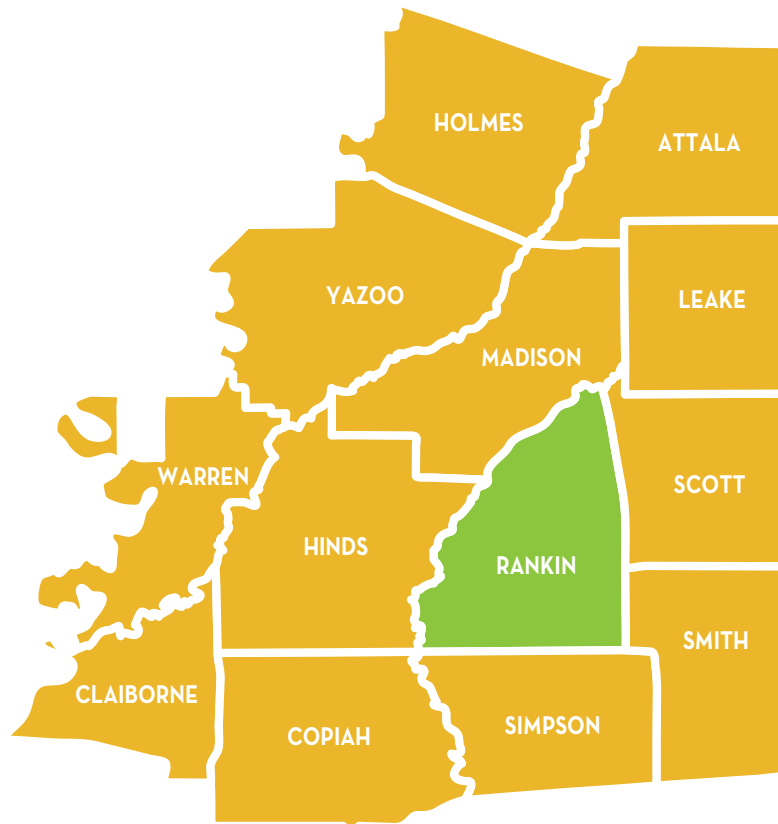




Regional Workforce & Labor Market Assessment Rankin County Summary Report

August 2008



Rankin County Summary Report

Greater Jackson Alliance Area Workforce Assessment

This Labor Market Assessment report was produced for the Greater Jackson Alliance (GJA) by Younger Associates (YA) and the Wadley-Donovan Group (WDG). The full assessment details the labor market conditions of a thirteen-county region in south-central Mississippi consisting of Attala, Claiborne, Copiah, Hinds, Holmes, Leake, Madison, Rankin, Scott, Simpson, Smith, Warren, and Yazoo Counties.

This summary report was prepared for Rankin County and contains information specific to the county. The labor supply data summarized in this county report combines the data for the counties within the study area that are a part of the Rankin County labor shed. Those counties include Rankin, Copiah, Hinds, Madison, Scott and Simpson.

This workforce assessment uses information obtained through surveys among employers and among the working age population in the region, and a review of key secondary statistical information. The assessment included:

- Labor Demand: Surveyed employers across the region with 50 or more employees (except retail and government sectors, for which a minimum threshold of 100 or more employees was used). The survey examined labor availability, cost and quality.
 - The results of this survey are presented in the full assessment report.
- Labor Supply: Surveyed a random, stratified sample of residents in the age range of 18 to 70 years to gather information on employment status, skill sets, desired employment, training needs, and income and education levels. A total of 1,307 surveys were conducted to assure a statistically valid sample reflecting the socio-economic and demographic segments of the population (age, gender, race income). The survey results have a +/- 3% margin of error and a reliability of 95%.
 - The labor supply survey results are presented in this county summary report for the labor shed counties listed above.
- Prepared and reviewed statistical data on key workforce factors for each of the 13 counties, the region, Mississippi, and the U.S. Research sources include, but are not limited to: the Greater Jackson Alliance; the State of Mississippi; the U.S. Bureau of the Census; the U.S. Bureau of Labor Statistics; and the U.S. Departments of Education and Commerce and Claritas, Inc.
 - Data comparing the county, region, Mississippi and the U.S. are included in this county summary report.
- Reviewed previously conducted research for the region and specifically examined labor availability reports previously prepared for some counties within the study area.

Labor Availability Summary

The Greater Jackson Alliance Area has a potential hidden labor supply of 204,224 residents.

The Rankin County Area has a potential hidden labor supply of 152,283.

New and expanding employers could expect to draw qualified applicants from this pool of potential workers. The components of the hidden labor supply are shown in the table below.

Hidden Labor Supply
Source: YA survey results

Component	Greater Jackson Area	Rankin Labor Shed Counties
Not Employed but Interested in Working	113,031	82,424
Underemployed	65,181	47,529
Residents employed part-time but who would prefer full-time employment	19,490	15,808
Recent College Graduates	6,522	6,522
Total	204,224	152,283

The Underemployed component of the workforce has been carefully defined so as not to overstate the availability of these workers. To be considered underemployed a worker must have the education, training or experience to hold a higher skill level position, and the worker must desire to hold a higher skill level position.

The Not Employed but Interested in working component of the workforce is a significant source of potential workers in the study area. This component includes groups such as residents who have been out of the workforce due to family responsibilities, those attending school or in training, early retirees, and displaced workers.

The full characteristics of the Underemployed and the Not Employed but Interested workforce component groups are detailed in following sections of this report. The skills and experience, pay and benefit requirements, willingness to commute, education and training, and demographic characteristics are all provided for these groups.

Characteristics of residents with part-time employment who prefer full time employment are included in the full labor supply survey section of this report. Information regarding the recent college graduates is included in the statistical section of the report.

Labor Supply Summary **For Rankin County**

The following labor supply summary for Rankin County includes, under the heading "counties selection" the counties within the workforce assessment study area that are in the Rankin County labor shed.

The counties included are:

- **Rankin County**
- **Copiah County**
- **Hinds County**
- **Madison County**
- **Scott County**
- **Simpson County**

The third and fourth data columns contain the labor supply information for this group of counties.

Also included is labor supply data for the full 13-county Greater Jackson Alliance workforce assessment area. That data is shown in columns one and two.

Full Survey : Greater Jackson Area Workforce Survey

Are you currently employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Currently Employed	69.5%	298,721	70.7%	242,112
Not Currently Employed	30.5%	131,360	29.3%	100,161
Total	100%		100%	

*Data based on Bureau of Labor statistics, not survey data

Which statement best describes your usual employment?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Full-time	85.2%	254,657	85.1%	206,106
Part-time	14.8%	44,064	14.9%	36,006
Total	100%		100%	

Is this job:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Permanent, year round	97.6%	291,469	98.3%	238,052
Temporary/with Temp Agency	0.8%	2,417	0.5%	1,107
Seasonal	0.8%	2,417	0.8%	1,845
Contractual Consulting	0.8%	2,417	0.5%	1,107
Total	100%		100%	

If you are employed less than full-time, year-round, would you prefer full-time employment?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	44.2%	19,490	43.9%	15,808
No	55.8%	24,574	56.1%	20,199
Total	100%		100%	

For your primary job, are you self-employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	12.4%	36,993	12.3%	29,762
No	87.6%	261,728	87.7%	212,350
Total	100%		100%	

What category best describes the nature of your primary employment?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Agriculture	1.8%	5,473	0.8%	1,879
Construction	5.4%	16,132	5.4%	13,155
Education	9.5%	28,230	8.4%	20,359
F.I.R.E.	5.6%	16,708	6.9%	16,600
Food Services & Drinking Places	6.1%	18,148	6.6%	15,974
Government - Local	2.4%	7,202	1.6%	3,759
Government - State	2.1%	6,337	2.6%	6,264
Government - Federal	1.9%	5,761	1.8%	4,385
Health Services	16.0%	47,818	17.1%	41,344
Information	1.4%	4,033	1.2%	2,819
Leisure & Hospitality	2.1%	6,337	1.2%	2,819
Manufacturing	10.5%	31,399	9.7%	23,491
Military	0.4%	1,152	0.4%	940
Mining/Extraction	1.1%	3,169	1.2%	2,819
Personal Services	4.4%	13,251	3.5%	8,457
Professional & Business Services	7.5%	22,469	8.5%	20,672
Retail Trade	14.8%	44,074	15.4%	37,272
Transportation	2.8%	8,354	2.8%	6,891
Utilities	1.1%	3,169	1.3%	3,132
Warehousing / Distribution	2.9%	8,642	3.4%	8,143
Wholesale Trade	0.3%	864	0.4%	940
All Other	0.0%	0	0.0%	0
Total	100%		100%	

What is your job title or position held?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
All Other	0.0%	0	0.0%	0
Architecture & Engineering	0.5%	1,438	0.6%	1,562
Business/Professional Services	1.0%	2,875	1.0%	2,499
Childcare	1.4%	4,313	1.0%	2,499
Cleaning & Maintenance	4.7%	14,088	4.0%	9,684
Computer/IS - Professional	0.2%	575	0.3%	625
Computer/IS - Support/Tech	0.4%	1,150	0.4%	937
Construction	2.1%	6,325	1.9%	4,686
Customer Services	4.9%	14,663	5.0%	12,184
Education - Professional	4.8%	14,375	4.3%	10,309
Education - Support	1.1%	3,163	1.0%	2,499
Farming, Fishing & Forestry	0.7%	2,013	0.1%	312
Financial	4.7%	14,088	5.5%	13,433
Food Preparation & Serving	4.3%	12,938	4.3%	10,309
Healthcare - Professional	4.0%	12,075	4.4%	10,622
Healthcare - Technical	4.8%	14,375	4.5%	10,934
Healthcare - Support	1.3%	4,025	1.4%	3,436
Information/Media	0.8%	2,300	0.9%	2,187
Installation & Repair	1.1%	3,163	0.9%	2,187
Legal	0.8%	2,300	1.0%	2,499
Leisure/Entertainment	1.3%	3,738	0.9%	2,187
Management - Entry Level	6.0%	17,826	5.7%	13,746
Management - Middle	8.9%	26,451	9.8%	23,743
Management - Upper	5.7%	16,963	5.3%	12,809
Manufacturing - Highly Skilled	0.5%	1,438	0.4%	937
Manufacturing - Production (unskilled)	1.9%	5,750	1.5%	3,749
Manufacturing - Skilled	3.9%	11,788	3.9%	9,372
Military	0.2%	575	0.3%	625
Mining	0.7%	2,013	0.8%	1,874
Office & Administrative Support	7.4%	22,138	7.6%	18,432
Personal Services	0.7%	2,013	0.6%	1,562
Physical Science - Professional	0.1%	288	0.1%	312
Protective Services	1.8%	5,463	1.7%	4,061
Retail Sales & Service	4.8%	14,375	5.3%	12,809
Sales & Related Occupations (non-retail)	1.3%	3,738	1.7%	4,061
Social Services	2.3%	6,900	2.7%	6,560
Special Trades	1.5%	4,600	1.5%	3,749
Transportation & Material Moving	4.6%	13,800	4.3%	10,309
Utilities	0.2%	575	0.3%	625
Warehousing	2.7%	8,050	3.0%	7,185
Total	100%		100%	

How long is your one-way commute from your home to your primary job?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Less than 15 minutes	39.3%	117,314	38.1%	92,233
15-29 minutes	30.3%	90,417	33.5%	81,016
30-44 minutes	12.0%	35,766	10.7%	25,863
45-59 minutes	6.6%	19,743	5.3%	12,776
1 hour to 1 hour, 29 minutes	1.9%	5,723	1.8%	4,362
1 hour, 30 minutes or more	1.5%	4,578	1.0%	2,493
Varies	5.8%	17,454	7.1%	17,138
work from home	2.6%	7,726	2.6%	6,232
Total	100%		100%	

Please indicate your current annual pay, including overtime:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Would not indicate	4.7%	13,994	5.0%	12,121
Less than \$15,000	19.5%	58,259	17.6%	42,579
\$15,000 - \$24,999	18.3%	54,547	16.3%	39,471
\$25,000 - \$34,999	19.4%	57,974	19.6%	47,552
\$35,000 - \$49,999	16.7%	49,977	16.8%	40,715
\$50,000 - \$74,999	13.2%	39,411	15.1%	36,674
\$75,000 - \$99,999	4.6%	13,708	5.5%	13,364
\$100,000 - \$124,999	2.2%	6,568	2.3%	5,594
Over \$125,000	1.4%	4,284	1.7%	4,040
Total	100%		100%	

How are you paid?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Annual Salary	55.2%	165,036	52.5%	127,173
Hourly Wage	44.8%	133,685	47.5%	114,939

IF HOURLY: How much more money would a similar job have to pay for you to change jobs?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Would not change	29.2%	87,104	22.9%	55,552
Same amount as current job	1.1%	3,350	1.0%	2,315
Better/More Benefits	2.6%	7,817	2.7%	6,481
Closer to Home	3.9%	11,725	2.1%	5,092
Better/Different Job	0.9%	2,792	1.0%	2,315
Other	2.6%	7,817	2.7%	6,481
Additional Hourly Median	\$2.00		\$2.00	
Additional Hourly Average	\$2.79		\$2.76	

Would you be interested in receiving training to acquire new job skills?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	54.7%	163,440	54.6%	132,262
No	45.3%	135,281	45.4%	109,850
Total	100%		100%	

If yes, please indicate the type(s) of training you would like to receive:

Maximum of 2 training options per survey

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Any/Open	19.4%	31,667	18.8%	24,887
Agriculture	0.9%	1,532	0.8%	1,118
Auto Mechanic/Auto Body	4.4%	7,151	4.4%	5,872
Business	8.4%	13,790	9.7%	12,863
Childcare	1.4%	2,298	1.3%	1,678
Computer - General	7.7%	12,513	7.4%	9,787
Computer - Specialized	2.5%	4,086	2.1%	2,796
Construction	1.6%	2,554	1.3%	1,678
Cosmetology	1.9%	3,065	2.3%	3,076
Customer Service	1.1%	1,788	0.8%	1,118
Education Related	4.7%	7,661	4.9%	6,431
Electronics/Electrical	0.9%	1,532	1.3%	1,678
Financial Services	3.4%	5,618	3.8%	5,033
Food Preparation & Services	1.6%	2,554	1.7%	2,237
Management	3.3%	5,363	3.6%	4,754
manufacturing - Skilled	2.5%	4,086	2.1%	2,796
Medical Related (except nursing)	10.6%	17,366	10.8%	14,261
Nursing	5.9%	9,704	5.3%	6,991
Office/Clerical	4.7%	7,661	5.1%	6,711
Protective Services	1.6%	2,554	1.5%	1,957
Real Estate	0.5%	766	0.6%	839
Sales	3.1%	5,108	3.2%	4,194
Special Trade	3.6%	5,874	3.0%	3,915
Transportation/Truck Driving	1.4%	2,298	1.1%	1,398
Leisure/Entertainment	0.8%	1,277	0.8%	1,118
Government Services/Military	0.9%	1,532	0.8%	1,118
Social Services	1.1%	1,788	1.3%	1,678
All Other	0.2%	255	0.2%	280
Total	100%		100%	

Would you be willing to pay for this training(if company did not pay)?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	58.0%	94,851	56.2%	74,376
No	42.0%	68,589	43.8%	57,886

Would you be willing to do this training on your own time?(not during work hours)

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	89.2%	145,796	88.0%	116,363
No	10.8%	17,644	12.0%	15,898

Do you have a second job?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	14.1%	42,135	14.3%	34,542
No	85.9%	256,586	85.7%	207,570
Total	100%		100%	

If YES, please describe this job.

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
All Other	0.0%	0	0.0%	0
Architecture & Engineering	0.0%	0	0.0%	0
Business/Professional Services	2.1%	878	2.7%	942
Childcare	2.1%	878	2.7%	942
Cleaning & Maintenance	4.9%	2,048	4.5%	1,570
Computer/IS - Professional	0.7%	293	0.9%	314
Computer/IS - Support/Tech	0.0%	0	0.0%	0
Construction	5.6%	2,341	4.5%	1,570
Customer Services	1.4%	585	1.8%	628
Education - Professional	5.6%	2,341	6.4%	2,198
Education - Support	1.4%	585	0.9%	314
Farming, Fishing & Forestry	6.9%	2,926	5.5%	1,884
Financial	4.2%	1,756	4.5%	1,570
Food Preparation & Serving	5.6%	2,341	4.5%	1,570
Healthcare - Professional	2.8%	1,170	2.7%	942
Healthcare - Technical	4.9%	2,048	2.7%	942
Healthcare - Support	0.7%	293	0.9%	314
Information/Media	2.1%	878	2.7%	942
Installation & Repair	0.0%	0	0.0%	0
Legal	0.0%	0	0.0%	0
Leisure/Entertainment	10.4%	4,389	13.6%	4,710
Management - Entry Level	0.0%	0	0.0%	0
Management - Middle	1.4%	585	1.8%	628
Management - Upper	0.7%	293	0.9%	314
Manufacturing - Highly Skilled	0.0%	0	0.0%	0
Manufacturing - Production (unskilled)	1.4%	585	0.9%	314
Manufacturing - Skilled	0.0%	0	0.0%	0
Military	1.4%	585	1.8%	628
Mining	0.0%	0	0.0%	0
Office & Administrative Support	1.4%	585	0.0%	0
Personal Services	4.9%	2,048	6.4%	2,198
Physical Science - Professional	0.0%	0	0.0%	0
Protective Services	4.2%	1,756	1.8%	628
Retail Sales & Service	14.6%	6,145	16.4%	5,652
Sales & Related Occupations (non-retail)	0.0%	0	0.0%	0
Social Services	3.5%	1,463	1.8%	628
Special Trades	2.1%	878	1.8%	628
Transportation & Material Moving	3.5%	1,463	4.5%	1,570
Utilities	0.0%	0	0.0%	0
Warehousing	0.0%	0	0.0%	0
Total	100%		100%	

Are you self-employed in your second job?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	43.4%	18,304	48.4%	16,702
No	56.6%	23,830	51.6%	17,840
Total	100%		100%	

Are your work options limited by:

Total may exceed 100% due to multiple responses

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
A disability	2.0%	5,962	1.5%	3,560
Lack of transportation	1.0%	2,978	1.1%	2,589
Childcare needs	3.1%	9,233	2.8%	6,797
Lack of jobs in your field of education/training	1.3%	3,876	1.5%	3,560
Other	0.4%	1,190	0.0%	0
No Limitations	92.9%	277,596	0.0%	0

Do you have work experience or specialized training that qualifies you for a better job than the one you have now, but can't find that type of employment locally?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	21.8%	65,181	19.6%	47,529
No	78.2%	233,540	80.4%	194,583
Total	100%		100.0%	

If yes, how far are you willing to commute for that job?

Less than 15 minutes	8.7%	5,699	9.1%	4,321
15-29 minutes	20.8%	13,535	18.2%	8,642
30-44 minutes	25.7%	16,740	30.6%	14,534
45-59 minutes	22.4%	14,603	19.8%	9,427
1 hour to 1 hour, 29 minutes	6.0%	3,918	3.3%	1,571
1 hour, 30 minutes or more	7.7%	4,987	7.4%	3,535
Would relocate	8.7%	5,699	11.6%	5,499
Total	100%		100%	

How much would that job have to pay?

Annual Median	\$33,280	\$35,360
Annual Average	\$37,467	\$39,485
Calculated Average Hourly Rate	\$18.01	\$18.98

If yes, what occupation?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Business/Professional Services	2.3%	1,488	2.7%	1,293
Childcare	1.8%	1,191	0.7%	323
Cleaning & Maintenance	0.9%	595	0.7%	323
Computer/IS - Professional	6.8%	4,464	4.8%	2,263
Computer/IS - Support/Tech	1.8%	1,191	1.4%	647
Construction	4.6%	2,976	3.4%	1,617
Customer Services	0.9%	595	0.7%	323
Farming, Fishing & Forestry	0.5%	298	0.0%	0
Financial	6.8%	4,464	8.8%	4,203
Food Preparation & Serving	2.3%	1,488	2.0%	970
Healthcare - Professional	0.9%	595	1.4%	647
Healthcare - Technical	8.2%	5,357	6.1%	2,910
Healthcare - Support	1.8%	1,191	1.4%	647
Information/Media	0.5%	298	0.7%	323
Installation & Repair	3.2%	2,083	4.1%	1,940
Legal	1.8%	1,191	2.0%	970
Leisure/Entertainment	0.9%	595	1.4%	647
Management - Entry Level	1.8%	1,191	2.0%	970
Management - Middle	8.7%	5,655	10.2%	4,850
Manufacturing - Production (unskilled)	0.9%	595	0.7%	323
Manufacturing - Skilled	0.9%	595	0.7%	0
Military	0.5%	298	0.7%	323
Mining	0.5%	298	0.0%	0
Office & Administrative Support	7.3%	4,762	7.5%	3,557
Personal Services	0.5%	298	0.7%	323
Physical Science - Professional	1.4%	893	2.0%	970
Protective Services	3.7%	2,381	2.0%	970
Retail Sales & Service	1.8%	1,191	2.0%	970
Sales & Related Occupations (non-retail)	0.5%	298	0.7%	323
Social Services	3.7%	2,381	5.4%	2,587
Special Trades	10.0%	6,548	12.2%	5,820
Transportation & Material Moving	2.7%	1,786	1.4%	647
Utilities	0.5%	298	0.0%	0
Warehousing	5.5%	3,572	6.1%	2,910
Total	100%		102%	

Do you want to work in this area/field now?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	76.0%	49,512	78.3%	37,197
No	24.0%	15,668	21.7%	10,332
Total	100%		100%	

Section B: Not Currently Employed

Please indicate why you are not currently employed.

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Lack of jobs in field	2.9%	3,847	1.7%	1,679
Attending school	17.6%	23,084	21.2%	21,263
Can't find a suitable job	6.3%	8,244	3.4%	3,357
Raising a family	14.6%	19,237	15.1%	15,108
Not looking for employment	2.1%	2,748	2.8%	2,798
Retired	10.9%	14,290	11.7%	11,751
Disabled	13.8%	18,138	13.4%	13,429
Lack of transportation to work	1.3%	1,649	0.6%	560
LaidOff / Company Closure	15.1%	19,786	13.4%	13,429
Other - click to view list	15.5%	20,336	16.8%	16,787
Total	100%		100%	

How long has it been since you were last employed?

	Total Survey	Selected Counties
Minimum	0.03 months	0.03 months
Maximum	20 Years	20 Years
Median	12.00 months	12.00 months

Please describe the job you last held.

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
All Other	0.8%	1,043	1.1%	1,071
Architecture & Engineering	0.0%	0	0.0%	0
Business/Professional Services	1.6%	2,085	1.6%	1,607
Childcare	3.2%	4,170	4.3%	4,285
Cleaning & Maintenance	3.2%	4,170	4.3%	4,285
Computer/IS - Professional	0.8%	1,043	0.5%	536
Computer/IS - Support/Tech	0.8%	1,043	1.1%	1,071
Construction	6.3%	8,340	5.3%	5,356
Customer Services	2.8%	3,649	3.2%	3,214
Education - Professional	2.8%	3,649	2.7%	2,678
Education - Support	1.2%	1,564	1.1%	1,071
Farming, Fishing & Forestry	1.6%	2,085	0.5%	536
Financial	2.0%	2,606	2.7%	2,678
Food Preparation & Serving	12.3%	16,159	13.4%	13,391
Healthcare - Professional	2.4%	3,128	1.1%	1,071
Healthcare - Technical	6.0%	7,819	5.9%	5,892
Healthcare - Support	0.4%	521	0.5%	536
Information/Media	0.0%	0	0.0%	0
Installation & Repair	1.6%	2,085	1.6%	1,607
Legal	0.8%	1,043	1.1%	1,071
Leisure/Entertainment	0.4%	521	0.5%	536
Management - Entry Level	1.6%	2,085	0.5%	536
Management - Middle	3.6%	4,691	3.2%	3,214
Management - Upper	0.0%	0	0.0%	0
Manufacturing - Highly Skilled	0.4%	521	0.5%	536
Manufacturing - Production (unskilled)	6.7%	8,862	4.8%	4,821
Manufacturing - Skilled	2.0%	2,606	1.6%	1,071
Military	0.4%	521	0.0%	0
Mining	0.0%	0	0.0%	0
Office & Administrative Support	8.3%	10,947	9.6%	9,641
Personal Services	1.6%	2,085	0.5%	536
Physical Science - Professional	0.0%	0	0.0%	0
Protective Services	1.2%	1,564	1.1%	1,071
Retail Sales & Service	11.9%	15,638	13.4%	13,391
Sales & Related Occupations (non-retail)	2.0%	2,606	2.7%	2,678
Social Services	2.8%	3,649	3.7%	3,749
Special Trades	0.8%	1,043	0.5%	536
Transportation & Material Moving	2.4%	3,128	2.1%	2,142
Utilities	1.6%	2,085	2.1%	2,142
Warehousing	2.0%	2,606	1.1%	1,071
Total	100%		100%	

Would you like to be employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	86.0%	113,031	82.3%	82,424
No	14.0%	18,329	17.7%	17,737
Total	100%		100%	

If you are interested in being employed, would you prefer:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Full-time employment	69.2%	78,175	65.8%	54,254
Part-time employment	30.8%	34,855	34.2%	28,170
Total	100%		100%	

Please indicate the type of job(s) for which you feel you have the skills/education/training:

Maximum of 2 training options per survey

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
All Other	0.0%	0	0.0%	0
Architecture & Engineering	0.0%	0	0.0%	0
Business/Professional Services	0.0%	0	0.0%	0
Childcare	2.2%	2,457	2.9%	2,410
Cleaning & Maintenance	1.7%	1,966	1.8%	1,446
Computer/IS - Professional	3.0%	3,440	2.9%	2,410
Computer/IS - Support/Tech	1.7%	1,966	2.3%	1,928
Construction	3.5%	3,932	1.8%	1,446
Customer Services	6.5%	7,372	6.4%	5,302
Education - Professional	3.0%	3,440	2.3%	1,928
Education - Support	0.0%	0	0.0%	0
Farming, Fishing & Forestry	0.4%	491	0.6%	482
Financial	2.2%	2,457	2.9%	2,410
Food Preparation & Serving	5.7%	6,389	5.3%	4,338
Healthcare - Professional	6.5%	7,372	5.8%	4,820
Healthcare - Technical	5.2%	5,897	5.8%	4,820
Healthcare - Support	3.5%	3,932	2.9%	2,410
Information/Media	1.7%	1,966	2.3%	1,928
Installation & Repair	3.0%	3,440	3.5%	2,892
Legal	0.4%	491	0.6%	482
Leisure/Entertainment	0.4%	491	0.6%	482
Management - Entry Level	0.0%	0	0.0%	0
Management - Middle	3.0%	3,440	2.9%	2,410
Management - Upper	0.0%	0	0.0%	0
Manufacturing - Highly Skilled	0.0%	0	0.0%	0
Manufacturing - Production (unskilled)	3.9%	4,423	3.5%	2,892
Manufacturing - Skilled	3.0%	3,440	2.3%	0
Military	0.0%	0	0.0%	0
Mining	0.4%	491	0.0%	0
Office & Administrative Support	12.2%	13,760	11.1%	9,158
Personal Services	2.6%	2,949	2.9%	2,410
Physical Science - Professional	0.0%	0	0.0%	0
Protective Services	0.9%	983	1.2%	964
Retail Sales & Service	9.6%	10,812	9.4%	7,712
Sales & Related Occupations (non-retail)	3.5%	3,932	4.7%	3,856
Social Services	2.2%	2,457	2.9%	2,410
Special Trades	3.5%	3,932	2.9%	2,410
Transportation & Material Moving	0.9%	983	0.6%	482
Utilities	0.4%	491	0.6%	482
Warehousing	3.0%	3,440	4.1%	3,374
Total	100%		100%	

What minimum (full-time) wage or salary would you accept to begin work?

	Total Survey	Selected Counties
Annual Median	\$17,680	\$18,720
Annual Average	\$20,748	\$22,139
Calculated Average Hourly Rate	\$9.97	\$10.64

What role would health insurance play in your decision to accept a job?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Must be provided (paid for) by employer	46.8%	52,919	51.0%	42,010
Employer must make available for reasonable cost	21.4%	24,147	15.5%	12,762
Would accept a job without insurance	31.8%	35,964	33.5%	27,652
Total	100%		100%	

How far are you willing to commute (one-way) to work?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Less than 15 minutes	11.6%	13,082	11.6%	9,572
15-29 minutes	42.1%	47,619	46.5%	38,287
30-44 minutes	25.0%	28,258	24.5%	20,207
45-59 minutes	14.8%	16,745	10.3%	8,508
1 hour to 1 hour, 29 minutes	3.2%	3,663	3.9%	3,191
1 hour, 30 minutes or more	0.9%	1,047	1.3%	1,064
Would relocate	2.3%	2,616	1.9%	1,595
Total	100%		100%	

Would you be interested in training to acquire new job skills?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	79.5%	89,805	73.4%	60,480
No	20.5%	23,225	26.6%	21,944
Total	100%		100%	

Please indicate the type(s) of training you would like to receive:

Maximum of two training options per survey

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Any/Open	22.3%	20,006	17.0%	10,304
Auto Mechanic/Auto Body	2.0%	1,778	1.5%	896
Business	5.0%	4,446	5.2%	3,136
Childcare	1.5%	1,334	1.5%	896
Computer - General	10.9%	9,781	11.9%	7,168
Computer - Specialized	3.0%	2,667	3.7%	2,240
Construction	4.0%	3,557	3.7%	2,240
Customer Service	1.5%	1,334	2.2%	1,344
Education Related	1.0%	889	0.7%	448
Electronics/Electrical	0.5%	445	0.0%	0
Financial Services	1.5%	1,334	2.2%	1,344
Food Preparation & Services	1.5%	1,334	1.5%	896
Management	2.5%	2,223	3.7%	2,240
Manufacturing - Skilled	0.5%	445	0.0%	0
Medical Related (except nursing)	14.4%	12,893	16.3%	9,856
Nursing	5.9%	5,335	5.9%	3,584
Office/Clerical	5.9%	5,335	5.2%	3,136
Protective Services	1.0%	889	0.7%	448
Sales	4.0%	3,557	5.2%	3,136
Special Trade	5.9%	5,335	5.9%	3,584
Transportation/Truck Driving	3.0%	2,667	2.2%	1,344
Leisure/Entertainment	1.0%	889	1.5%	896
Social Services	1.5%	1,334	2.2%	1,344
All Other	0.0%	0	0.0%	0
Total	100%		100%	

Would you be willing to pay for this training?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	54.8%	49,231	53.7%	32,480
No	45.2%	40,575	46.3%	28,000

Would you be willing to do this training on your own time?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	91.2%	81,881	89.1%	53,882
No	8.8%	7,924	10.9%	6,598

Section C: Demographics

How long have you lived in this area?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Less than one year	6.2%	26,692	7.5%	25,644
1-5 years	28.3%	121,784	32.7%	111,835
6-10 years	12.3%	53,051	13.0%	44,520
11-20 years	18.2%	78,409	18.8%	64,466
More than 20 years	34.9%	150,145	28.0%	95,808
Total	100%		100%	

If less than one year, please indicate how long you lived at your previous residence.

	Total Survey	Selected Counties
Minimum	6.00 months	6.00 months
Maximum	33 Years	33 Years
Median	6 Years, 6 Months	6 Years

Are you currently going to school for a degree or certificate?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Part-time	5.0%	21,389	5.1%	17,589
Full-time	12.5%	53,637	13.9%	47,489
Not attending school	82.6%	355,055	81.0%	277,195
Total	100%		100%	

If yes, do you plan to stay in the area upon completion of your studies?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	59.7%	44,791	61.4%	210,312
No	25.9%	19,410	24.1%	82,475
Undecided	14.4%	10,825	14.5%	49,485
Total	100%		100%	

Age of respondents:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
18-24	19.0%	81,857	20.2%	69,089
25-34	25.2%	108,593	25.7%	88,124
35-44	21.1%	90,769	20.3%	69,442
45-54	22.8%	98,031	21.6%	74,024
55-64	9.5%	40,929	9.7%	33,135
65-74	2.3%	9,902	9.7%	8,460
Total	100%		100%	

Marital Status:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Single/Divorced/Widowed	55.2%	237,275	55.4%	189,758
Married/Partner	44.8%	192,806	44.6%	152,515
Total	100%		100%	

Gender:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Female	56.6%	243,455	56.4%	193,122
Male	43.4%	186,626	43.6%	149,151
Total	100%		100%	

Race or ethnic background:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
African-American	59.5%	255,815	57.4%	196,617
Asian/Pacific Islander	0.2%	1,015	0.2%	723
Hispanic/Latino	0.2%	1,015	0.3%	1,084
Native-American	0.0%	0	0.0%	0
White/Caucasian	39.8%	171,220	41.7%	142,764
Other	0.2%	1,015	0.3%	1,084
Total	100%		100%	

Highest grade level completed:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
8th grade or lower	1.0%	4,307	0.8%	2,832
Some high school	7.3%	31,477	6.0%	20,529
High school graduate or equivalent	28.0%	120,277	25.2%	86,365
Some technical or vocational school	1.3%	5,633	1.1%	3,893
Some college, no degree	25.6%	110,005	26.2%	89,550
Technical/Vocational certificate	2.7%	11,597	2.5%	8,495
Associates degree	9.9%	42,412	10.0%	34,333
Bachelors degree	16.3%	70,244	18.7%	64,066
Postgraduate study, but no degree	0.8%	3,313	1.0%	3,540
Graduate degree	5.5%	23,525	6.3%	21,591
Professional degree	1.7%	7,290	2.1%	7,079
Total	100%		100%	

Languages spoken/written other than English:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Chinese	0.1%	329	0.1%	352
French	2.2%	9,543	2.4%	8,091
German	0.8%	3,291	0.0%	0
Japanese	0.2%	658	0.2%	704
Spanish	7.9%	33,893	8.5%	29,197
Other	1.9%	8,226	2.4%	8,091

Is anyone else in your home currently employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Spouse/Partner	34.0%	146,432	34.2%	117,140
Child(Children)	6.2%	26,654	6.0%	20,403
Other(s)	17.1%	73,709	19.1%	65,429

Profile: Underemployed : Greater Jackson Area Workforce Survey

Section 1: Employed

Do you have work experience or specialized training that qualifies you for a better job than the one you have now, but can't find that type of employment locally?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	21.8%	65,181	19.6%	47,529
No	78.2%	233,540	80.4%	194,583
Total	100%		100.0%	

If yes, how far are you willing to commute for that job?

Less than 15 minutes	8.7%	5,699	9.1%	4,321
15-29 minutes	20.8%	13,535	18.2%	8,642
30-44 minutes	25.7%	16,740	30.6%	14,534
45-59 minutes	22.4%	14,603	19.8%	9,427
1 hour to 1 hour, 29 minutes	6.0%	3,918	3.3%	1,571
1 hour, 30 minutes or more	7.7%	4,987	7.4%	3,535
Would relocate	8.7%	5,699	11.6%	5,499
Total	100%		100%	

How much would that job have to pay?

Annual Median	\$33,280	\$35,360
Annual Average	\$37,467	\$39,485
Calculated Average Hourly Rate	\$18.01	\$18.98

If yes, what occupation?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Business/Professional Services	2.3%	1,488	2.7%	1,293
Childcare	1.8%	1,191	0.7%	323
Cleaning & Maintenance	0.9%	595	0.7%	323
Computer/IS - Professional	6.8%	4,464	4.8%	2,263
Computer/IS - Support/Tech	1.8%	1,191	1.4%	647
Construction	4.6%	2,976	3.4%	1,617
Customer Services	0.9%	595	0.7%	323
Farming, Fishing & Forestry	0.5%	298	0.0%	0
Financial	6.8%	4,464	8.8%	4,203
Food Preparation & Serving	2.3%	1,488	2.0%	970
Healthcare - Professional	0.9%	595	1.4%	647
Healthcare - Technical	8.2%	5,357	6.1%	2,910
Healthcare - Support	1.8%	1,191	1.4%	647
Information/Media	0.5%	298	0.7%	323
Installation & Repair	3.2%	2,083	4.1%	1,940
Legal	1.8%	1,191	2.0%	970
Leisure/Entertainment	0.9%	595	1.4%	647
Management - Entry Level	1.8%	1,191	2.0%	970
Management - Middle	8.7%	5,655	10.2%	4,850
Manufacturing - Production (unskilled)	0.9%	595	0.7%	323
Manufacturing - Skilled	0.9%	595	0.7%	0
Military	0.5%	298	0.7%	323
Mining	0.5%	298	0.0%	0
Office & Administrative Support	7.3%	4,762	7.5%	3,557
Personal Services	0.5%	298	0.7%	323
Physical Science - Professional	1.4%	893	2.0%	970
Protective Services	3.7%	2,381	2.0%	970
Retail Sales & Service	1.8%	1,191	2.0%	970
Sales & Related Occupations (non-retail)	0.5%	298	0.7%	323
Social Services	3.7%	2,381	5.4%	2,587
Special Trades	10.0%	6,548	12.2%	5,820
Transportation & Material Moving	2.7%	1,786	1.4%	647
Utilities	0.5%	298	0.0%	0
Warehousing	5.5%	3,572	6.1%	2,910
Total	100%		102%	

Do you want to work in this area/field now?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	76.0%	49,512	78.3%	37,197
No	24.0%	15,668	21.7%	10,332
Total	100%		100%	

How long is your one-way commute from your home to your primary job?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Less than 15 minutes	44.8%	29,229	45.6%	21,691
15-29 minutes	31.4%	20,460	34.2%	16,268
30-44 minutes	9.0%	5,846	8.7%	4,147
45-59 minutes	6.7%	4,384	5.4%	2,552
1 hour to 1 hour, 29 minutes	1.8%	1,169	0.7%	319
1 hour, 30 minutes or more	1.8%	1,169	0.7%	319
Varies	3.1%	2,046	4.0%	1,914
work from home	1.3%	877	0.7%	319
Total	100%		100%	

Please indicate your current annual pay, including overtime:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Would not indicate	2.2%	1,461	2.0%	957
Less than \$15,000	24.2%	15,784	20.1%	9,570
\$15,000 - \$24,999	22.0%	14,322	20.1%	9,570
\$25,000 - \$34,999	19.7%	12,861	20.8%	9,889
\$35,000 - \$49,999	17.0%	11,107	18.1%	8,613
\$50,000 - \$74,999	11.2%	7,307	14.1%	6,699
\$75,000 - \$99,999	3.1%	2,046	4.0%	1,914
\$100,000 - \$124,999	0.4%	292	0.7%	319
Over \$125,000	0.0%	0	0.0%	0
Total	100%		100%	

Which statement best describes your usual employment?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Full-time	85.9%	55,996	86.5%	41,106
Part-time	14.1%	9,185	13.5%	6,423
Total	100%		100%	

Is this job:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Permanent, year round	95.3%	62,114	96.6%	45,931
Temporary/with Temp Agency	1.2%	767	0.8%	399
Seasonal	1.2%	767	0.8%	399
Contractual Consulting	2.4%	1,534	1.7%	799
Total	100%		100%	

If you are employed less than full-time, year-round, would you prefer full-time employment?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	81.0%	7,435	81.3%	5,219
No	19.0%	1,749	18.8%	1,204
Total	100%		100%	

For your primary job, are you self-employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	10.4%	6,776	9.6%	4,543
No	89.6%	58,405	90.4%	42,986
Total	100%		100%	

What category best describes the nature of your primary employment?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Agriculture	2.3%	1,475	0.7%	323
Construction	4.1%	2,654	4.8%	2,263
Education	7.2%	4,719	4.1%	1,940
F.I.R.E.	4.5%	2,949	6.1%	2,910
Food Services & Drinking Places	4.5%	2,949	4.8%	2,263
Government - Local	2.3%	1,475	2.0%	970
Government - State	3.6%	2,359	4.8%	2,263
Government - Federal	0.9%	590	0.7%	323
Health Services	12.7%	8,258	12.9%	6,143
Information	2.7%	1,770	2.0%	970
Leisure & Hospitality	4.1%	2,654	1.4%	647
Manufacturing	10.9%	7,078	12.9%	6,143
Military	0.9%	590	0.7%	323
Mining/Extraction	0.0%	0	0.0%	0
Personal Services	5.0%	3,244	2.7%	1,293
Professional & Business Services	9.5%	6,194	12.2%	5,820
Retail Trade	18.6%	12,092	19.7%	9,376
Transportation	2.3%	1,475	2.0%	970
Utilities	0.9%	590	1.4%	647
Warehousing / Distribution	3.2%	2,065	4.1%	1,940
Wholesale Trade	0.0%	0	0.0%	0
All Other	0.0%	0	0.0%	0
Total	100%		100%	

What is your job title or position held?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
All Other	0.0%	0	0.0%	0
Architecture & Engineering	0.4%	292	0.7%	319
Business/Professional Services	0.9%	585	1.3%	638
Childcare	1.3%	877	0.7%	319
Cleaning & Maintenance	4.9%	3,215	2.7%	1,276
Computer/IS - Professional	0.4%	292	0.7%	319
Computer/IS - Support/Tech	0.0%	0	0.0%	0
Construction	2.2%	1,461	2.7%	1,276
Customer Services	4.9%	3,215	4.7%	2,233
Education - Professional	2.2%	1,461	2.0%	957
Education - Support	0.9%	585	0.0%	0
Farming, Fishing & Forestry	0.4%	292	0.0%	0
Financial	2.7%	1,754	3.4%	1,595
Food Preparation & Serving	4.5%	2,923	4.7%	2,233
Healthcare - Professional	0.0%	0	0.0%	0
Healthcare - Technical	4.5%	2,923	4.7%	2,233
Healthcare - Support	1.8%	1,169	2.0%	957
Information/Media	1.3%	877	1.3%	638
Installation & Repair	1.8%	1,169	1.3%	638
Legal	0.4%	292	0.7%	319
Leisure/Entertainment	2.2%	1,461	0.7%	319
Management - Entry Level	6.7%	4,384	7.4%	3,509
Management - Middle	9.9%	6,430	11.4%	5,423
Management - Upper	4.0%	2,631	4.7%	2,233
Manufacturing - Highly Skilled	0.9%	585	0.7%	319
Manufacturing - Production (unskilled)	1.8%	1,169	2.7%	1,276
Manufacturing - Skilled	3.6%	2,338	4.7%	2,233
Military	0.4%	292	0.7%	319
Mining	0.0%	0	0.0%	0
Office & Administrative Support	9.4%	6,138	8.7%	4,147
Personal Services	0.9%	585	0.7%	319
Physical Science - Professional	0.0%	0	0.0%	0
Protective Services	3.1%	2,046	3.4%	1,595
Retail Sales & Service	4.5%	2,923	4.7%	2,233
Sales & Related Occupations (non-retail)	1.3%	877	2.0%	957
Social Services	3.1%	2,046	3.4%	1,595
Special Trades	1.3%	877	1.3%	638
Transportation & Material Moving	5.8%	3,800	4.0%	1,914
Utilities	0.0%	0	0.0%	0
Warehousing	4.9%	3,215	5.4%	2,552
Total	100%		100%	

How are you paid?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Annual Salary	59.6%	38,869	55.5%	26,369
Hourly Wage	40.4%	26,312	44.5%	21,160

IF HOURLY: How much more money would a similar job have to pay for you to change jobs?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Would not change	3.6%	2,370	2.8%	1,347
Same amount as current job	0.0%	0	0.0%	0
Better/More Benefits	1.0%	658	0.8%	385
Closer to Home	0.6%	395	0.4%	192
Better/Different Job	0.2%	132	0.2%	96
Other	1.2%	790	1.4%	673
Additional Hourly Median	\$2.00		\$2.00	
Additional Hourly Average	\$3.21		\$3.00	

Would you be interested in receiving training to acquire new job skills?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	71.6%	46,684	73.0%	34,683
No	28.4%	18,497	27.0%	12,846
Total	100%		100%	

If yes, please indicate the type(s) of training you would like to receive:

Maximum of 2 training options per survey

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Any/Open	18.1%	8,467	21.2%	7,342
Agriculture	1.5%	687	1.5%	506
Auto Mechanic/Auto Body	3.4%	1,602	3.6%	1,266
Business	6.9%	3,204	8.8%	3,038
Childcare	1.5%	687	0.7%	253
Computer - General	9.3%	4,348	10.9%	3,797
Computer - Specialized	4.4%	2,060	2.9%	1,013
Construction	1.0%	458	0.0%	0
Cosmetology	1.0%	458	1.5%	506
Customer Service	1.0%	458	0.7%	253
Education Related	4.4%	2,060	3.6%	1,266
Electronics/Electrical	1.0%	458	1.5%	506
Financial Services	2.9%	1,373	2.2%	759
Food Preparation & Services	2.0%	915	2.2%	759
Management	4.4%	2,060	4.4%	1,519
manufacturing - Skilled	3.9%	1,831	2.9%	1,013
Medical Related (except nursing)	10.3%	4,806	10.2%	3,544
Nursing	2.9%	1,373	0.0%	0
Office/Clerical	6.9%	3,204	8.0%	2,785
Protective Services	1.5%	687	1.5%	506
Real Estate	0.5%	229	0.7%	253
Sales	2.0%	915	2.2%	759
Special Trade	3.4%	1,602	3.6%	1,266
Transportation/Truck Driving	2.0%	915	0.7%	253
Leisure/Entertainment	1.0%	458	0.7%	253
Government Services/Military	1.0%	458	0.7%	253
Social Services	1.5%	687	2.2%	759
All Other	0.5%	229	0.7%	253
Total	100%		100%	

Would you be willing to pay for this training(if company did not pay)?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	67.8%	31,634	67.0%	23,234
No	32.2%	15,049	33.0%	11,449

Would you be willing to do this training on your own time?(not during work hours)

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	92.2%	43,046	94.2%	32,682
No	7.8%	3,638	5.8%	2,001

Do you have a second job?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	18.1%	11,797	17.7%	8,406
No	81.9%	53,384	82.3%	39,123
Total	100%		100%	

If YES, please describe this job.

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
All Other	0.0%	0	0.0%	0
Architecture & Engineering	0.0%	0	0.0%	0
Business/Professional Services	5.1%	605	7.7%	647
Childcare	0.0%	0	0.0%	0
Cleaning & Maintenance	5.1%	605	0.0%	0
Computer/IS - Professional	0.0%	0	0.0%	0
Computer/IS - Support/Tech	0.0%	0	0.0%	0
Construction	5.1%	605	0.0%	0
Customer Services	0.0%	0	0.0%	0
Education - Professional	2.6%	302	3.8%	323
Education - Support	2.6%	302	0.0%	0
Farming, Fishing & Forestry	12.8%	1,512	11.5%	970
Financial	0.0%	0	0.0%	0
Food Preparation & Serving	10.3%	1,210	3.8%	323
Healthcare - Professional	10.3%	1,210	11.5%	970
Healthcare - Technical	2.6%	302	3.8%	323
Healthcare - Support	2.6%	302	3.8%	323
Information/Media	0.0%	0	0.0%	0
Installation & Repair	0.0%	0	0.0%	0
Legal	0.0%	0	0.0%	0
Leisure/Entertainment	10.3%	1,210	15.4%	1,293
Management - Entry Level	0.0%	0	0.0%	0
Management - Middle	5.1%	605	7.7%	647
Management - Upper	0.0%	0	0.0%	0
Manufacturing - Highly Skilled	0.0%	0	0.0%	0
Manufacturing - Production (unskilled)	0.0%	0	0.0%	0
Manufacturing - Skilled	0.0%	0	0.0%	0
Military	2.6%	302	3.8%	323
Mining	0.0%	0	0.0%	0
Office & Administrative Support	0.0%	0	0.0%	0
Personal Services	5.1%	605	7.7%	647
Physical Science - Professional	0.0%	0	0.0%	0
Protective Services	5.1%	605	3.8%	323
Retail Sales & Service	10.3%	1,210	11.5%	970
Sales & Related Occupations (non-retail)	0.0%	0	0.0%	0
Social Services	0.0%	0	0.0%	0
Special Trades	0.0%	0	0.0%	0
Transportation & Material Moving	2.6%	302	3.8%	323
Utilities	0.0%	0	0.0%	0
Warehousing	0.0%	0	0.0%	0
Total	100%		100%	

Are you self-employed in your second job?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	36.4%	4,290	36.8%	3,097
No	63.6%	7,507	63.2%	5,309
Total	100%		100%	

Are your work options limited by:

Total may exceed 100% due to multiple responses

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
A disability	3.8%	2,495	2.8%	1,348
Lack of transportation	1.4%	936	1.4%	674
Childcare needs	5.2%	3,414	5.0%	2,360
Lack of jobs in your field of education/training	3.3%	2,183	3.5%	1,685
Other	0.5%	310	0.0%	0
No Limitations	88.1%	57,421	0.0%	0

Section C: Demographics

How long have you lived in this area?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Less than one year	6.9%	4,485	8.2%	3,880
1-5 years	32.6%	21,229	38.1%	18,106
6-10 years	10.6%	6,877	12.2%	5,820
11-20 years	15.6%	10,166	18.4%	8,730
More than 20 years	34.4%	22,425	23.1%	10,993
Total	100%		100%	

If less than one year, please indicate how long you lived at your previous residence.

	Total Survey	Selected Counties
Minimum	2 Years	2 Years
Maximum	24 Years	16 Years
Median	6 Years	4 Years

Age of respondents:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
18-24	15.7%	10,230	17.4%	8,294
25-34	31.4%	20,460	34.2%	16,268
35-44	22.4%	14,615	19.5%	9,251
45-54	23.3%	15,199	20.8%	9,889
55-64	5.8%	3,800	6.0%	2,871
65-74	1.3%	877	6.0%	957
Total	100%		100%	

Marital Status:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Single/Divorced/Widowed	57.8%	37,706	57.7%	27,433
Married/Partner	42.2%	27,475	42.3%	20,096
Total	100%		100%	

Gender:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Female	55.5%	36,146	52.3%	24,881
Male	44.5%	29,035	47.7%	22,648
Total	100%		100%	

Race or ethnic background:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
African-American	71.4%	46,558	67.6%	32,123
Asian/Pacific Islander	0.0%	0	0.0%	0
Hispanic/Latino	0.5%	300	0.7%	328
Native-American	0.0%	0	0.0%	0
White/Caucasian	28.1%	18,323	31.7%	15,078
Other	0.0%	0	0.0%	0
Total	100%		100%	

Highest grade level completed:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
8th grade or lower	0.0%	0	0.0%	0
Some high school	4.5%	2,936	3.4%	1,595
High school graduate or equivalent	27.5%	17,910	24.8%	11,803
Some technical or vocational school	0.9%	587	0.7%	319
Some college, no degree	27.9%	18,204	25.5%	12,121
Technical/Vocational certificate	3.2%	2,055	4.0%	1,914
Associates degree	8.6%	5,579	8.1%	3,828
Bachelors degree	17.6%	11,451	21.5%	10,208
Postgraduate study, but no degree	0.5%	294	0.7%	319
Graduate degree	8.1%	5,285	10.1%	4,785
Professional degree	1.4%	881	1.3%	638
Total	100%		100%	

Languages spoken/written other than English:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Chinese	0.0%	0	0.0%	0
French	2.7%	1,754	2.7%	1,276
German	0.9%	585	0.0%	0
Japanese	0.0%	0	0.0%	0
Spanish	13.5%	8,769	14.1%	6,699
Other	1.8%	1,169	2.0%	957

Is anyone else in your home currently employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Spouse/Partner	30.0%	19,584	30.2%	14,354
Child(Children)	5.4%	3,507	6.7%	3,190
Other(s)	14.3%	9,353	16.8%	7,975

Employed Profile : Greater Jackson Area Workforce Survey

Section 1: Employed

Are you currently employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Currently Employed	69.5%	298,721	70.7%	242,112
Not Currently Employed	30.5%	131,360	29.3%	100,161
Total	100%		100%	

*Data based on Bureau of Labor statistics, not survey data

Section C: Demographics

How long have you lived in this area?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Less than one year	6.1%	18,236	7.1%	24,448
1-5 years	28.1%	83,943	32.6%	111,572
6-10 years	12.2%	36,472	12.6%	43,118
11-20 years	18.3%	54,708	18.7%	64,009
More than 20 years	35.3%	105,363	29.0%	99,126
Total	100%		100%	

If less than one year, please indicate how long you lived at your previous residence.

	Total Survey	Selected Counties
Minimum	9.00 months	9.00 months
Maximum	33 Years	33 Years
Median	6 Years	5 Years

Are you currently going to school for a degree or certificate?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Part-time	5.1%	15,136	5.5%	18,893
Full-time	9.9%	29,701	10.9%	37,347
Not attending school	85.0%	253,884	83.6%	286,033
Total	100%		100%	

If yes, do you plan to stay in the area upon completion of your studies?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	54.0%	24,218	56.6%	193,854
No	29.2%	13,091	26.5%	90,869
Undecided	16.8%	7,527	16.8%	57,550
Total	100%		100%	

Age of respondents:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
18-24	16.2%	48,449	17.4%	59,468
25-34	25.6%	76,544	26.5%	90,744
35-44	22.3%	66,510	21.6%	74,005
45-54	25.0%	74,537	23.3%	79,732
55-64	8.8%	26,375	9.0%	30,835
65-74	2.1%	6,307	9.0%	7,489
Total	100%		100%	

Marital Status:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Single/Divorced/Widowed	52.6%	157,267	53.0%	181,515
Married/Partner	47.4%	141,454	47.0%	160,758
Total	100%		100%	

Gender:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Female	53.6%	160,091	52.9%	181,022
Male	46.4%	138,630	47.1%	161,251
Total	100%		100%	

Race or ethnic background:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
African-American	60.2%	179,935	58.2%	199,247
Asian/Pacific Islander	0.2%	585	0.1%	450
Hispanic/Latino	0.2%	585	0.3%	900
Native-American	0.0%	0	0.0%	0
White/Caucasian	39.2%	117,031	41.1%	140,777
Other	0.2%	585	0.3%	900
Total	100%		100%	

Highest grade level completed:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
8th grade or lower	0.9%	2,585	0.8%	2,650
Some high school	5.9%	17,521	4.3%	14,574
High school graduate or equivalent	26.3%	78,414	23.7%	81,262
Some technical or vocational school	1.4%	4,308	1.2%	3,975
Some college, no degree	25.2%	75,255	25.4%	87,004
Technical/Vocational certificate	2.6%	7,755	2.6%	8,833
Associates degree	10.6%	31,595	10.6%	36,215
Bachelors degree	17.8%	53,138	20.3%	69,338
Postgraduate study, but no degree	0.9%	2,585	1.2%	3,975
Graduate degree	6.7%	20,106	7.9%	26,940
Professional degree	1.8%	5,457	2.2%	7,508
Total	100%		100%	

Languages spoken/written other than English:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Chinese	0.1%	286	0.1%	439
French	2.4%	7,140	2.7%	9,227
German	0.8%	2,285	0.0%	0
Japanese	0.2%	571	0.3%	879
Spanish	7.9%	23,703	8.5%	28,999
Other	2.2%	6,568	2.7%	9,227

Is anyone else in your home currently employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Spouse/Partner	36.2%	108,236	36.2%	123,904
Child(Children)	6.9%	20,562	6.8%	23,287
Other(s)	15.8%	47,121	17.6%	60,194

Greater Jackson Alliance Workforce Survey Results

Profile: Currently Not Employed, but Interested in Employment : Greater Jackson Area Workforce Survey

Would you like to be employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	86.0%	113,031	82.3%	82,424
No	14.0%	18,329	17.7%	17,737
Total	100%		100%	

Please indicate why you are not currently employed.

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Lack of jobs in field	3.5%	3,936	2.1%	1,717
Attending school	17.9%	20,244	22.9%	18,889
Can't find a suitable job	7.5%	8,435	4.2%	3,434
Raising a family	15.4%	17,433	16.0%	13,165
Not looking for employment	1.5%	1,687	2.1%	1,717
Retired	4.5%	5,061	4.2%	3,434
Disabled	12.9%	14,621	11.8%	9,731
Lack of transportation to work	1.5%	1,687	0.7%	572
LaidOff / Company Closure	17.4%	19,682	16.0%	13,165
Other - click to view list	17.9%	20,244	20.1%	16,599
Total	100%		100%	

If you are interested in being employed, would you prefer:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Full-time employment	69.8%	78,871	66.2%	54,599
Part-time employment	30.2%	34,160	33.8%	27,825
Total	100%		100%	

Please indicate the type of job(s) for which you feel you have the skills/education/training:

Maximum of 2 training options per survey

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
All Other	0.0%	0	0.0%	0
Architecture & Engineering	0.0%	0	0.0%	0
Business/Professional Services	0.0%	0	0.0%	0
Childcare	2.2%	2,468	2.9%	2,410
Cleaning & Maintenance	1.7%	1,974	1.8%	1,446
Computer/IS - Professional	3.1%	3,455	2.9%	2,410
Computer/IS - Support/Tech	1.7%	1,974	2.3%	1,928
Construction	3.5%	3,949	1.8%	1,446
Customer Services	6.1%	6,910	6.4%	5,302
Education - Professional	3.1%	3,455	2.3%	1,928
Education - Support	0.0%	0	0.0%	0
Farming, Fishing & Forestry	0.4%	494	0.6%	482
Financial	2.2%	2,468	2.9%	2,410
Food Preparation & Serving	5.7%	6,417	5.3%	4,338
Healthcare - Professional	6.6%	7,404	5.8%	4,820
Healthcare - Technical	5.2%	5,923	5.8%	4,820
Healthcare - Support	3.5%	3,949	2.9%	2,410
Information/Media	1.7%	1,974	2.3%	1,928
Installation & Repair	3.1%	3,455	3.5%	2,892
Legal	0.4%	494	0.6%	482
Leisure/Entertainment	0.4%	494	0.6%	482
Management - Entry Level	0.0%	0	0.0%	0
Management - Middle	3.1%	3,455	2.9%	2,410
Management - Upper	0.0%	0	0.0%	0
Manufacturing - Highly Skilled	0.0%	0	0.0%	0
Manufacturing - Production (unskilled)	3.9%	4,442	3.5%	2,892
Manufacturing - Skilled	3.1%	3,455	2.3%	0
Military	0.0%	0	0.0%	0
Mining	0.4%	494	0.0%	0
Office & Administrative Support	12.2%	13,820	11.1%	9,158
Personal Services	2.6%	2,962	2.9%	2,410
Physical Science - Professional	0.0%	0	0.0%	0
Protective Services	0.9%	987	1.2%	964
Retail Sales & Service	9.6%	10,859	9.4%	7,712
Sales & Related Occupations (non-retail)	3.5%	3,949	4.7%	3,856
Social Services	2.2%	2,468	2.9%	2,410
Special Trades	3.5%	3,949	2.9%	2,410
Transportation & Material Moving	0.9%	987	0.6%	482
Utilities	0.4%	494	0.6%	482
Warehousing	3.1%	3,455	4.1%	3,374
Total	100%		100%	

What minimum (full-time) wage or salary would you accept to begin work?

	Total Survey	Selected Counties
Annual Median	\$17,680	\$18,720
Annual Average	\$20,673	\$22,006
Calculated Average Hourly Rate	\$9.94	\$10.58

What role would health insurance play in your decision to accept a job?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Must be provided (paid for) by employer	47.2%	53,405	51.3%	42,282
Employer must make available for reasonable cost	21.6%	24,369	15.6%	12,845
Would accept a job without insurance	31.2%	35,257	33.1%	27,296
Total	100%		100%	

How far are you willing to commute (one-way) to work?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Less than 15 minutes	11.7%	13,205	11.7%	9,634
15-29 minutes	41.6%	47,008	46.1%	38,001
30-44 minutes	25.2%	28,522	24.7%	20,338
45-59 minutes	15.0%	16,902	10.4%	8,564
1 hour to 1 hour, 29 minutes	3.3%	3,697	3.9%	3,211
1 hour, 30 minutes or more	0.9%	1,056	1.3%	1,070
Would relocate	2.3%	2,641	1.9%	1,606
Total	100%		100%	

Would you be interested in training to acquire new job skills?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	79.3%	89,591	73.2%	60,337
No	20.7%	23,440	26.8%	22,087
Total	100%		100%	

Please indicate the type(s) of training you would like to receive:

Maximum of two training options per survey

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Any/Open	22.0%	16,960	17.2%	10,356
Auto Mechanic/Auto Body	2.0%	1,542	1.5%	901
Business	5.0%	3,855	5.2%	3,152
Childcare	1.5%	1,156	1.5%	901
Computer - General	10.5%	8,094	11.2%	6,754
Computer - Specialized	3.0%	2,313	3.7%	2,251
Construction	4.0%	3,084	3.7%	2,251
Customer Service	1.5%	1,156	2.2%	1,351
Education Related	1.0%	771	0.7%	450
Electronics/Electrical	0.5%	385	0.0%	0
Financial Services	1.5%	1,156	2.2%	1,351
Food Preparation & Services	1.5%	1,156	1.5%	901
Management	2.5%	1,927	3.7%	2,251
Manufacturing - Skilled	0.5%	385	0.0%	0
Medical Related (except nursing)	14.5%	11,178	16.4%	9,906
Nursing	6.0%	4,625	6.0%	3,602
Office/Clerical	6.0%	4,625	5.2%	3,152
Protective Services	1.0%	771	0.7%	450
Sales	4.0%	3,084	5.2%	3,152
Special Trade	6.0%	4,625	6.0%	3,602
Transportation/Truck Driving	3.0%	2,313	2.2%	1,351
Leisure/Entertainment	1.0%	771	1.5%	901
Social Services	1.5%	1,156	2.2%	1,351
All Other	0.0%	0	0.0%	0
Total	100%		100%	

Would you be willing to pay for this training?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	55.5%	42,776	54.2%	32,706
No	44.5%	34,315	45.8%	27,631

Would you be willing to do this training on your own time?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	91.1%	70,207	89.0%	53,694
No	8.9%	6,883	11.0%	6,643

Section C: Demographics

How long have you lived in this area?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Less than one year	7.3%	8,296	10.3%	8,508
1-5 years	30.7%	34,739	36.1%	29,779
6-10 years	11.0%	12,444	12.3%	10,104
11-20 years	17.0%	19,184	18.7%	15,421
More than 20 years	33.9%	38,368	22.6%	18,612
Total	100%		100%	

If less than one year, please indicate how long you lived at your previous residence.

	Total Survey	Selected Counties
Minimum	2 Years	2 Years
Maximum	27 Years	27 Years
Median	20 Years	20 Years

Are you currently going to school for a degree or certificate?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Part-time	5.0%	5,601	3.8%	3,130
Full-time	23.4%	26,476	27.8%	22,954
Not attending school	71.6%	80,955	68.4%	56,340
Total	100%		100%	

If yes, do you plan to stay in the area upon completion of your studies?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Yes	72.4%	23,228	72.3%	59,626
No	17.2%	5,530	17.0%	14,030
Undecided	10.3%	3,318	10.6%	8,769
Total	100%		100%	

Age of respondents:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
18-24	32.9%	37,168	35.4%	29,214
25-34	26.6%	30,040	25.9%	21,389
35-44	16.7%	18,839	14.6%	11,998
45-54	14.4%	16,293	15.2%	12,520
55-64	8.1%	9,165	7.6%	6,260
65-74	1.4%	1,527	7.6%	1,043
Total	100%		100%	

Marital Status:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Single/Divorced/Widowed	69.7%	78,811	70.8%	58,339
Married/Partner	30.3%	34,220	29.2%	24,085
Total	100%		100%	

Gender:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Female	69.3%	78,375	70.9%	58,427
Male	30.7%	34,656	29.1%	23,997
Total	100%		100%	

Race or ethnic background:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
African-American	62.3%	70,378	61.6%	50,764
Asian/Pacific Islander	0.5%	533	0.7%	546
Hispanic/Latino	0.5%	533	0.7%	546
Native-American	0.0%	0	0.0%	0
White/Caucasian	36.8%	41,587	37.1%	30,568
Other	0.0%	0	0.0%	0
Total	100%		100%	

Highest grade level completed:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
8th grade or lower	1.8%	2,064	1.3%	1,057
Some high school	14.6%	16,516	14.7%	12,152
High school graduate or equivalent	33.8%	38,193	30.1%	24,833
Some technical or vocational school	0.9%	1,032	1.3%	1,057
Some college, no degree	27.9%	31,484	30.1%	24,833
Technical/Vocational certificate	3.2%	3,613	1.9%	1,585
Associates degree	7.3%	8,258	8.3%	6,869
Bachelors degree	9.6%	10,839	11.5%	9,510
Postgraduate study, but no degree	0.5%	516	0.6%	528
Graduate degree	0.5%	516	0.0%	0
Professional degree	0.0%	0	0.0%	0
Total	100%		100%	

Languages spoken/written other than English:

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Chinese	0.0%	0	0.0%	0
French	0.9%	1,018	0.6%	522
German	0.9%	1,018	0.0%	0
Japanese	0.0%	0	0.0%	0
Spanish	7.7%	8,656	9.5%	7,825
Other	0.5%	509	0.6%	522

Is anyone else in your home currently employed?

	Total Survey	Total Survey Extrapolation	Selected Counties	Selected Counties Extrapolation
Spouse/Partner	24.3%	27,494	24.7%	20,345
Child(Children)	4.1%	4,582	3.2%	2,608
Other(s)	23.9%	26,985	27.8%	22,954

Greater Jackson Alliance Survey Results

STATISTICAL BACKGROUND DATA APPENDIX RANKIN COUNTY, MISSISSIPPI

Prepared for:

Greater Jackson Alliance

July 2008

Prepared by:



**505 Morris Avenue, Suite 102
Springfield, NJ 07081
www.wadley-donovan.com
973.379.7700**



**138 Carriage House Drive
Jackson, TN 38305
www.younger-associates.com
731.668.7367**

EXHIBIT C-1: DEMOGRAPHIC CHARACTERISTICS

Source: U.S. Census Bureau, Claritas

	Rankin County	13-County Region	Mississippi	U.S.
Population (Source: Claritas)				
1990 Census	87,161	629,153	2,573,216	248,709,873
2000 Census	115,327	693,636	2,844,658	281,421,906
2007	137,767	735,454	2,948,761	301,045,522
2012	151,765	754,064	3,017,443	314,920,978
Change 1990 - 2000	32.3%	10.2%	10.5%	13.2%
Change 2000 - 2007	19.5%	6.0%	3.7%	7.0%
Change 1990 - 2007	58.1%	16.9%	14.6%	21.0%
Change 2007 - 2012	10.2%	2.5%	2.3%	4.6%

Percent Minority (Source: Claritas)

2000 Census	19.2%	48.0%	38.7%	29.2%
2007	21.7%	49.9%	40.0%	32.2%
2012	23.7%	51.6%	41.2%	34.8%

Percent Distribution by Age Group

2000 Census (Source: Claritas)

0-17	25.90%	27.73%	27.25%	25.69%
18-34	24.72%	24.55%	24.35%	23.82%
35-54	31.05%	28.35%	27.68%	29.43%
55-64	8.85%	8.08%	8.64%	8.63%
65-74	5.78%	6.04%	6.53%	6.54%
75 and over	3.70%	5.25%	5.55%	5.90%

Percent Distribution by Age Group (2007)

(Source: Claritas)

0-17	23.9%	26.0%	25.3%	24.5%
18-34	25.0%	24.4%	24.4%	23.3%
35-54	29.7%	27.9%	27.2%	28.8%
55-64	10.8%	10.3%	10.5%	10.7%
65-74	6.3%	6.2%	6.8%	6.5%
75 and over	4.3%	5.3%	5.7%	6.1%

EXHIBIT C-1: DEMOGRAPHIC CHARACTERISTICS

Source: U.S. Census Bureau, Claritas

Rankin County 13-County Region Mississippi U.S.
Percent Distribution by Age Group (2012)
(Source: Claritas)

	Rankin County	13-County Region	Mississippi	U.S.
0-17	23.4%	25.4%	24.7%	23.8%
18-34	23.1%	23.8%	24.0%	22.7%
35-54	29.2%	26.5%	26.0%	27.5%
55-64	12.0%	11.8%	11.7%	12.1%
65-74	7.3%	6.9%	7.5%	7.5%
75 and over	5.0%	5.6%	6.1%	6.3%

Projected Percent Change in Age Distribution (2007-2012)
(Source: Claritas)

0-17	8.0%	0.3%	-0.2%	1.3%
18-34	1.9%	-0.1%	0.5%	2.3%
35-54	8.2%	-2.6%	-2.3%	-0.1%
55-64	22.6%	17.7%	13.9%	18.4%
65-74	26.7%	14.4%	12.7%	20.6%
75 and over	28.2%	9.1%	9.7%	7.2%

Median Age (Source: Claritas)

2000 Census	34.6	33.3	33.8	35.3
2007	35.7	34.7	35.2	36.6
2012	37.3	35.6	36.1	37.7

Median Household Income
(Source: Claritas)

2000 Census	\$45,424	\$34,519	\$31,596	\$42,729
2007	\$51,733	\$40,948	\$36,961	\$49,314
2012	\$56,620	\$44,879	\$40,717	\$54,551
Change '07 - '12	9.4%	9.6%	10.2%	10.6%

EXHIBIT C-1: DEMOGRAPHIC CHARACTERISTICS

Source: U.S. Census Bureau, Claritas

	Rankin County	13-County Region	Mississippi	U.S.
Household Income Distribution (2007)				
<i>(Source: Claritas)</i>				
Households	52,070	272,822	1,108,629	113,668,003
Less than \$35,000	31.5%	43.6%	47.9%	35.1%
Between \$35,000 and \$75,000	39.1%	33.8%	33.6%	35.1%
Greater than \$75,000	29.4%	22.6%	18.5%	29.8%

Educational Attainment Levels

2007 (Source: Claritas)

No High School Diploma	17.7%	23.0%	26.7%	19.4%
High School Diploma Only	27.0%	25.5%	29.4%	28.4%
1 to 3 Years College	23.9%	22.3%	21.0%	21.2%
Associate Degree	6.8%	6.0%	5.8%	6.4%
Bachelors Degree	16.9%	15.2%	11.2%	15.7%
Graduate Degree	7.6%	7.9%	5.9%	8.9%
12 to 15 years of education	57.8%	53.9%	56.2%	56.0%
16 or more years of education	24.5%	23.1%	17.1%	24.6%

EXHIBIT C-2: LABOR FORCE CHARACTERISTICS

Source: U.S. Bureau of Labor Statistics, Claritas

	Rankin County	13-County Region	Mississippi	U.S.
Civilian Labor Force (Average Annual)				
<i>(Source: U.S. Bureau of Labor Statistics)</i>				
2000	63,330	333,540	1,314,154	142,583,000
2007	72,747	340,798	1,314,811	153,124,000
March, 2008	72,437	340,666	1,325,977	153,135,000
% Change 2000 - 2007	14.9%	2.2%	0.0%	7.4%

Unemployment (Average Annual)				
<i>(Source: U.S. Bureau of Labor Statistics)</i>				
2000	2,364	17,617	74,295	5,692,000
2007	3,004	19,215	83,068	7,078,000
March, 2008	2,827	17,847	79,016	8,027,000

Unemployment Rate (Average Annual)				
<i>(Source: U.S. Bureau of Labor Statistics)</i>				
2000	3.7%	5.3%	5.7%	4.0%
2007	4.1%	5.6%	6.3%	4.6%
March, 2008	3.9%	5.2%	6.0%	5.2%

Labor Participation (Source: Claritas)				
Total (2007)	67.1%	61.9%	59.6%	64.1%

EXHIBIT C- : EMPLOYMENT BY INDUSTRY SECTOR (2000-2007)

Source: Claritas

Industry	Rankin County	13-County Region	Mississippi	U.S.
2000 Census (Source: Claritas)				
Total	57,105	297,772	1,173,314	129,721,512
Accomodation/Food Services	2,516	15,671	61,551	7,903,810
Administration/Support/Waste Management Services	1,642	7,677	25,406	4,394,533
Agriculture/Forestry/Fishing/Hunting/Mining	612	7,046	39,473	2,426,053
Arts/Entertainment/Recreation	718	4,842	36,147	2,306,485
Construction	4,799	20,581	88,818	8,801,507
Educational Services	3,661	26,607	106,710	11,371,206
Finance/Insurance/Real Estate	4,922	20,080	55,744	8,934,972
Health Care/Social Assistance	7,310	37,281	129,672	14,471,823
Information	1,870	8,779	21,449	3,996,564
Manufacturing	5,571	37,900	215,203	18,286,005
Management of Companies/Enterprises	67	265	412	70,471
Other services (excl. Public Admin.)	3,103	15,672	56,215	6,320,632
Professional/Scientific/Technical Services	3,017	12,636	34,739	7,596,861
Public Administration	3,577	19,582	60,223	6,212,015
Retail Trade	7,392	34,859	138,646	15,221,716
Transportation/Warehousing/Utilities	3,407	16,391	63,189	6,740,102
Wholesale Trade	2,921	11,903	39,717	4,666,757

EXHIBIT C- : EMPLOYMENT BY INDUSTRY SECTOR (2000-2007)

Source: Claritas

Industry	Rankin County	13-County Region	Mississippi	U.S.
2000 Percentages				
Total	100.0%	100.0%	100.0%	100.0%
Accomodation/Food Services	4.4%	5.3%	5.2%	6.1%
Administration/Support/Waste Management Services	2.9%	2.6%	2.2%	3.4%
Agriculture/Forestry/Fishing/Hunting/Mining	1.1%	2.4%	3.4%	1.9%
Arts/Entertainment/Recreation	1.3%	1.6%	3.1%	1.8%
Construction	8.4%	6.9%	7.6%	6.8%
Educational Services	6.4%	8.9%	9.1%	8.8%
Finance/Insurance/Real Estate	8.6%	6.7%	4.8%	6.9%
Health Care/Social Assistance	12.8%	12.5%	11.1%	11.2%
Information	3.3%	2.9%	1.8%	3.1%
Manufacturing	9.8%	12.7%	18.3%	14.1%
Management of Companies/Enterprises	0.1%	0.1%	0.0%	0.1%
Other services (excl. Public Admin.)	5.4%	5.3%	4.8%	4.9%
Professional/Scientific/Technical Services	5.3%	4.2%	3.0%	5.9%
Public Administration	6.3%	6.6%	5.1%	4.8%
Retail Trade	12.9%	11.7%	11.8%	11.7%
Transportation/Warehousing/Utilities	6.0%	5.5%	5.4%	5.2%
Wholesale Trade	5.1%	4.0%	3.4%	3.6%

EXHIBIT C- : EMPLOYMENT BY INDUSTRY SECTOR (2000-2007)

Source: Claritas

Industry	Rankin County	13-County Region	Mississippi	U.S.
2007 (Source: Claritas)				
Total	69,964	326,005	1,257,698	141,825,157
Accomodation/Food Services	3,062	16,674	64,454	8,508,440
Administration/Support/Waste Management Services	1,978	8,247	27,162	4,774,897
Agriculture/Forestry/Fishing/Hunting/Mining	746	7,633	41,793	2,670,988
Arts/Entertainment/Recreation	891	5,123	38,085	2,545,182
Construction	5,760	22,502	95,985	9,742,157
Educational Services	4,538	28,671	112,940	12,376,868
Finance/Insurance/Real Estate	6,079	22,649	61,166	9,848,000
Health Care/Social Assistance	9,031	41,096	138,820	15,690,498
Information	2,361	9,920	23,551	4,378,854
Manufacturing	6,809	40,899	228,080	19,934,191
Management of Companies/Enterprises	86	320	504	79,300
Other services (excl. Public Admin.)	3,744	16,996	60,369	6,861,650
Professional/Scientific/Technical Services	3,736	14,364	37,967	8,358,279
Public Administration	4,382	21,372	64,015	6,836,942
Retail Trade	8,939	37,886	148,171	16,649,623
Transportation/Warehousing/Utilities	4,235	18,154	70,512	7,412,469
Wholesale Trade	3,587	13,499	44,124	5,156,819

EXHIBIT C- : EMPLOYMENT BY INDUSTRY SECTOR (2000-2007)

Source: Claritas

Industry	Rankin County	13-County Region	Mississippi	U.S.
2007 Percentages				
Total	100.0%	100.0%	100.0%	100.0%
Accomodation/Food Services	4.4%	5.1%	5.1%	6.0%
Administration/Support/Waste Management Services	2.8%	2.5%	2.2%	3.4%
Agriculture/Forestry/Fishing/Hunting/Mining	1.1%	2.3%	3.3%	1.9%
Arts/Entertainment/Recreation	1.3%	1.6%	3.0%	1.8%
Construction	8.2%	6.9%	7.6%	6.9%
Educational Services	6.5%	8.8%	9.0%	8.7%
Finance/Insurance/Real Estate	8.7%	6.9%	4.9%	6.9%
Health Care/Social Assistance	12.9%	12.6%	11.0%	11.1%
Information	3.4%	3.0%	1.9%	3.1%
Manufacturing	9.7%	12.5%	18.1%	14.1%
Management of Companies/Enterprises	0.1%	0.1%	0.0%	0.1%
Other services (excl. Public Admin.)	5.4%	5.2%	4.8%	4.8%
Professional/Scientific/Technical Services	5.3%	4.4%	3.0%	5.9%
Public Administration	6.3%	6.6%	5.1%	4.8%
Retail Trade	12.8%	11.6%	11.8%	11.7%
Transportation/Warehousing/Utilities	6.1%	5.6%	5.6%	5.2%
Wholesale Trade	5.1%	4.1%	3.5%	3.6%

EXHIBIT C- : EMPLOYMENT BY INDUSTRY SECTOR (2000-2007)

Source: Claritas

Industry	Rankin County	13-County Region	Mississippi	U.S.
Net Change (2000-2007)				
Total	12,859	28,233	84,384	12,103,645
Accomodation/Food Services	546	1,003	2,903	604,630
Administration/Support/Waste Management Services	336	570	1,756	380,364
Agriculture/Forestry/Fishing/Hunting/Mining	134	587	2,320	244,935
Arts/Entertainment/Recreation	173	281	1,938	238,697
Construction	961	1,921	7,167	940,650
Educational Services	877	2,064	6,230	1,005,662
Finance/Insurance/Real Estate	1,157	2,569	5,422	913,028
Health Care/Social Assistance	1,721	3,815	9,148	1,218,675
Information	491	1,141	2,102	382,290
Manufacturing	1,238	2,999	12,877	1,648,186
Management of Companies/Enterprises	19	55	92	8,829
Other services (excl. Public Admin.)	641	1,324	4,154	541,018
Professional/Scientific/Technical Services	719	1,728	3,228	761,418
Public Administration	805	1,790	3,792	624,927
Retail Trade	1,547	3,027	9,525	1,427,907
Transportation/Warehousing/Utilities	828	1,763	7,323	672,367
Wholesale Trade	666	1,596	4,407	490,062

EXHIBIT C- : EMPLOYMENT BY INDUSTRY SECTOR (2000-2007)

Source: Claritas

Industry	Rankin County	13-County Region	Mississippi	U.S.
Percent Change (2000-2007)				
Total	22.5%	9.5%	7.2%	9.3%
Accomodation/Food Services	21.7%	6.4%	4.7%	7.6%
Administration/Support/Waste Management Services	20.5%	7.4%	6.9%	8.7%
Agriculture/Forestry/Fishing/Hunting/Mining	21.9%	8.3%	5.9%	10.1%
Arts/Entertainment/Recreation	24.1%	5.8%	5.4%	10.3%
Construction	20.0%	9.3%	8.1%	10.7%
Educational Services	24.0%	7.8%	5.8%	8.8%
Finance/Insurance/Real Estate	23.5%	12.8%	9.7%	10.2%
Health Care/Social Assistance	23.5%	10.2%	7.1%	8.4%
Information	26.3%	13.0%	9.8%	9.6%
Manufacturing	22.2%	7.9%	6.0%	9.0%
Management of Companies/Enterprises	28.4%	20.8%	22.3%	12.5%
Other services (excl. Public Admin.)	20.7%	8.4%	7.4%	8.6%
Professional/Scientific/Technical Services	23.8%	13.7%	9.3%	10.0%
Public Administration	22.5%	9.1%	6.3%	10.1%
Retail Trade	20.9%	8.7%	6.9%	9.4%
Transportation/Warehousing/Utilities	24.3%	10.8%	11.6%	10.0%
Wholesale Trade	22.8%	13.4%	11.1%	10.5%

EXHIBIT C- : EMPLOYMENT BY MAJOR NAICS CODES (2005)

Source: U.S. Department of Commerce County Business Patterns

NAICS	Rankin County	13-County Region	Mississippi	U.S.
---- Total	48,386	48,386	926,952	116,317,003
11---- Forestry, fishing, hunting, and agriculture support	175	175	5,276	168,744
21---- Mining	175	175	4,246	497,272
22---- Utilities	143	143	8,693	633,106
23---- Construction	3,703	3,703	49,735	6,781,327
31---- Manufacturing	4,449	4,449	176,767	13,667,337
42---- Wholesale trade	2,940	2,940	35,256	5,968,929
44---- Retail trade	7,190	7,190	140,119	15,338,672
48---- Transportation & warehousing	5,424	5,424	33,548	4,168,016
51---- Information	560	560	17,519	3,402,599
52---- Finance & insurance	2,870	2,870	35,616	6,431,837
53---- Real estate & rental & leasing	597	597	10,396	2,144,077
54---- Professional, scientific & technical services	1,182	1,182	31,689	7,689,366
55---- Management of companies & enterprises	540	540	9,924	2,856,418
56---- Admin, support, waste mgt, remediation services	3,365	3,365	44,528	9,280,282
61---- Educational services	681	681	16,435	2,879,374
62---- Health care and social assistance	7,645	7,645	141,936	16,025,147
71---- Arts, entertainment & recreation	521	521	10,021	1,936,484
72---- Accommodation & food services	4,256	4,256	114,571	11,025,909
81---- Other services (except public administration)	2,103	2,103	40,534	5,390,954
99---- Unclassified establishments	10	10	143	31,153

EXHIBIT C- : EMPLOYMENT BY MAJOR NAICS CODES (2005)

Source: U.S. Department of Commerce County Business Patterns

NAICS	Rankin County	13-County Region	Mississippi	U.S.	
11----	Forestry, fishing, hunting, and agriculture support	0.4%	0.4%	0.6%	0.1%
21----	Mining	0.4%	0.4%	0.5%	0.4%
22----	Utilities	0.3%	0.3%	0.9%	0.5%
23----	Construction	7.7%	7.7%	5.4%	5.8%
31----	Manufacturing	9.2%	9.2%	19.1%	11.8%
42----	Wholesale trade	6.1%	6.1%	3.8%	5.1%
44----	Retail trade	14.9%	14.9%	15.1%	13.2%
48----	Transportation & warehousing	11.2%	11.2%	3.6%	3.6%
51----	Information	1.2%	1.2%	1.9%	2.9%
52----	Finance & insurance	5.9%	5.9%	3.8%	5.5%
53----	Real estate & rental & leasing	1.2%	1.2%	1.1%	1.8%
54----	Professional, scientific & technical services	2.4%	2.4%	3.4%	6.6%
55----	Management of companies & enterprises	1.1%	1.1%	1.1%	2.5%
56----	Admin, support, waste mgt, remediation services	7.0%	7.0%	4.8%	8.0%
61----	Educational services	1.4%	1.4%	1.8%	2.5%
62----	Health care and social assistance	15.8%	15.8%	15.3%	13.8%
71----	Arts, entertainment & recreation	1.1%	1.1%	1.1%	1.7%
72----	Accommodation & food services	8.8%	8.8%	12.4%	9.5%
81----	Other services (except public administration)	4.3%	4.3%	4.4%	4.6%
99----	Unclassified establishments	0.0%	0.0%	0.0%	0.0%

EXHIBIT C- : EMPLOYMENT BY OCCUPATION CATEGORY (2000)

Source: U.S. Census Bureau

	Rankin County	13-County Region	Mississippi	U.S.
Actual Employment				
Total	57,105	297,772	1,173,314	129,721,512
Management, professional, and related occupations	19,888	95,099	321,110	43,646,731
Management, business, and financial operations occupations	8,699	37,028	119,494	17,448,038
Management occupations, except farmers and farm managers	5,368	22,856	76,644	11,115,046
Farmers and farm managers	175	1,837	9,242	773,218
Business and financial operations occupations:	3,156	12,335	33,608	5,559,774
Business operations specialists	1,420	5,240	14,695	2,718,121
Financial specialists	1,736	7,095	18,913	2,841,653
Professional and related occupations	11,189	58,071	201,616	26,198,693
Computer and mathematical occupations	1,121	4,123	9,905	3,168,447
Architecture and engineering occupations	1,150	4,873	16,394	2,659,298
Life, physical, and social science occupations	483	2,249	7,845	1,203,443
Community and social services occupations	736	4,654	16,663	1,953,184
Legal occupations	821	3,959	9,013	1,412,737
Education, training, and library occupations	2,664	17,901	70,356	7,337,276
Arts, design, entertainment, sports, and media occupations	718	3,822	12,460	2,484,201
Healthcare practitioners and technical occupations	3,496	16,490	58,980	5,980,107
Service occupations	6,346	42,604	174,390	19,276,947
Healthcare support occupations	786	5,338	20,688	2,592,815
Protective service occupations	900	5,966	24,498	2,549,906
Food preparation and serving related occupations	2,051	13,487	56,357	6,251,618
Building and grounds cleaning and maintenance occupations	1,332	9,757	38,937	4,254,365
Personal care and service occupations	1,277	8,056	33,910	3,628,243
Sales and office occupations	17,002	80,321	292,544	34,621,390
Sales and related occupations	7,236	33,699	127,642	14,592,699
Office and administrative support occupations	9,766	46,622	164,902	20,028,691
Farming, fishing, and forestry occupations	265	2,792	14,462	951,810
Construction, extraction, and maintenance occupations	6,635	29,185	131,751	12,256,138
Construction and extraction occupations	3,572	16,830	77,672	7,149,269
Installation, maintenance, and repair occupations	3,063	12,355	54,079	5,106,869
Production, transportation, and material moving occupations	6,969	47,771	239,057	18,968,496
Production occupations	3,517	27,087	147,035	11,008,625
Transportation and material moving occupations	3,452	20,684	92,022	7,959,871

EXHIBIT C- : EMPLOYMENT BY OCCUPATION CATEGORY (2007)

Source: Claritas

	Rankin County	13-County Region	Mississippi	U.S.
Actual Employment				
Architecture/Engineering	1,408	5,422	17,873	2,978,769
Arts/Design/Entert/Sports/Media	924	4,169	13,299	2,687,180
Building/Grounds Cleaning/Maint	1,603	10,116	40,294	4,562,681
Business operations specialists	1,799	5,882	16,222	3,012,092
Financial specialists	2,167	8,115	20,838	3,149,376
Community/Social Services	909	5,044	17,827	2,109,021
Computer and Mathematical	1,406	4,761	11,073	3,532,863
Construction/Extraction	4,248	18,232	83,398	7,831,673
Education/Training/Library	3,308	19,426	74,559	8,019,616
Farming/Fishing/Forestry	325	3,043	15,119	1,048,574
Food Preparation/Serving Related	2,498	14,283	58,878	6,695,283
Healthcare Practitioner/Technician	4,375	18,605	64,303	6,574,092
Healthcare Support	981	5,715	21,655	2,769,763
Installation/Maintenance/Repair	3,633	13,546	58,455	5,613,216
Legal	1,044	4,494	9,823	1,530,167
Life/Physical/Social Science	604	2,515	8,348	1,306,098
Management incl Farmers/Farm Mgrs	6,928	28,100	94,133	13,269,955
Office/Administrative Support	11,860	51,149	178,321	21,859,211
Personal Care/Service	1,552	8,633	36,209	3,957,176
Production	4,280	28,976	155,042	11,845,190
Protective Service	1,084	6,384	25,953	2,802,412
Sales/Related	8,891	37,242	137,583	16,053,382
Transportation/Material Moving	4,137	22,153	98,493	8,617,367

EXHIBIT C- : EMPLOYMENT BY OCCUPATION CATEGORY (2007)

Source: Claritas

	Rankin County	13-County Region	Mississippi	U.S.
Percentage of Labor Force				
Architecture/Engineering	2.0%	1.7%	1.4%	2.1%
Arts/Design/Entert/Sports/Media	1.3%	1.3%	1.1%	1.9%
Building/Grounds Cleaning/Maint	2.3%	3.1%	3.2%	3.2%
Business operations specialists	2.6%	1.8%	1.3%	2.1%
Financial specialists	3.1%	2.5%	1.7%	2.2%
Community/Social Services	1.3%	1.5%	1.4%	1.5%
Computer and Mathematical	2.0%	1.5%	0.9%	2.5%
Construction/Extraction	6.1%	5.6%	6.6%	5.5%
Education/Training/Library	4.7%	6.0%	5.9%	5.7%
Farming/Fishing/Forestry	0.5%	0.9%	1.2%	0.7%
Food Preparation/Serving Related	3.6%	4.4%	4.7%	4.7%
Healthcare Practitioner/Technician	6.3%	5.7%	5.1%	4.6%
Healthcare Support	1.4%	1.8%	1.7%	2.0%
Installation/Maintenance/Repair	5.2%	4.2%	4.6%	4.0%
Legal	1.5%	1.4%	0.8%	1.1%
Life/Physical/Social Science	0.9%	0.8%	0.7%	0.9%
Management incl Farmers/Farm Mgrs	9.9%	8.6%	7.5%	9.4%
Office/Administrative Support	17.0%	15.7%	14.2%	15.4%
Personal Care/Service	2.2%	2.6%	2.9%	2.8%
Production	6.1%	8.9%	12.3%	8.4%
Protective Service	1.5%	2.0%	2.1%	2.0%
Sales/Related	12.7%	11.4%	10.9%	11.3%
Transportation/Material Moving	5.9%	6.8%	7.8%	6.1%

EXHIBIT C- : AVERAGE EARNINGS BY MAJOR NAICS CODES (2005)

Source: U.S. Department of Commerce County Business Patterns

NAICS		Rankin County	13-County Region	Mississippi	U.S.
-----	Total	\$29,408	\$29,408	\$27,829	\$38,539
11----	Forestry, fishing, hunting, and agriculture support	--	--	\$29,160	\$30,198
21----	Mining	--	--	\$50,611	\$61,985
22----	Utilities	\$50,084	--	\$57,066	\$73,120
23----	Construction	\$32,660	--	\$33,483	\$43,136
31----	Manufacturing	\$33,195	--	\$32,771	\$43,951
42----	Wholesale trade	\$46,349	--	\$37,086	\$51,754
44----	Retail trade	\$22,646	--	\$19,219	\$22,691
48----	Transportation & warehousing	\$32,644	--	\$31,824	\$37,038
51----	Information	\$37,859	--	\$36,654	\$59,698
52----	Finance & insurance	\$41,914	\$45,342	\$38,972	\$69,458
53----	Real estate & rental & leasing	\$34,178	--	\$24,644	\$38,147
54----	Professional, scientific & technical services	\$38,833	--	\$39,649	\$59,362
55----	Management of companies & enterprises	\$62,043	--	\$49,262	\$85,165
56----	Admin, support, waste mgt, remediation services	\$14,878	--	\$20,016	\$27,521
61----	Educational services	\$21,714	--	\$18,037	\$28,660
62----	Health care and social assistance	\$34,422	\$33,131	\$32,935	\$36,796
71----	Arts, entertainment & recreation	\$10,530	--	\$16,790	\$27,336
72----	Accommodation & food services	\$10,555	--	\$13,948	\$14,152
81----	Other services (except public administration)	\$20,638	--	\$18,324	\$23,647
99----	Unclassified establishments	--	--	\$14,357	\$17,257

EXHIBIT C- : MEDIAN ANNUAL EARNINGS BY SELECTED BENCHMARK OCCUPATION CATEGORY

Source: *Salary.com or SalarySource.com*

Occupation Description	Jackson, MS (Hinds County)	Canton, MS (Madison County)	Yazoo City, MS (Yazoo County)	Vicksburg, MS (Warren County)	U.S. Average
Accounting Clerk	\$29,226	\$27,932	\$27,072	\$29,868	\$31,692
Analyst, Systems	\$68,815	\$63,258	\$63,684	\$70,311	\$73,470
Assembler	\$24,453	\$23,740	\$23,158	\$24,970	\$26,212
Assistant, Administrative	\$36,716	\$34,382	\$33,493	\$37,523	\$39,898
CAD Drafter	\$39,670	\$37,094	\$36,182	\$40,542	\$43,094
Civil Engineer	\$62,474	\$57,373	\$57,645	\$63,832	\$67,091
Computer Programmer	\$51,510	\$47,419	\$47,034	\$52,633	\$55,160
Customer Service Representative	\$30,395	\$29,042	\$28,147	\$31,062	\$32,962
Electrical Engineer	\$63,881	\$58,765	\$59,203	\$65,270	\$69,134
Electronics Technician	\$36,804	\$34,552	\$33,561	\$37,615	\$40,062
Engineering Technician	\$41,690	\$38,759	\$38,035	\$42,604	\$45,151
Lab Technologist	\$34,203	\$32,180	\$31,186	\$34,957	\$37,263
Machinist - Journey	\$36,560	\$34,209	\$33,354	\$37,364	\$39,720
Maintenance Specialist	\$34,803	\$32,689	\$31,766	\$35,570	\$37,868
Manufacturing Engineer	\$64,064	\$58,891	\$59,289	\$65,456	\$69,326
Mechanical Engineer	\$61,823	\$56,777	\$57,106	\$63,166	\$66,889
Nurse, Licensed Practical	\$32,262	\$30,511	\$29,529	\$32,974	\$35,136
Nursing, Certified Assistant	\$23,975	\$23,343	\$22,786	\$24,495	\$25,701
PC Support Specialist	\$52,649	\$48,652	\$48,071	\$53,799	\$56,510
Secretary, Executive	\$41,767	\$38,805	\$38,106	\$42,682	\$45,215
Tool & Die Maker	\$45,031	\$41,543	\$41,106	\$46,014	\$48,578

EXHIBIT C- : POST-SECONDARY INSTITUTIONS

Source: U.S. Department of Education, National Center for Education Statistics (IPEDS)

Less-than-Four-Year Institutions	Location	Total Fall Enrollment (2006)	Total Graduates (2006)
J & J Hair Design College	Leake County	77	50
Academy of Hair Design One	Leake County	27	12
Holmes Community College	Holmes County	4,974	725
Academy of Hair Design Three	Hinds County	146	45
Antonelli College	Rankin County	241	69
Magnolia College of Cosmetology	Hinds County	115	92
Traxlers School of Hair	Hinds County	63	28
Virginia College	Hinds County	1,025	342
Academy of Hair Design Four	Rankin County	72	44
Hinds Community College	Hinds County	9,662	1,001
Copiah-Lincoln Community College	Copiah County	2,362	543

More-than-Four-Year Institutions	Location	Total Fall Enrollment (2006)	Total Graduates (2006)
Mississippi College	Hinds County	4,041	916
Belhaven College	Hinds County	2,575	582
Jackson State University	Hinds County	8,256	1,169
Millsaps College	Hinds County	1,084	256
University of Mississippi Medical Center	Hinds County	1,598	480
Wesley Biblical Seminary	Hinds County	126	23
Wesley College	Rankin County	140	6
Magnolia Bible College	Attala County	27	7
Tougaloo College	Hinds County	913	132

EXHIBIT C- : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree
ACADEMY OF HAIR DESIGN FOUR	Cosmetic Services, General		35							
ACADEMY OF HAIR DESIGN SEVEN	Cosmetic Services, General		6							
ACADEMY OF HAIR DESIGN THREE	Barber / Hairstylist		23							
	Cosmetic Services, General		24							
ANTONELLI COLLEGE	Accounting Technology/Technician and Bookkeeping				2					
	Business/Office Automation/Technology/Data Entry		4		4					
	Computer Systems Networking and Telecommunications				5					
	Massage Therapy/Therapeutic Massage				15					
	Medical Insurance Coding Specialist/Coder				14					
	Medical Transcription/Transcriptionist				1					
	Medical/Clinical Assistant				20					
	Legal Assistant/Paralegal				1					
	Commercial and Advertising Art				5					
	Interior Design				11					
BELHAVEN COLLEGE	Biology/Biological Sciences, General					3				
	Accounting					4				
	Business Administration and Management, General					237	135			
	Communication Studies/Speech Communication and Rhetoric					4				
	Computer and Information Sciences, General					4				
	Computer Science					2				
	Education, General						16			
	Elementary Teacher Education						16	44		
	Secondary Teacher Education							14		
	Creative Writing						1			
	English Language and Literature, General						11			
	History, General						8			
	General Studies					56				
	Humanities/Humanistic Studies						1			
	Mathematics, General						4			
	Kinesiology and Exercise Science						7			
	Sport and Fitness Administration/Management						15			
	Philosophy						3			
	Chemistry, General						3			
	Psychology, General						11			
	Political Science and Government, General						2			
	Social Sciences, General						38			
	Bible / Biblical Studies						12			
	Art/Art Studies, General						7			
	Dance, General						8			
	Drama / Theater Arts, General						7			
	Music, General						6			

EXHIBIT C- : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree
COPIAH-LINCOLN COMMUNITY COLLEGE	Biology/Biological Sciences, General				10					
	Accounting, General				17					
	Administrative Assistant / Secretarial Science, General		8		18					
	Business Administration and Management, General				41					
	Hotel/Motel Administration/Management				4					
	Marketing/Marketing Management, General				7					
	Computer Science				1					
	Computer Systems Networking and Telecommunications				18					
	Elementary Teacher Education				38					
	Physical Education Teaching and Coaching				18					
	Secondary Teacher Education				5					
	Drafting and Design Technology/Technician, General				14					
	Electrical/Electronic/Communications Engr Technology/Technician				7					
	Engineering, General				3					
	Child Care and Support Services Management				13					
	Foodservice Systems Administration/Management				6					
	Clinical/Medical Laboratory Technician				14					
	Licensed Practical/Vocational Nurse Training		58							
	Medical Administrative/Executive Assistant and Medical Secretary					21				
	Medical Radiologic Technology/Technician					21				
	Nurse Assistant / Aide			45						
	Nursing/Registered Nurse (RN, ASN, BSN, MSN)					36				
	Pre-Medicine Studies					19				
	Respiratory Therapy Technician					8				
	History, General					4				
	General Studies					146				
	Automobile/Automotive Mechanics Technology/Technician			8		4				
	Heating/AC/Ventilation/Refrig Maint Technology/Technician			7		4				
	Heavy Equipment Maintenance and Repairer			6						
	Wood Science and Wood Products/Pulp and Paper Technology					1				
	Cosmetic Services, General			20						
	Institutional Food Workers					2				
	Machine Shop Assistant			1		1				
	Welder / Welding Technologist			20						
	Psychology, General					5				
	Social Work					2				
	Criminal Justice/Law Enforcement Administration					2				
	Political Science and Government, General					3				
	Construction/Heavy Equipment/Earthmoving Equipment Operation				4					
	Truck and Bus/Commercial Vehicle Operation		25							
Art/Art Studies, General					1					
Music, General					3					

EXHIBIT C- : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree
HINDS COMMUNITY COLLEGE	Agricultural Business/Agribusiness Operations				7					
	Landscaping and Groundskeeping				7					
	Biology/Biological Sciences, General				10					
	Administrative Assistant / Secretarial Science, General		14		78					
	Business/Commerce, General				44					
	Hospitality Administration/Management, General		1		6					
	Management Information Systems and Business Data Processing, General				10					
	Marketing/Marketing Management, General				9					
	Tourism and Travel Services Management	10								
	Vehicle and Vehicle Parts and Accessories Marketing Operations		1							
	Communication Studies/Speech Communication and Rhetoric				1					
	Journalism				1					
	Graphic and Printing Equipment Operator, General Production		4							
	Radio and Television Broadcasting Technology/Technician				3					
	Computer and Information Sciences, General				1					
	Computer Programming/Programmer, General				29					
	Carpenters		14							
	Electrician		39			10				
	Mason and Tile Setter		18							
	Plumbing Technology/Plumber		5							
	Elementary Teacher Education					16				
	Physical Education Teaching and Coaching					2				
	Secondary Teacher Education					10				
	Drafting and Design Technology/Technician, General			2		12				
	Electrical/Electronic/Communications Engr Technology/Technician					16				
	Engineering, General					4				
	English Language and Literature, General					2				
	Apparel and Textile Marketing Management			9						
	Child Care Provider/Assistant					41				
	Family and Consumer Sciences/Human Sciences, General					1				
	Sign Language Interpretation and Translation					5				
	Clinical Laboratory Science/Medical Technology/Technologist					1				
	Clinical/Medical Laboratory Technician					8				
	Dental Assistant			20		2				
	Dental Hygienist					5				
	Diagnostic Medical Sonography/Sonographer & Ultrasound Technician			8		1				
	Emergency Medical Technology/Technician			4		3				
	Health Information/Medical Records Technology/Technician					8				
	Health Professions and Related Sciences, Other					2				
	Licensed Practical/Vocational Nurse Training			119						
Medical Radiologic Technology/Technician					19					
Medical/Clinical Assistant					12					
Nursing, Other					14					
Nursing/Registered Nurse (RN, ASN, BSN, MSN)					169					

EXHIBIT C- : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree
HINDS COMMUNITY COLLEGE (continued)	Occupational Therapy/Therapist				3					
	Optometric Technician/Assistant		3		3					
	Physical Therapist Assistant				11					
	Physical Therapy/Therapist				4					
	Pre-Medicine Studies				4					
	Pre-Pharmacy Studies				1					
	Pre-Veterinary Studies				2					
	Respiratory Therapy Technician				11					
	Surgical / Operating Room Technician		26		15					
	Veterinary/Animal Health Technology/Technician/Veterinary Assistant				6					
	Legal Assistant/Paralegal				49					
	Pre-Law Studies				2					
	General Studies				309					
	Mathematics, General				1					
	Airframe Mechanics and Aircraft Maintenance Technology/Technician				1					
	Autobody/Collision and Repair Technology/Technician			11						
	Automobile/Automotive Mechanics Technology/Technician			9						
	Avionics Maintenance Technology/Technician					1				
	Communication Systems Installation and Repair Technology			3						
	Computer Installation and Repair Technology/Technician					1				
	Diesel Mechanics Technology/Technician			8						
	Engine Machinist			6						
	Heating/AC/Ventilation/Refrig Maint Technology/Technician			6		2				
	Barber / Hairstylist			22						
	Cooking and Related Culinary Arts, General					5				
	Cosmetic Services, General		1	18						
	Institutional Food Workers			5						
	Meat Cutting/Meatcutter			3						
	Chemistry, General					1				
	Machine Tool Technology/Machinist			6						
	Welder / Welding Technologist		27							
	Psychology, General					9				
	Criminal Justice/Safety Studies					16				
	Social Sciences, General					1				
	Sociology					6				
	Art/Art Studies, General					2				
	Drama / Theater Arts, General					1				
	Graphic Design					17				
	Music, General					1				

EXHIBIT C- : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree
HOLMES COMMUNITY COLLEGE	Biology/Biological Sciences, General				7					
	Accounting and Business Management				61					
	Business/Office Automation/Technology/Data Entry		2		39					
	Computer Programming/Programmer, General				2					
	Computer Science				1					
	Computer Systems Networking and Telecommunications				14					
	Elementary Teacher Education				21					
	Secondary Teacher Education				19					
	Architectural Engineering Technology/Technician				4					
	Computer Software Technology/Technician				5					
	Drafting and Design Technology/Technician, General				8					
	Industrial Technology/Technician				6					
	Manufacturing Technology/Technician				7					
	Electrical, Electronic and Communications Engineering				2					
	Engineering, General				2					
	Child Development				10					
	Emergency Medical Technology/Technician			5	9					
	Health Information/Medical Records Technology/Technician				1					
	Licensed Practical/Vocational Nurse Training			58						
	Nursing/Registered Nurse (RN, ASN, BSN, MSN)				94					
	Occupational Therapist Assistant				14					
	Occupational Therapy/Therapist				5					
	Physical Therapy/Therapist				5					
	Pre-Dentistry Studies				2					
	Pre-Medicine Studies				13					
	Pre-Nursing Studies				19					
	Pre-Pharmacy Studies				2					
	Surgical / Operating Room Technician			7	5					
	Legal Assistant/Paralegal				2					
	Pre-Law Studies				12					
	General Studies				32					
	Liberal Arts and Sciences/Liberal Studies				51					
	Autobody/Collision and Repair Technology/Technician			4	2					
	Automobile/Automotive Mechanics Technology/Technician			2	2					
	Heating/AC/Ventilation/Refrig Maint Technology/Technician			7	1					
	Forest Technology/Technician				8					
	Cosmetic Services, General			12						
	Funeral Service and Mortuary Science, General				11					
	Welder / Welding Technologist			14						
	Psychology, General				28					
	Criminal Justice/Law Enforcement Administration				1					
Art/Art Studies, General				3						
J & J HAIR DESIGN COLLEGE	Barber / Hairstylist		34							
	Cosmetology, Barber/Styling and Hair Design	1								

EXHIBIT C- : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree	
JACKSON STATE UNIVERSITY	City / Urban, Community & Regional Planning						7	1			
	Biology/Biological Sciences, General					69	5				
	Accounting					48	10				
	Business Administration and Management, General					99	16	8			
	Business/Managerial Economics					2					
	Finance, General					17					
	Marketing/Marketing Management, General					22					
	Office Management and Supervision					1					
	Mass Communication/Media Studies					30					
	Computer and Information Sciences, General					11	30				
	Counselor Education / Counseling and Guidance Services						26				
	Education, Other					62					
	Educational Leadership and Administration, General						18	11		12	
	Educational/Instructional Media Design					5					
	Elementary Teacher Education					49	24				7
	Higher Education/Higher Education Administration								23		
	Kindergarten/Preschool Education and Teaching							11	10		
	Mathematics Teacher Education							4			
	Music Teacher Education						7	3			
	Physical Education Teaching and Coaching						21	4			
	Reading Teacher Education							7			
	Science Teacher Education/General Science Teacher Education							3			
	Secondary Teacher Education							17			
	Social Science Teacher Education						9				
	Special Education, General						13	8			
	Teacher Education, Multiple Levels							18			
	Technology Teacher Education/Industrial Arts Teacher Education							13			
	Environmental Engineering Technology/Environmental Technology							4			
	Industrial Technology/Technician						23				
	Civil Engineering, General						10				
	Computer Engineering, General						5				
	Engineering, General							7			
	English Language and Literature, General						37	5			
	Speech and Rhetorical Studies						5				
Foreign Languages and Literatures, General						1					
Communication Disorders, General						9	13				
Health/Health Care Administration/Management						22					
Public Health, General (MPH, DPH)							26				
Vocational Rehabilitation Counseling/Counselor							13				
History, General						3	4				
Mathematics, General						3	2				
Multi-/Interdisciplinary Studies, Other						6					
Atmospheric Sciences and Meteorology, General						1					
Chemistry, General						13	6	5			

EXHIBIT C- : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree
JACKSON STATE UNIVERSITY (continued)	Physics, General					1				
	Clinical Psychology							3		
	Psychology, General					49				
	Public Administration						6	2		
	Social Work					41	29	2		
	Criminal Justice/Safety Studies					71	8			
	Sociology					18	6			
	Urban Studies/Affairs					1				
	Music Performance, General					7				
	Visual and Performing Arts, General					19				
MAGNOLIA BIBLE COLLEGE	Bible / Biblical Studies					6				
MAGNOLIA COLLEGE OF COSMETOLOGY	Aesthetics/Esthetician and Skin Care Specialist	7								
	Cosmetology, Barber/Styling and Hair Design	1								
	Cosmetic Services, General		39							
	Nail Technician/Specialist and Manicurist	27								
MILLSAPS COLLEGE	Biology/Biological Sciences, General					27				
	Accounting					9	13			
	Business Administration and Management, General					33	28			
	Computer and Information Sciences, General					3				
	Education, General					9				
	English Language and Literature, General					18				
	Classics/Classical Languages, Lit & Linguistics, General					1				
	Spanish Language and Literature					4				
	History, General					14				
	Mathematics					3				
	Philosophy					1				
	Religion / Religious Studies					7				
	Chemistry, General					10				
	Geology					3				
	Physics, General					5				
	Psychology, General					25				
	Anthropology					2				
	Economics, General					5				
	Political Science and Government, General					8				
	Sociology					2				
Art/Art Studies, General					5					
Music, General					5					

EXHIBIT C- : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree
MISSISSIPPI COLLEGE	Biochemistry					6				
	Biology/Biological Sciences, General					40	21			
	Accounting and Business Management						10			
	Accounting and Related Services, Other									6
	Accounting					34				
	Business Administration and Management, General					71	37			
	Marketing/Marketing Management, General					19				
	Communication Studies/Speech Communication and Rhetoric					15				
	Communication, Journalism, and Related Programs, Other					3	5			
	Mass Communication/Media Studies					9				
	Public Relations/Image Management						2			
	Computer and Information Sciences, General					5				
	Computer Science					4	5			
	Art Teacher Education					1	2			
	Biology Teacher Education						2	4		
	Business Teacher Education							4		
	Counselor Education / Counseling and Guidance Services							11		
	Education/Teacher Individuals - Specific Learning Disabilities							9		
	Educational Leadership and Administration, General							47		
	Elementary Teacher Education						47	44		
	English/Language Arts Teacher Education						1	6		
	Music Teacher Education						6	2		
	Physical Education Teaching and Coaching						4			
	Secondary Teacher Education							13		
	Social Science Teacher Education							5		
	Social Studies Teacher Education						5			
	Special Education, General						5			
	Teacher Education/Profess Development, Levels & Methods, Other							24		
	Engineering Physics						1			
	English Language and Literature, General						15	5		
	English Language and Literature/Letters, Other							2		
	Foreign Languages, Literatures, and Linguistics, Other						1			
	French Language and Literature						2			
	Language Interpretation and Translation						7			
	Spanish Language and Literature						2			
	Health Services Administration							20		
	Marriage and Family Therapy/Counseling							2		
	Mental Health Counseling/Counselor							5		
	Nursing/Registered Nurse (RN, ASN, BSN, MSN)						56			
	History, General						14	1		
	History, Other							1		
Law (LLB, JD)									163	
Legal Assistant/Paralegal						13				
Mathematics, General						10	4			

EXHIBIT C- : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree
MISSISSIPPI COLLEGE (continued)	Kinesiology and Exercise Science					19				
	Sport and Fitness Administration/Management					5				
	Christian Studies					12				
	Chemistry, General					17	3			
	Psychology, General					28				
	Social Work					14				
	Criminal Justice/Law Enforcement Administration					9	2			
	Political Science and Government, General					8				
	Sociology					6	1			
	Art/Art Studies, General					1	2			
	Conducting						4			
	Fine/Studio Arts, General					1	3			
	Graphic Design						13			
	Interior Design						9			
	Music Pedagogy							1		
	Piano and Organ						1			
	Voice and Opera						1			
TOUGALOO COLLEGE	Biology/Biological Sciences, General					12				
	Mass Communication/Media Studies					6				
	Computer Science					1				
	Early Childhood Education and Teaching				2					
	Special Education, General					3				
	English Language and Literature, General					21				
	Child Development				1	6				
	History, General					6				
	Multi / Interdisciplinary Studies, Other					1				
	Health and Physical Education / Fitness, Other					4				
	Chemistry, General					9				
	Psychology, General					18				
	Economics, General					21				
	Political Science and Government, General					12				
	Sociology					5				
	Art/Art Studies, General					2				
	Visual and Performing Arts, General					1				
TRAXLERS SCHOOL OF HAIR	Barber / Hairstylist		15							
	Cosmetology, Barber/Styling and Hair Design	1								

EXHIBIT C - : AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2006

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Yr Certificate	1-2 Year Certificate	2-4 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate	Professional Degree	Post-baccalaureate Degree
UNIVERSITY OF MISSISSIPPI MEDICAL CENTER	Biochemistry							4		
	Biological and Biomedical Sciences, Other					11	21	4		
	Biostatistics							2		
	Medical Microbiology and Bacteriology							4		
	Clinical Laboratory Science/Medical Technology/Technologist					15				
	Cytotechnology/Cytotechnologist					9				
	Dental Hygienist					20				
	Dentistry (DDS, DMD)								29	
	Health Information/Medical Records Administration/Administrator					9				
	Medicine (MD)								98	
	Nursing Science (MS, PhD)								1	
	Nursing, Other							41		
	Nursing/Registered Nurse (RN, ASN, BSN, MSN)						103			
	Occupational Therapy/Therapist							27		
Pharmaceutics and Drug Design (MS, PhD)							1	6		
Physical Therapy/Therapist								28		
VIRGINIA COLLEGE-JACKSON	Accounting and Related Services, Other				2					
	Accounting		5							
	Administrative Assistant / Secretarial Science, General				5					
	Human Resources Management/Personnel Administration, General				15					
	Office Management and Supervision				11					
	Computer Systems Networking and Telecommunications	9								
	Computer/Info Tech Services Administration & Management, Other		18							
	Electrical/Electronic/Communications Engr Technology/Technician	1								
	Health Information/Medical Records Administration/Administrator				13					
	Massage Therapy/Therapeutic Massage				31					
	Medical Insurance Coding Specialist/Coder	26								
	Medical Office Management/Administration	26								
	Medical/Clinical Assistant		62							
	Surgical / Operating Room Technician				12					
	Cosmetic Services, General				24					
Salon/Beauty Salon Management/Manager				1						
Criminal Justice/Safety Studies				19						
WESLEY BIBLICAL SEMINARY	Divinity/Ministry (BD, MDiv)								12	
	Theology / Theological Studies						4			
WESLEY COLLEGE	Clinical Pastoral Counseling/Patient Counseling					2				
	Bible / Biblical Studies					1				
	Missions/Missionary Studies and Missiology					2				
	Pastoral Studies/Counseling					7				
	Religious Education					1				

EXHIBIT C- : AIR TRAVEL INFORMATION

Source: OAG, Inc.

Destination City	Jackson (JAN)	
	Daily Direct Flights	Flight Time
Atlanta, GA	8	1 hr, 15 mins
Charlotte, NC	3	1 hr, 35 mins
Chicago, IL	3	2 hrs, 0 mins
Cincinnati, OH	1	1 hr, 45 mins
Dallas/Ft. Worth, TX	7	1 hr, 35 mins
Detroit, MI	2	2 hrs, 25 mins
Houston, TX	10	1 hr, 20 mins
Memphis, TN	3	1 hr, 5 mins
New York, NY	1	2 hrs, 40 mins
Orlando, FL	1	1 hr, 40 mins
Washington, DC	3	2 hrs, 10 mins

EXHIBIT C- : HIGHWAY TRAVEL INFORMATION

Source: Mapquest

Jackson, MS		
Destination City	Highway Miles	Driving Time
Atlanta, GA	382	5 hrs, 28 mins
Baton Rouge, LA	174	2 hrs, 38 mins
Birmingham, AL	237	3 hrs, 24 mins
Dallas, TX	404	6 hrs, 37 mins
Gulfport, MS	157	3 hrs, 3 mins
Houston, TX	441	7 hrs, 7 mins
Little Rock, AR	344	4 hrs, 55 mins
Memphis, TN	210	3 hrs, 2 mins
Montgomery, AL	248	4 hrs, 25 mins
New Orleans, LA	186	2 hrs, 51 mins
Shreveport, LA	218	3 hrs, 30 mins
St. Louis, MO	493	7 hrs, 6 mins
Tallahassee, FL	429	7 hrs, 14 mins

EXHIBIT C- : QUALITY OF LIFE MEASURES

Source: Claritas, 2005 City and County Extra Data Book, National Association of Home Builders

	Rankin County	13-County Region	Mississippi	U.S.
Commuting (2007)				
<i>(Source: Claritas)</i>				
% of Workforce With Under 15-minute commute or work at home	21.5%	28.9%	33.1%	31.2%
% of Workforce with 15 to 29-minute commute	42.1%	40.5%	36.6%	34.9%
% of Workforce with 30 to 59-minute commute	32.5%	24.9%	23.4%	26.0%
% of Workforce with 60-minute or more commute	3.9%	5.7%	6.8%	7.8%

Housing

(Source: Claritas)

Median Home Value 2007	\$122,315	\$93,083	\$83,886	\$172,914
------------------------	-----------	----------	----------	-----------

Crime (2002)

(Source: FBI Crime Statistics)

Property Crimes per 100,000 People	2,552		3,816	3,624
Violent Crimes per 100,000 People	196		343	495

Health Care

(Source: 2005 City and County Extra Data Book)

Physicians, Total 2000	185	1,461	4,116	587,994
Physicians per 100,000 people, 2000	160	207	145	209
Hospitals, Total 1998	3	23	104	5,214
Hospital Beds, 1998	233	3,351	12,563	895,681
Hospital Beds per 100,000 people, 1998	213	475	456	331

EXHIBIT C- : CURRENT STATE OF WORKERS' COMPENSATION AND LABOR LEGISLATION

Source: WDG Database

Unemployment Insurance

Mississippi

Unemployment insurance rate (avg. existing employers)	0.9%-5.4%
Unemployment insurance rate (for new employers)	2.7%
Unemployment insurance taxable base (2004)	\$7,000
Unemployment insurance maximum weekly benefit amount	\$210

Workers' Compensation

Maximum weekly benefit (1/2004)	\$351
Blended Rate per \$100 payroll-- all mfg.	\$3.59
Rate for Clericals Code 8810	\$0.69
Waiting period (days)	5
Automatic cost of living increase for total disability?	No
Employee allowed to choose any physician?	Yes
Physician list provided by	
Mental stress generally allowed as a compensable injury as a result of cumulative trauma?	No
Carpal tunnel generally allowed as a compensable injury as a result of cumulative trauma?	Yes
Back generally allowed as a compensable injury as a result of cumulative trauma?	Yes
Neck generally allowed as a compensable injury as a result of cumulative trauma?	Yes
Cardiovascular generally allowed as a compensable injury as a result of cumulative trauma?	Yes if cause can be shown

EXHIBIT C- : CURRENT STATE OF _____ WORKERS' COMPENSATION AND LABOR LEGISLATION

Source: WDG Database

Labor Legislation

Employment at will?	Yes
If yes, significant restrictions (from employers standpoint)	-
Restrictions on employee drug testing	No
Telephone monitoring restrictions for regulation of productivity (or customer service)	None
Plant Closing Law stricter than Federal?	No
ADA legislation stricter than Federal?	No
Ban on hiring replacement workers during a strike?	No
Striking workers entitled to unemployment insurance?	No
Relatively difficult for an employer to contest and win a workers' comp. claim?	No
Relatively difficult for an employer to contest and win an unemployment ins. claim?	No
Right to Work law in effect?	Yes
EEO hiring standards more restrictive than Federal?	No
Sexual harassment laws more restrictive than Federal?	No
Mandated parental leave legislation more generous than Federal?	No

EXHIBIT C- : "STATE NAME" TAX POLICIES

Source: WDG Database

Subject To Property Tax	Mississippi
Production Machinery & Equipment	Yes
Non-Production Machinery & Equipment	yes
Pollution Control Equipment	Yes (Special tax treatment applies to water, air and noise pollution control equipment)
Computer Hardware	Yes
Computer Software, Customized	No
Computer Software, Standard	No
Telecommunications Equipment	*no-exemption of 50% of all Class IV real and personal property owned by telecommunications businesses that are subject to sales or use tax on their intrastate or interstate telecommunications services and that operate in more than six Mississippi counties.
Office FF&E	Yes
Office Supplies	yes
Inventory: Raw Materials	Yes
Inventory: Work in Progress	Yes
Inventory: Finished Goods	Yes unless being shipped out of state
Freeport Exemption--Type	(6)
Direct Mail Lists	No

(6) GA, MS -- Foreign trade while at port

Intangible Property Tax

Yes or No	Yes
Capital Stock	yes
Accounts Receivable	No
Other	Cash on hand, certain loans , banking capital

Sales/Use Tax

Maximum State Rate	7.0%
Maximum Local Add-on	None

EXHIBIT C- : "STATE NAME" TAX POLICIES

Source: WDG Database

Subject To Sales/Use Tax

Production Machinery & Equip.	Yes (Reduced rate)
Non-Prod Machinery & Equip.	Yes
Pollution Control Equip.	Yes (Special tax treatment applies to water, air and noise pollution control equipment)
Office FF&E	Yes
Telecommunications Equipment	Yes
Computer Hardware	Yes
Computer Software - Customized	Yes
Computer Software - Standard	Yes
Raw Materials	No
Office Supplies	Yes
Electric Power	Yes
Natural Gas	Yes
Water	Yes
Sewer	Yes
Hazardous Waste Disposal	No
Non-Hazardous Waste Disposal	No
Telephone - Local	Yes
Telephone - Intra-State	Yes
Telephone - Inter-State	No
Telephone - 1-800 - Intra-State	Yes
Telephone - 1-800 - Inter-State	No
Telephone - WATS- Intra-State	Yes
Telephone - WATS- Inter-State	No
Direct Mail Lists	No
Professional Services	No

EXHIBIT C- : "STATE NAME" TAX POLICIES

Source: WDG Database

State Taxation Of The Internet

Access to Internet	No
Sales of goods over Internet	Yes
Downloaded information/software	Yes
Canned software	Yes
Custom software	Yes

Corporate Income Tax (www.taxadmin.org; 01/01/04)

Maximum State Tax Rate	5.0%
Taxable Base	Net income
Waters-Edge or Unitary	Neither
Federal Taxes Deduction	No
States With No Local Add-on	None

Franchise Tax

Existing Policy	Yes
Tax Rate	\$2.50 per \$1,000
Basis	Domestic & foreign book value of capital, consisting of capital stock, surplus & undivided profits employed in MS

Other Corporate Taxes

EXHIBIT C- : "STATE NAME" TAX POLICIES

Source: WDG Database

Stamp Documentation	No
State Rate	-
Maximum Local Rate	-
Mortgage Recording	No
State Rate	-
Maximum Local Rate	-
Realty Transfer	No
State Rate	-
Maximum Local Rate	-

Personal Income Tax (www.taxadmin.org 01-04)

Maximum State Tax Rate	5.0%
------------------------	------

EXHIBIT C- : "STATE NAME" BUSINESS INCENTIVE POLICIES

Source: State Departments of Economic Development

Property Tax Abatement

Mississippi

Is this incentive available?	Yes
Machinery & equipment	Yes
Raw materials	Yes
Land (total or improved value)	Yes(Total)
Building (total or improved value)	Yes(Total)
Abatement available to industrial, office, & distribution employers?	Yes
Abatement applicable to City tax?	Yes
Abatement applicable to County tax?	Yes
Abatement applicable to School tax?	No
Length of abatement (yrs.)	Up to 10 yrs
Sliding scale formula (yes or no)	No
Abatement in yr. one (%)	1
Abatement in final yr. (%)	1
Can a co. that leases space or equipment take advantage of the abatement?	Yes
Geographic restrictions to qualify for credit	None but abatement is at local option
Other restrictions	Local authorities may grant a fee in lieu of taxes, including school taxes, on projects over \$100 million subject to state DECD approval

Corporate Income Tax Credits For New Job Creation

Is this incentive available?	Yes (3)
Program name	Jobs Tax Credit
Min. jobs that must be created	10 to 20
Credit per job	\$500-\$2,000 depending on development status of county
# of years credit applies	5
Max. total credit allowed	50% of corporate tax liability
Carry forward (# of years)	5
Credit available to industrial, office, & distribution employers?	Yes
Geographic restrictions to qualify for credit	None greater credit in less developed counties

EXHIBIT C- : "STATE NAME" BUSINESS INCENTIVE POLICIES

Source: State Departments of Economic Development

Other restrictions	Credit can be used in combination with Headquarters Job Tax Credit, R&D Jobs Tax Credit, Job Training Tax Credit, Child Care Income Tax Credit , but total combination cannot exceed 50% of income tax liability for that year
--------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

EXHIBIT C- : "STATE NAME" BUSINESS INCENTIVE POLICIES

Source: State Departments of Economic Development

Corporate Income Tax Credits For New Capital Investment

Is this incentive available?	No
------------------------------	----

Sales/Use Tax Credit Program

Is this incentive available?	Yes (Reductions or exemptions)
Program name	
Eligibility requirements	Various industry specific programs offer reduced rates and exemptions
Purchases that qualify for credit	Construction materials, construction labor, production M&E, office M&E
Applicable to state and local sales/use tax	No local tax
Max. total credit allowed	None
Carry forward (# years)	No
Credit available to industrial, office, & distribution employers?	Mfg & Hdqtrs
Geographic restrictions to qualify for credit	Greater credit and/or exemption is less developed counties

R & D Tax Credit Program

Is this incentive available?	Yes
Program name	R&D Jobs Tax Credit
Credit applies against which tax	Income
Number of years credit can be earned	5
Eligible expenses	NA
Amount of credit	\$500 per new R&D job which meets state tax commission regulations defining R&D jobs
Max. total credit allowed per year	50% income tax liability
Max. total credit allowed per project	None
Carry forward (# of years)	5
Restrictions on type of industry that can be awarded the R&D credit	Credit can be used in combination with Jobs Tax Credit, Headquarters Job Tax Credit, , Job Training Tax Credit, Child Care Income Tax Credit , but total combination cannot exceed 50% of income tax liability for that year
Geographic restrictions to qualify for credit	None

Industrial Revenue Bond Financing

EXHIBIT C- : "STATE NAME" BUSINESS INCENTIVE POLICIES

Source: State Departments of Economic Development

Is this incentive available?	Yes
Financing available to industrial, office, and distribution employers?	Mfg
Maximum amount financed per project	\$10 million
Uses for which bonds can be applied (e.g., fixed assets, working capital)	Fixed assets
Typical percentage points below prime	2-3%

Loan Guarantee Program

Is this incentive available?	No (Small business only)
------------------------------	--------------------------

Low Interest Loan Program (Other than small bus. or bridge financing)

Is this incentive available?	Yes
Program name	MS Business Investment Act Program
Eligibility requirements	Company must invest \$3 for every \$1 received and meet employment thresholds
Max. loan per project	None but must create 1 job for each \$15,000
Typical interest rate for a financially solid company (points above or below prime)	2-3%
Key restrictions	Minimum loan amount \$500,000

Grant Programs

Is this incentive available?	No
------------------------------	----

Pre-Employment Training

Is this incentive available?	Yes
Program name	MS Industrial Training Program
Is program 100% state funded	Yes
Will the state recruit and pre-screen candidates?	Yes
Must trainees be classified as economically disadvantaged or disadvantaged?	No
Must all trainees who successfully complete the program be offered a job?	No

Enterprise Zone Legislation

Is this incentive available?	Yes
Program name	Yes (MS State Tax Commission County Rankings & Designations)

EXHIBIT C- : "STATE NAME" BUSINESS INCENTIVE POLICIES

Source: State Departments of Economic Development

Electric Power Rate Reduction In An Enterprise Zone

Is this incentive available?	No
------------------------------	----

Waiving of the Following in an Enterprise Zone:

State/Local Fees	No
------------------	----

Other Available Incentives

Child Care Tax Credit- Companies that provide or contract child care for employees can claim a corporate income tax credit equal to 25% of qualified expenses. This credit can be used in combination with other programs, but the total combination cannot exceed 50% of tax liability for that year. Excess credit can be carried forward for 5 successive years.
Basic Skills Training Tax Credit- Companies that pay for certain basic skills training can claim a corporate income tax credit equal to 25% of qualified training expenses.

EXHIBIT C- : UNION ELECTIONS (1990-2006)

Source: National Labor Relations Board

Employer	County	SIC Code	Unit	Union Name	Type of Election	Number Eligible Votes	Votes For Union	Votes Against Union	Outcome of Election	Date
Lone Star Industries, Inc.	Rankin		Industrial	Local Independent Union	Certification	7	6	0	Won	Jul-90
Gnb, Incorporated	Rankin		Industrial	Local Independent Union	Certification	196	0	148	Lost	Mar-92
Choctaw Maid Farms, Inc.	Rankin		Industrial	Retail & Wholesale	Certification	238	118	89	Won	Jul-92
G.N.B., Inc.	Rankin		Industrial	Local Independent Union	Certification	200	0	111	Lost	Jun-93
Graphic Arts Center, Inc.	Rankin		Industrial	Service Employees	Certification	70	16	46	Lost	May-97
Greyhound Lines, Inc.	Rankin		Craft	Amalgamated Transit Union, AFL-CIO	Certification	23	13	6	Won	Sep-99
Beverly Enterprises d/b/a Inglewood Manor Nursing Center	Rankin		Craft	Food and Commercial Workers	Certification	60	28	24	Won	May-00
Sysco Food Services of Jackson	Rankin		Craft	Teamsters	Certification	220	84	118	Lost	May-00
Atlas Insulators, Inc.	Rankin		Craft	Heat and Frost Insulators and Asbestos Workers	Certification	25	17	5	Won	Sep-01
Sysco Food Services of Jackson, Mississippi	Rankin		Dept	Teamsters	Certification	180	68	132	Lost	Dec-01
Killen Construction Inc.	Rankin		Cler	Electrical Workers IBE	Certification	20	2	14	Lost	Jan-04
Doublecote, LLC	Rankin		Craft	United Steelworkers of America, AFL-CIO	Certification	98	26	67	Lost	Mar-04

EXHIBIT C- : MAJOR EMPLOYERS

Source: InfoUSA

Company	County	Product Description	SIC	Employees
State of Mississippi	Hinds	State government		31,556
University Medical Center	Hinds	Healthcare		8,000
U.S. Government	Hinds	Federal government		5,500
Nissan North America, Inc.	Madison	Auto Manufacturing		5,284
Jackson Public Schools	Hinds	Education		4,814
Baptist Health Systems	Hinds	Healthcare		2,875
St. Dominic Health Services	Hinds	Healthcare		2,600
City of Jackson	Hinds	Local government		2,323
Tyson Foods, Inc.	Leake	Food manufacturing		1,800
Jackson State University	Hinds	Education		1,667
Tyson Foods, Inc.	Scott	Food manufacturing		1,500
Koch Foods, Inc.	Scott	Food manufacturing		1,382
AT&T Mississippi	Hinds	Communications		1,300
Central MS Medical Center	Hinds	Healthcare		1,200
LeTourneau Technologies, Inc.	Warren			1,200
Trustmark National Bank	Hinds	Banking		1,075
Delphi	Hinds			1,038
Peco Foods of Mississippi	Madison	Food manufacturing		850
Koch Foods, Inc.	Scott	Food manufacturing		830
Saks Incorporated	Hinds	Back office operations		800
Entergy Mississippi	Hinds	Utilities		765
Peco Foods of Mississippi	Scott	Food manufacturing		700
Tyson Foods, Inc.	Warren	Food manufacturing		680
Raytheon Space and Airborne Systems	Scott			642
Johnson Controls, Inc.	Madison			600
Yates Services, Inc.	Madison			600
Cooper Lighting HID	Warren			545
Eaton Aerospace	Hinds			512
DG Foods, LLC	Copiah			500
Sanderson Farms, Inc.	Copiah			499
L-3 Communications Vertex Aerospace	Madison			485
Kuhlman Electric Corp.	Copiah			475
Georgia-Pacific Plywood Plant	Smith	Hardwood, plywood manufacturer		460
Leake County School District	Leake	Education		450
M-TEK Mississippi, Inc.	Madison			450
Koch Foods, Inc.	Scott			435

EXHIBIT C- : MAJOR EMPLOYERS

Source: InfoUSA

Company	County	Product Description	SIC	Employees
Sanderson Farms, Inc.	Hinds			425
Solar Group, Inc.	Smith	Builders' hardware		400
LC Industries	Copiah			386
Simmons Farm Raised Catfish	Yazoo	Fresh catfish		275
Wal-Mart	Leake	Retail		250
Applied Geo Technologies, Inc.	Leake			235
Leake County	Leake	Local government		229
Walnut Grove Youth Correctional	Leake	Corrections		205
Remy Reman-Raleigh	Smith	Engine electrical equipment		200
Terra Mississippi Nitrogen	Yazoo	Liquid carbon dioxide		200
Georgia-Pacific Particleboard Plar	Smith	Particleboard producer		160
Leake Memorial Hospital	Leake	Healthcare		155
Warmkraft, Inc.	Smith	Small electrical household appliances		150
Central Electric Power Association	Leake	Utilities		120
Carthage Health Care Center	Leake	Healthcare		108
KK Trucking	Leake	Transportation		85
Heritage Banking Group	Leake	Financial services		83
Georgia-Pacific Resins	Smith	Chemical resins manufacturer		80
N.L. Carson Construction	Leake	Construction		72
City of Carthage	Leake	Local government		64
Mechanicsburg Lumber Co.	Yazoo	Hardwood lumber		60
Sta-Home Health Agency	Leake	Healthcare		60