistant	210	4.1 %
4	Health Other	16	0.3 %
5	HHA	14	0.3 %
6	LPN	276	5.5 %
7	Real Estate	100	2.0 %
8	Sales	1006	19.9 %
9	CNA	30	0.6 %
10	Other	1934	38.2 %
11	Hair Stylist	38	0.8 %
12	Nail Tech	8	0.2 %
13	Truck Driver	112	2.2 %
14	Pre-school Teacher	190	3.8 %
15	15:Undefined Code	8	0.2 %

- Mean: 7.27
- Median: 8.00
- Mode: 10.00
- Minimum: 1.00

- Maximum: 15.00
- Standard Deviation: 3.86

Based upon 5064 valid cases out of 5064 total cases.

OTHERNAME **Other names**

Location: 42-88(width: 47; decimal: 0)

Variable Type: character (ISO)

Based upon 5064 valid cases out of 5064 total cases.

ADDRESS **Address**

Location: 89-89(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
1	19 Ashland St. #2 Somerville, MA 02144	2532	50.0 %
2	200 Summer St. #3 Somerville, MA 02144	2532	50.0 %

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

Based upon 5064 valid cases out of 5064 total cases.

SHORTVSLONG **Short vs. Long**

Location: 90-90(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
1	short objective	4512	89.1 %
2	long objective	552	10.9 %

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

Based upon 5064 valid cases out of 5064 total cases.

TOPVSBOTTOM **Top vs. Bottom**

Location: 91-91(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
1	top objective	2532	50.0 %
2	bottom objective	2532	50.0 %

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

Based upon 5064 valid cases out of 5064 total cases.

YEAR1993 **Applicant Working in Year 1993**

Location: 92-96(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0.0	if applicant did not work in 1993	3870	76.4 %
1.1	-	14	0.3 %
1.2	-	14	0.3 %
2.1	-	42	0.8 %
2.2	-	42	0.8 %
3.1	-	28	0.6 %
3.2	-	28	0.6 %
4.1	-	20	0.4 %
4.2	-	20	0.4 %
5.1	-	36	0.7 %
5.2	-	36	0.7 %
6.1	-	18	0.4 %
6.2	-	18	0.4 %
7.1	-	29	0.6 %
7.2	-	29	0.6 %
8.1	-	20	0.4 %
8.2	-	20	0.4 %
9.1	-	26	0.5 %
9.2	-	26	0.5 %
10.1	-	27	0.5 %
10.2	-	27	0.5 %
11.1	-	38	0.8 %
11.2	-	38	0.8 %
12.1	-	29	0.6 %
12.2	-	29	0.6 %
13.1	-	22	0.4 %

Value	*Label*	*Unweighted Frequency*	*%*
13.2	-	22	0.4 %
14.1	-	25	0.5 %
14.2	-	25	0.5 %
15.1	-	34	0.7 %
15.2	-	34	0.7 %
16.1	-	26	0.5 %
16.2	-	26	0.5 %
17.1	-	32	0.6 %
17.2	-	32	0.6 %
18.1	-	27	0.5 %
18.2	-	27	0.5 %
19.1	-	18	0.4 %
19.2	-	18	0.4 %
20.1	-	33	0.7 %
20.2	-	33	0.7 %
21.1	-	15	0.3 %
21.2	-	15	0.3 %
22.1	-	27	0.5 %
22.2	-	27	0.5 %
23.1	-	11	0.2 %
23.2	-	11	0.2 %

- Mean: 2.78
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 5.87

Based upon 5064 valid cases out of 5064 total cases.

YEAR1994 **Applicant Working in Year 1994**

Location: 97-101(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0.0	did not work in 1994	3732	73.7 %
1.1	-	16	0.3 %
1.2	-	16	0.3 %
2.1	-	47	0.9 %
2.2	-	47	0.9 %
3.1	-	40	0.8 %

Value	*Label*	*Unweighted Frequency*	*%*
3.2	-	40	0.8 %
4.1	-	21	0.4 %
4.2	-	21	0.4 %
5.1	-	32	0.6 %
5.2	-	32	0.6 %
6.1	-	26	0.5 %
6.2	-	26	0.5 %
7.1	-	35	0.7 %
7.2	-	35	0.7 %
8.1	-	28	0.6 %
8.2	-	28	0.6 %
9.1	-	25	0.5 %
9.2	-	25	0.5 %
10.1	-	26	0.5 %
10.2	-	26	0.5 %
11.1	-	37	0.7 %
11.2	-	37	0.7 %
12.1	-	31	0.6 %
12.2	-	31	0.6 %
13.1	-	22	0.4 %
13.2	-	22	0.4 %
14.1	-	29	0.6 %
14.2	-	29	0.6 %
15.1	-	32	0.6 %
15.2	-	32	0.6 %
16.1	-	27	0.5 %
16.2	-	27	0.5 %
17.1	-	42	0.8 %
17.2	-	42	0.8 %
18.1	-	34	0.7 %
18.2	-	34	0.7 %
19.1	-	23	0.5 %
19.2	-	23	0.5 %
20.1	-	32	0.6 %
20.2	-	32	0.6 %
21.1	-	27	0.5 %
21.2	-	27	0.5 %
22.1	-	23	0.5 %
22.2	-	23	0.5 %
23.1	-	11	0.2 %

Value	Label	Unweighted Frequency	%
23.2	-	11	0.2 %

- Mean: 3.08
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 6.11

Based upon 5064 valid cases out of 5064 total cases.

YEAR1995 **Applicant Working in Year 1995**

Location: 102-106(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	Label	Unweighted Frequency	%
0.0	did not work in 1995	3398	67.1 %
1.1	-	30	0.6 %
1.2	-	30	0.6 %
2.1	-	53	1.0 %
2.2	-	53	1.0 %
3.1	-	33	0.7 %
3.2	-	33	0.7 %
4.1	-	27	0.5 %
4.2	-	27	0.5 %
5.1	-	40	0.8 %
5.2	-	40	0.8 %
6.1	-	43	0.8 %
6.2	-	43	0.8 %
7.1	-	42	0.8 %
7.2	-	42	0.8 %
8.1	-	43	0.8 %
8.2	-	43	0.8 %
9.1	-	33	0.7 %
9.2	-	33	0.7 %
10.1	-	36	0.7 %
10.2	-	36	0.7 %
11.1	-	40	0.8 %
11.2	-	40	0.8 %
12.1	-	36	0.7 %
12.2	-	36	0.7 %
13.1	-	37	0.7 %

Value	Label	Unweighted Frequency	%
13.2	-	37	0.7 %
14.1	-	28	0.6 %
14.2	-	28	0.6 %
15.1	-	31	0.6 %
15.2	-	31	0.6 %
16.1	-	32	0.6 %
16.2	-	32	0.6 %
17.1	-	44	0.9 %
17.2	-	44	0.9 %
18.1	-	40	0.8 %
18.2	-	40	0.8 %
19.1	-	32	0.6 %
19.2	-	32	0.6 %
20.1	-	41	0.8 %
20.2	-	41	0.8 %
21.1	-	44	0.9 %
21.2	-	44	0.9 %
22.1	-	29	0.6 %
22.2	-	29	0.6 %
23.1	-	19	0.4 %
23.2	-	19	0.4 %

- Mean: 3.89
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 6.69

Based upon 5064 valid cases out of 5064 total cases.

YEAR1996 **Applicant Working in Year 1996**

Location: 107-111(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	Label	Unweighted Frequency	%
0.0	did not work in 1996	2882	56.9 %
1.1	-	31	0.6 %
1.2	-	31	0.6 %
2.1	-	52	1.0 %
2.2	-	52	1.0 %
3.1	-	46	0.9 %

Value	*Label*	*Unweighted Frequency*	*%*
3.2	-	46	0.9 %
4.1	-	44	0.9 %
4.2	-	44	0.9 %
5.1	-	43	0.8 %
5.2	-	43	0.8 %
6.1	-	59	1.2 %
6.2	-	59	1.2 %
7.1	-	50	1.0 %
7.2	-	50	1.0 %
8.1	-	48	0.9 %
8.2	-	48	0.9 %
9.1	-	52	1.0 %
9.2	-	52	1.0 %
10.1	-	51	1.0 %
10.2	-	51	1.0 %
11.1	-	44	0.9 %
11.2	-	44	0.9 %
12.1	-	56	1.1 %
12.2	-	56	1.1 %
13.1	-	55	1.1 %
13.2	-	55	1.1 %
14.1	-	44	0.9 %
14.2	-	44	0.9 %
15.1	-	47	0.9 %
15.2	-	47	0.9 %
16.1	-	44	0.9 %
16.2	-	44	0.9 %
17.1	-	61	1.2 %
17.2	-	61	1.2 %
18.1	-	36	0.7 %
18.2	-	36	0.7 %
19.1	-	49	1.0 %
19.2	-	49	1.0 %
20.1	-	47	0.9 %
20.2	-	47	0.9 %
21.1	-	51	1.0 %
21.2	-	51	1.0 %
22.1	-	49	1.0 %
22.2	-	49	1.0 %
23.1	-	32	0.6 %

Value	Label	Unweighted Frequency	%
23.2	-	32	0.6 %

- Mean: 5.23
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.34

Based upon 5064 valid cases out of 5064 total cases.

YEAR1997 **Applicant Working in Year 1997**

Location: 112-116(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	Label	Unweighted Frequency	%
0.0	did not work in 1997	2299	45.4 %
1.0	-	1	0.0 %
1.1	-	36	0.7 %
1.2	-	36	0.7 %
2.1	-	61	1.2 %
2.2	-	61	1.2 %
3.1	-	59	1.2 %
3.2	-	59	1.2 %
4.1	-	64	1.3 %
4.2	-	64	1.3 %
5.1	-	59	1.2 %
5.2	-	59	1.2 %
6.1	-	69	1.4 %
6.2	-	69	1.4 %
7.1	-	73	1.4 %
7.2	-	73	1.4 %
8.1	-	53	1.0 %
8.2	-	53	1.0 %
9.1	-	67	1.3 %
9.2	-	67	1.3 %
10.1	-	52	1.0 %
10.2	-	52	1.0 %
11.1	-	67	1.3 %
11.2	-	67	1.3 %
12.1	-	75	1.5 %
12.2	-	75	1.5 %

Value	Label	Unweighted Frequency	%
13.1	-	66	1.3 %
13.2	-	66	1.3 %
14.1	-	69	1.4 %
14.2	-	69	1.4 %
15.1	-	68	1.3 %
15.2	-	68	1.3 %
16.1	-	61	1.2 %
16.2	-	61	1.2 %
17.1	-	55	1.1 %
17.2	-	55	1.1 %
18.1	-	47	0.9 %
18.2	-	47	0.9 %
19.1	-	51	1.0 %
19.2	-	51	1.0 %
20.1	-	65	1.3 %
20.2	-	65	1.3 %
21.1	-	58	1.1 %
21.2	-	58	1.1 %
22.1	-	64	1.3 %
22.2	-	64	1.3 %
23.1	-	43	0.8 %
23.2	-	43	0.8 %

- Mean: 6.59
- Median: 3.10
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.64

Based upon 5064 valid cases out of 5064 total cases.

YEAR1998 **Applicant Working in Year 1998**

Location: 117-121(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	Label	Unweighted Frequency	%
0.0	did not work in 1998	1910	37.7 %
1.1	-	51	1.0 %
1.2	-	51	1.0 %
2.1	-	63	1.2 %
2.2	-	63	1.2 %

Value	*Label*	*Unweighted Frequency*	*%*
3.1	-	66	1.3 %
3.2	-	66	1.3 %
4.1	-	77	1.5 %
4.2	-	77	1.5 %
5.1	-	71	1.4 %
5.2	-	71	1.4 %
6.1	-	69	1.4 %
6.2	-	69	1.4 %
7.1	-	80	1.6 %
7.2	-	80	1.6 %
8.1	-	64	1.3 %
8.2	-	64	1.3 %
9.1	-	69	1.4 %
9.2	-	69	1.4 %
10.1	-	63	1.2 %
10.2	-	63	1.2 %
11.1	-	67	1.3 %
11.2	-	67	1.3 %
12.1	-	70	1.4 %
12.2	-	70	1.4 %
13.1	-	71	1.4 %
13.2	-	71	1.4 %
14.1	-	93	1.8 %
14.2	-	93	1.8 %
15.1	-	79	1.6 %
15.2	-	79	1.6 %
16.1	-	88	1.7 %
16.2	-	88	1.7 %
17.1	-	66	1.3 %
17.2	-	66	1.3 %
18.1	-	65	1.3 %
18.2	-	65	1.3 %
19.1	-	66	1.3 %
19.2	-	66	1.3 %
20.1	-	72	1.4 %
20.2	-	72	1.4 %
21.1	-	52	1.0 %
21.2	-	52	1.0 %
22.1	-	73	1.4 %
22.2	-	73	1.4 %

Value	*Label*	*Unweighted Frequency*	*%*
23.1	-	42	0.8 %
23.2	-	42	0.8 %

- Mean: 7.53
- Median: 5.20
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.71

Based upon 5064 valid cases out of 5064 total cases.

YEAR1999 **Applicant Working in Year 1999**

Location: 122-126(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0.0	did not work in 1999	1756	34.7 %
1.1	-	45	0.9 %
1.2	-	45	0.9 %
2.1	-	62	1.2 %
2.2	-	62	1.2 %
3.1	-	73	1.4 %
3.2	-	73	1.4 %
4.1	-	80	1.6 %
4.2	-	80	1.6 %
5.1	-	77	1.5 %
5.2	-	77	1.5 %
6.1	-	75	1.5 %
6.2	-	75	1.5 %
7.1	-	83	1.6 %
7.2	-	83	1.6 %
8.1	-	71	1.4 %
8.2	-	71	1.4 %
9.1	-	70	1.4 %
9.2	-	70	1.4 %
10.1	-	84	1.7 %
10.2	-	84	1.7 %
11.1	-	80	1.6 %
11.2	-	80	1.6 %
12.1	-	66	1.3 %
12.2	-	66	1.3 %

Value	Label	Unweighted Frequency	%
13.1	-	80	1.6 %
13.2	-	80	1.6 %
14.1	-	100	2.0 %
14.2	-	100	2.0 %
15.1	-	74	1.5 %
15.2	-	74	1.5 %
16.1	-	75	1.5 %
16.2	-	75	1.5 %
17.1	-	86	1.7 %
17.2	-	86	1.7 %
18.1	-	60	1.2 %
18.2	-	60	1.2 %
19.1	-	68	1.3 %
19.2	-	68	1.3 %
20.1	-	80	1.6 %
20.2	-	80	1.6 %
21.1	-	51	1.0 %
21.2	-	51	1.0 %
22.1	-	73	1.4 %
22.2	-	73	1.4 %
23.1	-	41	0.8 %
23.2	-	41	0.8 %

- Mean: 7.85
- Median: 6.20
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.64

Based upon 5064 valid cases out of 5064 total cases.

YEAR2000 **Applicant Working in Year 2000**

Location: 127-131(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	Label	Unweighted Frequency	%
0.0	did not work in 2000	1504	29.7 %
1.1	-	58	1.1 %
1.2	-	58	1.1 %
2.1	-	71	1.4 %
2.2	-	71	1.4 %

Value	*Label*	*Unweighted Frequency*	*%*
3.1	-	71	1.4 %
3.2	-	71	1.4 %
4.1	-	75	1.5 %
4.2	-	75	1.5 %
5.1	-	94	1.9 %
5.2	-	94	1.9 %
6.1	-	86	1.7 %
6.2	-	86	1.7 %
7.1	-	87	1.7 %
7.2	-	87	1.7 %
8.1	-	81	1.6 %
8.2	-	81	1.6 %
9.1	-	86	1.7 %
9.2	-	86	1.7 %
10.1	-	80	1.6 %
10.2	-	80	1.6 %
11.1	-	90	1.8 %
11.2	-	90	1.8 %
12.1	-	69	1.4 %
12.2	-	69	1.4 %
13.1	-	82	1.6 %
13.2	-	82	1.6 %
14.1	-	76	1.5 %
14.2	-	76	1.5 %
15.1	-	72	1.4 %
15.2	-	72	1.4 %
16.1	-	77	1.5 %
16.2	-	77	1.5 %
17.1	-	86	1.7 %
17.2	-	86	1.7 %
18.1	-	66	1.3 %
18.2	-	66	1.3 %
19.1	-	86	1.7 %
19.2	-	86	1.7 %
20.1	-	79	1.6 %
20.2	-	79	1.6 %
21.1	-	68	1.3 %
21.2	-	68	1.3 %
22.1	-	91	1.8 %
22.2	-	91	1.8 %

Value	*Label*	*Unweighted Frequency*	*%*
23.1	-	49	1.0 %
23.2	-	49	1.0 %

- Mean: 8.48
- Median: 7.20
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.71

Based upon 5064 valid cases out of 5064 total cases.

YEAR2001 **Applicant Working in Year 2001**

Location: 132-136(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0.0	did not work in 2001	850	16.8 %
1.1	-	67	1.3 %
1.2	-	67	1.3 %
2.1	-	105	2.1 %
2.2	-	105	2.1 %
3.1	-	83	1.6 %
3.2	-	83	1.6 %
4.1	-	81	1.6 %
4.2	-	81	1.6 %
5.1	-	92	1.8 %
5.2	-	92	1.8 %
6.1	-	104	2.1 %
6.2	-	104	2.1 %
7.1	-	95	1.9 %
7.2	-	95	1.9 %
8.1	-	96	1.9 %
8.2	-	96	1.9 %
9.1	-	80	1.6 %
9.2	-	80	1.6 %
10.1	-	94	1.9 %
10.2	-	94	1.9 %
11.1	-	105	2.1 %
11.2	-	105	2.1 %
12.1	-	84	1.7 %
12.2	-	84	1.7 %

Value	*Label*	*Unweighted Frequency*	*%*
13.1	-	112	2.2 %
13.2	-	112	2.2 %
14.1	-	103	2.0 %
14.2	-	103	2.0 %
15.1	-	93	1.8 %
15.2	-	93	1.8 %
16.1	-	83	1.6 %
16.2	-	83	1.6 %
17.1	-	112	2.2 %
17.2	-	112	2.2 %
18.1	-	86	1.7 %
18.2	-	86	1.7 %
19.1	-	80	1.6 %
19.2	-	80	1.6 %
20.1	-	92	1.8 %
20.2	-	92	1.8 %
21.1	-	85	1.7 %
21.2	-	85	1.7 %
22.1	-	106	2.1 %
22.2	-	106	2.1 %
23.1	-	69	1.4 %
23.2	-	69	1.4 %

- Mean: 10.13
- Median: 10.10
- Mode: 0.00
- Minimum: 0.00
- Maximum: 23.20
- Standard Deviation: 7.45

Based upon 5064 valid cases out of 5064 total cases.

YEAR2002 **Applicant Working in Year 2002**

Location: 137-141(width: 5; decimal: 2)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0.0	did not work in 2002	0	0.0 %
1.1	-	65	1.3 %
1.2	-	65	1.3 %
2.1	-	136	2.7 %
2.2	-	136	2.7 %

Value	*Label*	*Unweighted Frequency*	*%*
3.1	-	116	2.3 %
3.2	-	116	2.3 %
4.1	-	103	2.0 %
4.2	-	103	2.0 %
5.1	-	99	2.0 %
5.2	-	99	2.0 %
6.1	-	134	2.6 %
6.2	-	134	2.6 %
7.1	-	123	2.4 %
7.2	-	123	2.4 %
8.1	-	122	2.4 %
8.2	-	122	2.4 %
9.1	-	94	1.9 %
9.2	-	94	1.9 %
10.1	-	122	2.4 %
10.2	-	122	2.4 %
11.1	-	138	2.7 %
11.2	-	138	2.7 %
12.1	-	114	2.3 %
12.2	-	114	2.3 %
13.1	-	118	2.3 %
13.2	-	118	2.3 %
14.1	-	127	2.5 %
14.2	-	127	2.5 %
15.1	-	97	1.9 %
15.2	-	97	1.9 %
16.1	-	108	2.1 %
16.2	-	108	2.1 %
17.1	-	111	2.2 %
17.2	-	111	2.2 %
18.1	-	112	2.2 %
18.2	-	112	2.2 %
19.1	-	103	2.0 %
19.2	-	103	2.0 %
20.1	-	110	2.2 %
20.2	-	110	2.2 %
21.1	-	98	1.9 %
21.2	-	98	1.9 %
22.1	-	114	2.3 %
22.2	-	114	2.3 %

Value	*Label*	*Unweighted Frequency*	*%*
23.1	-	68	1.3 %
23.2	-	68	1.3 %

- Mean: 11.95
- Median: 12.10
- Minimum: 1.10
- Maximum: 23.20
- Standard Deviation: 6.39

Based upon 5064 valid cases out of 5064 total cases.

HSGRAD **year of highschool graduation**

Location: 142-145(width: 4; decimal: 0)

Variable Type: numeric (ISO)

Value	*Unweighted Frequency*	*%*
1959	929	18.3 %
1966	1081	21.3 %
1971	1059	20.9 %
1976	1065	21.0 %
1986	930	18.4 %

- Mean: 1971.54
- Median: 1971.00
- Mode: 1966.00
- Minimum: 1959.00
- Maximum: 1986.00
- Standard Deviation: 8.84

Based upon 5064 valid cases out of 5064 total cases.

HIGHSCHOOL **High School Name**

Location: 146-146(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
1	DeKalb High School; DeKalb, IL	2532	50.0 %
2	Ames High School; Ames City, IA	2532	50.0 %

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

Based upon 5064 valid cases out of 5064 total cases.

COMPYEAR **Year of Computer Certification**

Location: 147-150(width: 4; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	does not have computer certificate	2492	49.2 %
1986	-	702	13.9 %
1996	-	1134	22.4 %
2002	-	296	5.8 %
2003	-	440	8.7 %

- Mean: 1013.34
- Median: 1986.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2003.00
- Standard Deviation: 997.56

Based upon 5064 valid cases out of 5064 total cases.

COMPCERT **Computer Certification**

Location: 151-151(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	does not have computer certificate under education	2492	49.2 %
1	Department of manpower & training, computer certificate	1286	25.4 %
2	Computer Learning Certificate	1286	25.4 %

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

Based upon 5064 valid cases out of 5064 total cases.

CCOLLEGE **College Cerificate**

Location: 152-152(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	No college education job_choice=10, community college education does not appear automatically on resume	4004	79.1 %
1	If job choice not equal 10, then resume-madlibs enters the com college educ a specific job needs. Options 1 & 2 are simi	651	12.9 %
2	If job choice not equal 10, then resume-madlibs enters the com college educ a specific job needs. Options 1 & 2 are simi	383	7.6 %
3	College education required for the job but omitted from resume	26	0.5 %

- Mean: 0.30
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 3.00
- Standard Deviation: 0.62

Based upon 5064 valid cases out of 5064 total cases.

STARTVTR **First year of volunteering**

Location: 153-153(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no volunteer work	2502	49.4 %
1	1993	182	3.6 %
2	1994	144	2.8 %
3	1995	338	6.7 %
4	-	476	9.4 %
5	-	282	5.6 %
6	-	348	6.9 %
7	-	358	7.1 %
8	-	328	6.5 %
9	-	106	2.1 %
10	2002	0	0.0 %

- Mean: 2.56
- Median: 1.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 9.00
- Standard Deviation: 2.98

Based upon 5064 valid cases out of 5064 total cases.

ENDVTR **Last year of volunteering**

Location: 154-154(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no volunteer work	2502	49.4 %
1	1993	40	0.8 %
2	1994	114	2.3 %
3	1995	190	3.8 %
4	-	308	6.1 %
5	-	284	5.6 %
6	-	450	8.9 %
7	-	360	7.1 %
8	-	396	7.8 %
9	-	420	8.3 %
10	2002	0	0.0 %

- Mean: 3.09
- Median: 1.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 9.00
- Standard Deviation: 3.41

Based upon 5064 valid cases out of 5064 total cases.

VOLUNTEER **Volunteer Work**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no volunteer work mentioned	2502	49.4 %
1	Project Bread, Boston Food Bank, Boston	1281	25.3 %
2	Volunteer for Hope Worldwide Organization	1281	25.3 %

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

Based upon 5064 valid cases out of 5064 total cases.

TENVSRAC **Tennis vs. racquetball**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no sport mentioned	2592	51.2 %
1	I play tennis	1236	24.4 %
2	I play racquetball	1236	24.4 %

- Mean: 0.73
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.83

Based upon 5064 valid cases out of 5064 total cases.

GARDVSCRAFT **Gardening vs. Crafting**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no gardening/crafting hobby mentioned	4076	80.5 %
1	I like to garden	494	9.8 %
2	I enjoy crafting	494	9.8 %

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

Based upon 5064 valid cases out of 5064 total cases.

HEALTHINS **Health Insurance**

Location: 158-158(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	does not mention health insurance	2542	50.2 %
1	I have health insurance already	1261	24.9 %
2	I do not need health insurance because I am covered at home	1261	24.9 %

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

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

Based upon 5064 valid cases out of 5064 total cases.

FLEX **Flexibility**

Location: 159-159(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	does not mention flexibility	2460	48.6 %
1	I am flexible	1302	25.7 %
2	I am willing to embrace change	1302	25.7 %

- Mean: 0.77
- Median: 1.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.83

Based upon 5064 valid cases out of 5064 total cases.

ATTEND **Attendance Award**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no attendance award mentioned	2574	50.8 %
1	Several months of perfect attendance awards	590	11.7 %
2	I have received many attendance awards	590	11.7 %
3	Recently received a perfect attendance award	655	12.9 %
4	On my current job I have gotten an attendance award	655	12.9 %

- Mean: 1.25
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 4.00
- Standard Deviation: 1.50

Based upon 5064 valid cases out of 5064 total cases.

REFER **References**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	does not mention references	0	0.0 %
1	References available on request	2532	50.0 %
2	References on request	2532	50.0 %

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

Based upon 5064 valid cases out of 5064 total cases.

SENT **Sent or not sent**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not sent	835	16.5 %
1	sent	4229	83.5 %

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

Based upon 5064 valid cases out of 5064 total cases.

DELIVERTYPE **Delivery Type**

Location: 163-163(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Other	4	0.1 %
1	fax	3334	65.8 %
2	email	777	15.3 %
3	online	146	2.9 %
. (M)	-	803	15.9 %

- Mean: 1.25
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00

- Maximum: 3.00
- Standard Deviation: 0.51

Based upon 4261 valid cases out of 5064 total cases.

FIRST **Sent first or second**

Location: 164-164(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	sent second	2120	41.9 %
1	sent first	2141	42.3 %
2	2:Undefined Code	1	0.0 %
. (M)	-	802	15.8 %

- Mean: 0.50
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.50

Based upon 4262 valid cases out of 5064 total cases.

DATETIME **Date and Time sent**

Location: 165-188(width: 24; decimal: 0)

Variable Type: character (ISO)

Based upon 5064 valid cases out of 5064 total cases.

RESPONSE **RESPONSE**

Location: 189-189(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	did not receive a response	4487	88.6 %
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	107	2.1 %
3	Other response	26	0.5 %
4	CareerBuilder response	0	0.0 %

- Mean: 0.15
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 3.00

- Standard Deviation: 0.44

Based upon 5064 valid cases out of 5064 total cases.

POSITIVE **POSITIVE**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Negative response	67	1.3 %
1	Positive response	356	7.0 %
2	Other	19	0.4 %
. (M)	-	4622	91.3 %

- Mean: 0.89
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.43

Based upon 442 valid cases out of 5064 total cases.

EXPERIENCE **EXPERIENCE**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Ad does not ask for experience	3114	61.5 %
1	ad does ask for experience (includes preferred but not necessary)	1683	33.2 %
. (M)	-	267	5.3 %

- Mean: 0.35
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.48

Based upon 4797 valid cases out of 5064 total cases.

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

Location: 192-192(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	fax number/email address not in ad	334	6.6 %
1	fax number/email address given in ad	1029	20.3 %
. (M)	-	3701	73.1 %

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

Based upon 1363 valid cases out of 5064 total cases.

EOEAA **ad specify EOE**

Location: 193-193(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	ad does not specify EOE	4486	88.6 %
1	ad does specify EOE	570	11.3 %
. (M)	-	8	0.2 %

- Mean: 0.11
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.32

Based upon 5056 valid cases out of 5064 total cases.

INTERVIEW **Interview process**

Location: 194-194(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Please call us back.	169	3.3 %
1	asks to set up an interview,appointment,discuss,meet,speak with you, etc.	186	3.7 %
. (M)	-	4709	93.0 %

- Mean: 0.52
- Median: 1.00
- Mode: 1.00

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

Based upon 355 valid cases out of 5064 total cases.

NEGANS **Interview Results**

Location: 195-195(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Do not meet requirements or position filled	38	0.8 %
1	Position filled, we will keep your resume on file.	10	0.2 %
2	No position suitable for you at this time. Will keep your resume on file	19	0.4 %
. (M)	-	4997	98.7 %

- Mean: 0.72
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.88

Based upon 67 valid cases out of 5064 total cases.

MORERESP **Received more than one response**

Location: 196-196(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	did not receive any more responses	354	7.0 %
1	received more than 1 response	82	1.6 %
. (M)	-	4628	91.4 %

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

Based upon 436 valid cases out of 5064 total cases.

CALLIN **Callin**

Location: 197-197(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	Label	Unweighted Frequency	%
0	want-ad	4100	81.0 %
1	callin	964	19.0 %

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

Based upon 5064 valid cases out of 5064 total cases.

LINDA **Linda**

Location: 198-198(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	Label	Unweighted Frequency	%
0	mary	2532	50.0 %
1	linda	2532	50.0 %

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

Based upon 5064 valid cases out of 5064 total cases.

OCCUTYPE **Occupation Type**

Location: 199-199(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	Label	Unweighted Frequency	%
1	Professional/Technical: non-healthcare Preschool, Toddler teacher Teacher aide -assistant, tutor Librarian , assistant c	362	7.1 %
2	Professional -Technical: healthcare LPN, CNA, HHA, health other Medical assistant Dental assistant, technician	688	13.6 %
3	Managers, officials, proprieters supervisor, coordinator, director, leader management trainee, superintendent	302	6.0 %
4	Clerical and Kindred administrative assistant, clerical, legal secretary, data entry, transcriptionist biller, collector	1192	23.5 %
5	Sales, Real Estate, Loan, Insurance, Rental agent,Stock broker,Telemarketers, call centers Merchandise,Estimator, closer	1234	24.4 %
6	Craftsmen mechanics, repairer, installers, technicians designer, seamstress, florist, landscape, horticulture, graphic d	118	2.3 %

Value	*Label*	*Unweighted Frequency*	*%*
7	Operatives,drivers, machine operators, apprentice, helpers, warehouse worker, mover, shipping/receiving, imports, storag	240	4.7 %
8	Service workers (household and non), customer service, guest service agent, hairstylist, nailtech, esthetician, counselo	790	15.6 %
9	Laborers (farm and other),laborer, worker, helper, maintenance, janitorial, custodial	94	1.9 %
. (M)	-	44	0.9 %

- Mean: 4.61
- Median: 4.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 2.15

Based upon 5020 valid cases out of 5064 total cases.

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

Location: 200-200(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Unweighted Frequency*	*%*
1	9	0.2 %
2	8	0.2 %
3	16	0.3 %
4	38	0.8 %
5	6	0.1 %
6	2	0.0 %
7	2	0.0 %
8	10	0.2 %
. (M)	4973	98.2 %

- Mean: 3.97
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 8.00
- Standard Deviation: 1.89

Based upon 91 valid cases out of 5064 total cases.

SEXIND **sexInd**

Location: 201-201(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Neither (occutype 5)	1400	27.6 %
1	male dominated industry (occutype 3, 6,7,9, and 1 except for teachers)	952	18.8 %
2	female dominated industry (occutype 2,4, 8, and teachers)	2680	52.9 %
. (M)	-	32	0.6 %

- Mean: 1.25
- Median: 2.00
- Mode: 2.00
- Minimum: 0.00
- Maximum: 2.00
- Standard Deviation: 0.86

Based upon 5032 valid cases out of 5064 total cases.

RESPONSEDATE **date of first response**

Location: 202-211(width: 10; decimal: 0)

Variable Type: character (ISO)

Based upon 5064 valid cases out of 5064 total cases.

WHYNOTSENT **Reason not sent ,discarded**

Location: 212-213(width: 2; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Other	1	0.0 %
1	automatic interview	119	2.3 %
2	fax/email failed	127	2.5 %
3	walk-in only	32	0.6 %
4	never got fax # (left message never returned or did not leave message)	198	3.9 %
5	already applied	104	2.1 %
6	not qualified	34	0.7 %
7	they do not have fax or email	36	0.7 %
8	experimenter error	51	1.0 %
9	no way to send hs grad date	10	0.2 %
10	scam	30	0.6 %
11	out of range	62	1.2 %
12	position filled	16	0.3 %
13	temp agency or employment agency	20	0.4 %
. (M)	-	4224	83.4 %

- Mean: 4.96

- Median: 4.00
- Mode: 4.00
- Minimum: 0.00
- Maximum: 13.00
- Standard Deviation: 3.32

Based upon 840 valid cases out of 5064 total cases.

MANUALTYPO	**Manual Typo**

Location: 214-214(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no typos in resume	1510	29.8 %
1	has at least one typo in resume	93	1.8 %
. (M)	-	3461	68.3 %

- Mean: 0.06
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.23

Based upon 1603 valid cases out of 5064 total cases.

ID	**ID**

Location: 215-218(width: 4; decimal: 0)

Variable Type: numeric (ISO)

- Mean: 2533.50
- Minimum: 2.00
- Maximum: 5065.00
- Standard Deviation: 1462.00

Based upon 5064 valid cases out of 5064 total cases.

PTFT	**Part Time/ Full Time**

Location: 219-223(width: 5; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	neither	3466	68.4 %
1	Part-Time	484	9.6 %
2	Full-Time	754	14.9 %
3	both	358	7.1 %
30000	30000:Undefined Code	2	0.0 %

- Mean: 12.45
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 30000.00
- Standard Deviation: 596.13

Based upon 5064 valid cases out of 5064 total cases.

NUMEMP **Number of employees**

Location: 224-224(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	None	0	0.0 %
1	0-15	254	5.0 %
2	15-20	220	4.3 %
3	more than 20	1578	31.2 %
. (M)	-	3012	59.5 %

- Mean: 2.65
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.69

Based upon 2052 valid cases out of 5064 total cases.

BENEFITS **Benefits**

Location: 225-225(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no	3874	76.5 %
1	yes	1190	23.5 %

- Mean: 0.23
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.42

Based upon 5064 valid cases out of 5064 total cases.

STAFFAGENCY **STAFF AGENCY**

Location: 226-226(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no does not specify	5016	99.1 %
1	staffing agency	32	0.6 %
2	temp agency	14	0.3 %
3	HR company	2	0.0 %

- Mean: 0.01
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 3.00
- Standard Deviation: 0.14

Based upon 5064 valid cases out of 5064 total cases.

INDTYPE **INDUSTRY TYPE**

Location: 227-228(width: 2; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	other (including postal and public administration)	172	3.4 %
1	agriculture, forestry, fishing, mining	26	0.5 %
2	construction	44	0.9 %
3	manufacturing	78	1.5 %
4	transportation, communication, other utilities	198	3.9 %
5	wholesale and retail trade	1230	24.3 %
6	finance, insurance, real estate	276	5.5 %
7	business and repair services	284	5.6 %
8	personal services	210	4.1 %
9	entertainment and recreation services	574	11.3 %
10	professional and related services	1780	35.2 %
. (M)	-	192	3.8 %

- Mean: 7.30
- Median: 8.00
- Mode: 10.00
- Minimum: 0.00
- Maximum: 10.00
- Standard Deviation: 2.75

Based upon 4872 valid cases out of 5064 total cases.

FAX	Fax

Location: 229-229(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not faxed	906	17.9 %
1	faxed	3323	65.6 %
. (M)	-	835	16.5 %

- Mean: 0.79
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.41

Based upon 4229 valid cases out of 5064 total cases.

EMAIL	E-mail

Location: 230-230(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not emailed	3470	68.5 %
1	emailed	759	15.0 %
. (M)	-	835	16.5 %

- Mean: 0.18
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.38

Based upon 4229 valid cases out of 5064 total cases.

ONLINE	Online

Location: 231-231(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not submitted online	4086	80.7 %
1	submitted online	143	2.8 %
. (M)	-	835	16.5 %

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

Based upon 4229 valid cases out of 5064 total cases.

RESPDUM **Respdum**

Location: 232-232(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	sent, but did not get a response	3793	74.9 %
1	sent and did get a response	436	8.6 %
. (M)	-	835	16.5 %

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

Based upon 4229 valid cases out of 5064 total cases.

POSDUM **Posdum**

Location: 233-233(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	sent, but did not get a positive response	3879	76.6 %
1	sent and did get a positive response	350	6.9 %
. (M)	-	835	16.5 %

- Mean: 0.08
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.28

Based upon 4229 valid cases out of 5064 total cases.

INTDUM **Intdum**

Location: 234-234(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	sent, but did not get an interview offer	4044	79.9 %
1	sent and did get an interview offer	185	3.7 %
. (M)	-	835	16.5 %

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

Based upon 4229 valid cases out of 5064 total cases.

HS59 **Highschool graduation year dummies,1959**

Location: 235-235(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	did not graduate in year 1959	4135	81.7 %
1	graduated in year 1959	929	18.3 %

- Mean: 0.18
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.39

Based upon 5064 valid cases out of 5064 total cases.

HS66 **Highschool graduation year dummies,1966**

Location: 236-236(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	did not graduate in year 1966	3983	78.7 %
1	graduated in year 1966	1081	21.3 %

- Mean: 0.21
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00

- Maximum: 1.00
- Standard Deviation: 0.41

Based upon 5064 valid cases out of 5064 total cases.

HS71 **Highschool graduation year dummies,1971**

Location: 237-237(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	did not graduate in year 1971	4005	79.1 %
1	graduated in year 1971	1059	20.9 %

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

Based upon 5064 valid cases out of 5064 total cases.

HS76 **Highschool graduation year dummies, 1976**

Location: 238-238(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	did not graduate in year 1976	3999	79.0 %
1	graduated in year 1976	1065	21.0 %

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

Based upon 5064 valid cases out of 5064 total cases.

HS86 **Highschool graduation year dummies, 1986**

Location: 239-239(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	did not graduate in year 1986	4134	81.6 %
1	graduated in year 1986	930	18.4 %

- Mean: 0.18
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.39

Based upon 5064 valid cases out of 5064 total cases.

AGE **Age based on highschool graduation year**

Location: 240-241(width: 2; decimal: 0)

Variable Type: numeric (ISO)

Value	*Unweighted Frequency*	*%*
35	930	18.4 %
45	1065	21.0 %
50	1059	20.9 %
55	1081	21.3 %
62	929	18.3 %

- Mean: 49.46
- Median: 50.00
- Mode: 55.00
- Minimum: 35.00
- Maximum: 62.00
- Standard Deviation: 8.84

Based upon 5064 valid cases out of 5064 total cases.

OLDER **older=50+**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Younger than age 50	1995	39.4 %
1	Age 50 and above	3069	60.6 %

- Mean: 0.61
- Median: 1.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.49

Based upon 5064 valid cases out of 5064 total cases.

OLDER2 **older=55+**

Location: 243-243(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Age 50 and younger	3054	60.3 %
1	Older than 50	2010	39.7 %

- Mean: 0.40
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.49

Based upon 5064 valid cases out of 5064 total cases.

OLDER3 **older = 55+, 50 dropped**

Location: 244-244(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	Younger than 50	1995	39.4 %
1	Older than 50	2010	39.7 %
. (M)	-	1059	20.9 %

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

Based upon 4005 valid cases out of 5064 total cases.

WHITEVSBLUE **White Collar vs Blue Collar**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	blue collar (occutype 6,7,9)	452	8.9 %
1	white collar (occutype 1,2,3,4,5,8)	4568	90.2 %
. (M)	-	44	0.9 %

- Mean: 0.91
- Median: 1.00

- Mode: 1.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.29

Based upon 5020 valid cases out of 5064 total cases.

YRINLF **years in labor force**

Location: 246-247(width: 2; decimal: 0)

Variable Type: numeric (ISO)

Value	*Unweighted Frequency*	*%*
1	108	2.1 %
2	264	5.2 %
3	472	9.3 %
4	754	14.9 %
5	864	17.1 %
6	906	17.9 %
7	702	13.9 %
8	508	10.0 %
9	224	4.4 %
10	262	5.2 %

- Mean: 5.62
- Median: 6.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.14

Based upon 5064 valid cases out of 5064 total cases.

YRINLF2 **Years in the labor force 2**

Location: 248-250(width: 3; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	0 years in the labor force	0	0.0 %
1	-	108	2.1 %
4	-	264	5.2 %
9	-	472	9.3 %
16	-	754	14.9 %
25	-	864	17.1 %
36	-	906	17.9 %
49	7 years in the labor force	702	13.9 %

Value	*Label*	*Unweighted Frequency*	*%*
64	8 years in the labor force	508	10.0 %
81	-	224	4.4 %
100	-	262	5.2 %

- Mean: 36.13
- Median: 36.00
- Mode: 36.00
- Minimum: 1.00
- Maximum: 100.00
- Standard Deviation: 25.13

Based upon 5064 valid cases out of 5064 total cases.

LFSTART **Year work history begins**

Location: 251-254(width: 4; decimal: 0)

Variable Type: numeric (ISO)

Value	*Unweighted Frequency*	*%*
1993	1194	23.6 %
1994	250	4.9 %
1995	550	10.9 %
1996	708	14.0 %
1997	818	16.2 %
1998	610	12.0 %
1999	386	7.6 %
2000	248	4.9 %
2001	192	3.8 %
2002	108	2.1 %

- Mean: 1996.23
- Median: 1996.00
- Mode: 1993.00
- Minimum: 1993.00
- Maximum: 2002.00
- Standard Deviation: 2.49

Based upon 5064 valid cases out of 5064 total cases.

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

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

Variable Type: numeric (ISO)

Value	*Unweighted Frequency*	*%*
0	2720	53.7 %
1	490	9.7 %
2	844	16.7 %
3	612	12.1 %
4	232	4.6 %
5	98	1.9 %
6	62	1.2 %
7	6	0.1 %

- Mean: 1.15
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 7.00
- Standard Deviation: 1.49

Based upon 5064 valid cases out of 5064 total cases.

WORKGAP **WORKGAP**

Location: 256-256(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no work gap since work history began	2720	53.7 %
1	has had work gap since work history began	2344	46.3 %

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

Based upon 5064 valid cases out of 5064 total cases.

TYPO **Typos in the Resume**

Location: 257-257(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no typos in resume	4204	83.0 %
1	has at least one typo in resume	860	17.0 %

- Mean: 0.17
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.38

Based upon 5064 valid cases out of 5064 total cases.

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

Location: 258-258(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no college experience	4030	79.6 %
1	any college experience or formal training	1034	20.4 %

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

Based upon 5064 valid cases out of 5064 total cases.

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

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no computer experience	2492	49.2 %
1	any computer experience	2572	50.8 %

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

Based upon 5064 valid cases out of 5064 total cases.

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

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no computer experience, or all computer experience is outdated	4328	85.5 %
1	recent computer training/experience	736	14.5 %

- Mean: 0.15
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.35

Based upon 5064 valid cases out of 5064 total cases.

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

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no computer experience, or all computer experience is irrelevant to vocation	3194	63.1 %
1	has relevant computer experience	1870	36.9 %

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

Based upon 5064 valid cases out of 5064 total cases.

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

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no volunteer experience	2502	49.4 %
1	volunteer experience	2562	50.6 %

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

Based upon 5064 valid cases out of 5064 total cases.

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

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no participation in sporting activities	2592	51.2 %
1	participates in sporting events	2472	48.8 %

- Mean: 0.49
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5064 valid cases out of 5064 total cases.

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

Location: 264-264(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	does not participate in a hobby	4076	80.5 %
1	participates in a hobby	988	19.5 %

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

Based upon 5064 valid cases out of 5064 total cases.

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

Location: 265-265(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	does not have health insurance	2542	50.2 %
1	has a health insurance provider	2522	49.8 %

- Mean: 0.50
- Median: 0.00

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

Based upon 5064 valid cases out of 5064 total cases.

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

Location: 266-266(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	does not mention hour flexibility	2460	48.6 %
1	is capable of working flexible hours	2604	51.4 %

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

Based upon 5064 valid cases out of 5064 total cases.

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

Location: 267-267(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	no listing of perfect attendance awards	2574	50.8 %
1	previous perfect atten	2490	49.2 %

- Mean: 0.49
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.50

Based upon 5064 valid cases out of 5064 total cases.

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

Location: 268-268(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	does not list references	0	0.0 %

Value	*Label*	*Unweighted Frequency*	*%*
1	lists reference availability	5064	100.0 %

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

Based upon 5064 valid cases out of 5064 total cases.

PROFESSIONAL **PROFESSIONAL**

Location: 269-269(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not professional/technical occupation	4854	95.9 %
1	professional/technical occupation	210	4.1 %

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

Based upon 5064 valid cases out of 5064 total cases.

PRO_EDU **PRO_EDU**

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not professional/technical in education field	4918	97.1 %
1	professional in education field	146	2.9 %

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

Based upon 5064 valid cases out of 5064 total cases.

PRO_HEALTH	PRO_HEALTH

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not professional/technical in healthcare field	4376	86.4 %
1	professional in healthcare field	688	13.6 %

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

Based upon 5064 valid cases out of 5064 total cases.

MANAGER	MANAGER

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

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not managerial occupation	4762	94.0 %
1	managerial occupation	302	6.0 %

- Mean: 0.06
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.24

Based upon 5064 valid cases out of 5064 total cases.

CLERICAL	CLERICAL

Location: 273-273(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not clerical occupation	3872	76.5 %
1	clerical occupation	1192	23.5 %

- Mean: 0.24
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00

- Maximum: 1.00
- Standard Deviation: 0.42

Based upon 5064 valid cases out of 5064 total cases.

SALES **SALES**

Location: 274-274(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not sales occupation	3830	75.6 %
1	sales occupation	1234	24.4 %

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

Based upon 5064 valid cases out of 5064 total cases.

CRAFTSMAN **CRAFTSMAN**

Location: 275-275(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not craftsman occupation	4946	97.7 %
1	craftsman occupation	118	2.3 %

- Mean: 0.02
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.15

Based upon 5064 valid cases out of 5064 total cases.

OPERATIVE **OPERATIVE**

Location: 276-276(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not operative occupation	4824	95.3 %
1	operative occupation	240	4.7 %

- Mean: 0.05
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.21

Based upon 5064 valid cases out of 5064 total cases.

SERVICE **SERVICE**

Location: 277-277(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not in service occupation	4274	84.4 %
1	in service occupation	790	15.6 %

- Mean: 0.16
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.36

Based upon 5064 valid cases out of 5064 total cases.

LABORER **LABORER**

Location: 278-278(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	not laborer occupation	4970	98.1 %
1	laborer occupation	94	1.9 %

- Mean: 0.02
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.13

Based upon 5064 valid cases out of 5064 total cases.

NUMJOBS **number of jobs listed on resume**

Location: 279-279(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Unweighted Frequency*	*%*
1	366	7.2 %
2	1464	28.9 %
3	1730	34.2 %
4	1057	20.9 %
5	375	7.4 %
6	68	1.3 %
7	4	0.1 %

- Mean: 2.97
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.10

Based upon 5064 valid cases out of 5064 total cases.

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

Location: 280-281(width: 2; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	0 years out of labor force	2720	53.7 %
1	-	490	9.7 %
4	-	844	16.7 %
9	-	612	12.1 %
16	-	232	4.6 %
25	-	98	1.9 %
36	-	62	1.2 %
49	7 years out of labor force	6	0.1 %
64	8 years out of labor force	0	0.0 %

- Mean: 3.57
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 49.00
- Standard Deviation: 6.51

Based upon 5064 valid cases out of 5064 total cases.

DAYSB4RESPONSE **Number of days before a response was heard from the firm**

Location: 282-285(width: 4; decimal: 0)

Variable Type: numeric (ISO)

Value	*Unweighted Frequency*	*%*
-2	1	0.0 %
-1	1	0.0 %
0	60	1.2 %
1	138	2.7 %
2	60	1.2 %
3	37	0.7 %
4	12	0.2 %
5	12	0.2 %
6	4	0.1 %
7	7	0.1 %
8	18	0.4 %
9	13	0.3 %
10	9	0.2 %
11	9	0.2 %
12	4	0.1 %
13	2	0.0 %
15	7	0.1 %
16	4	0.1 %
17	5	0.1 %
18	3	0.1 %
19	2	0.0 %
21	2	0.0 %
22	3	0.1 %
23	1	0.0 %
26	1	0.0 %
27	1	0.0 %
28	2	0.0 %
29	2	0.0 %
30	3	0.1 %
31	1	0.0 %
32	1	0.0 %
33	1	0.0 %
34	1	0.0 %
35	2	0.0 %
36	2	0.0 %
41	1	0.0 %
43	2	0.0 %
46	2	0.0 %
63	1	0.0 %

Value	*Unweighted Frequency*	*%*
64	1	0.0 %
74	2	0.0 %
86	2	0.0 %
121	1	0.0 %
204	1	0.0 %
205	1	0.0 %
367	2	0.0 %
371	2	0.0 %
. (M)	4615	91.1 %

- Mean: 10.58
- Median: 2.00
- Mode: 1.00
- Minimum: -2.00
- Maximum: 371.00
- Standard Deviation: 38.62

Based upon 449 valid cases out of 5064 total cases.

INTDUMINCAUTO **Automatic Interview**

Location: 286-286(width: 1; decimal: 0)

Variable Type: numeric (ISO)

Value	*Label*	*Unweighted Frequency*	*%*
0	job advertisement does not ask for automatic interview	4042	79.8 %
1	job advertisement does ask for automatic interview	304	6.0 %
. (M)	-	718	14.2 %

- Mean: 0.07
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1.00
- Standard Deviation: 0.26

Based upon 4346 valid cases out of 5064 total cases.

PAIRNUM **PAIR NUMBER**

Location: 287-290(width: 4; decimal: 0)

Variable Type: numeric (ISO)

- Mean: 1266.50
- Minimum: 1.00
- Maximum: 2532.00

- Standard Deviation: 731.00

Based upon 5064 valid cases out of 5064 total cases.