

A4: Hispanic Rankings across Four Employment Opportunity Dimensions

Table A4.1 Hispanic Overall Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
National Level Summary:			239960	-0.6%	4.4%				
A	1	Crop Production	544	20.4%	23.3%	26.5%	1.000	13.9%	20.5%
A	2	Support Activities for Agriculture and Forestry	229	16.4%	20.7%	40.2%	0.999	15.4%	21.6%
A	3	Animal Production	323	13.9%	25.9%	40.6%	1.000	30.5%	40.0%
A	4	Food Manufacturing	4031	7.4%	21.1%	56.9%	0.000	43.7%	52.1%
A	5	Furniture and Related Product Manufacturing	838	5.8%	18.5%	53.0%	0.045	52.9%	46.0%
A	6	Apparel Manufacturing	345	5.6%	20.1%	57.7%	0.003	44.4%	55.3%
A	7	Clothing and Clothing Accessories Stores	3740	5.5%	18.2%	41.5%	1.000	44.3%	42.9%
B	8	Fishing, Hunting and Trapping	39	4.7%	21.4%	43.6%	0.832	39.5%	56.7%
B	9	Leather and Allied Product Manufacturing	100	4.6%	18.9%	61.0%	0.018	51.8%	69.0%
B	10	Textile Product Mills	359	4.0%	18.1%	55.4%	0.022	50.9%	58.3%
B	11	Repair and Maintenance	908	3.5%	16.5%	67.0%	0.000	59.0%	56.1%
B	12	Warehousing and Storage	1648	3.0%	17.9%	55.0%	0.000	60.4%	44.6%
B	13	Personal and Laundry Services	1392	2.9%	20.0%	50.4%	0.405	51.9%	50.5%
B	14	Accommodation	3965	2.5%	16.0%	46.5%	1.000	37.1%	57.0%
B	15	Food Services and Drinking Places	20670	2.0%	16.7%	53.1%	0.000	45.6%	58.8%
C	16	Plastics and Rubber Products Manufacturing	2684	1.6%	16.0%	60.8%	0.000	64.0%	60.7%
C	17	Furniture and Home Furnishings Stores	640	1.3%	14.9%	64.2%	0.000	62.8%	56.4%
C	18	Scenic and Sightseeing	46	1.3%	8.1%	82.6%	0.000	58.9%	54.7%

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Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
		Transportation							
C	19	Broadcasting (except Internet)	1682	1.1%	14.3%	68.1%	0.000	64.6%	56.2%
C	20	Fabricated Metal Product	4209	1.0%	14.6%	64.5%	0.000	67.8%	60.6%
		Manufacturing							
C	21	Wood Product Manufacturing	1097	0.9%	18.5%	63.2%	0.000	68.4%	63.8%
C	22	General Merchandise Stores	14679	0.6%	13.4%	62.8%	0.000	63.1%	60.3%
C	23	Administrative and Support Services	11491	0.6%	21.1%	66.6%	0.000	59.9%	67.7%
C	24	Specialty Trade Contractors	3726	0.5%	18.9%	64.3%	0.000	61.2%	65.6%
C	25	Miscellaneous Manufacturing	3143	0.4%	15.0%	62.9%	0.000	68.5%	59.4%
C	26	Waste Management and Remediation Services	1029	-0.1%	16.9%	69.0%	0.000	61.1%	68.5%
C	27	Health and Personal Care Stores	740	-0.2%	13.2%	68.0%	0.000	62.7%	63.8%
C	28	Public Administration	167	-0.2%	14.7%	60.5%	0.004	68.6%	65.3%
C	29	Monetary Authorities - Central Bank	482	-0.2%	12.3%	72.6%	0.000	66.8%	56.8%
C	30	Ambulatory Health Care Services	8650	-0.3%	13.5%	70.2%	0.000	70.7%	67.6%
C	31	Primary Metal Manufacturing	1334	-0.3%	15.1%	66.6%	0.000	72.1%	66.1%
C	32	Electrical Equipment, Appliance, and Component Manufacturing	1418	-0.4%	13.1%	67.4%	0.000	67.4%	59.6%
C	33	Support Activities for Transportation	1304	-0.5%	16.0%	66.9%	0.000	68.5%	53.2%
C	34	Social Assistance	4363	-0.6%	14.4%	68.6%	0.000	71.3%	62.8%
C	35	Credit Intermediation and Related Activities	5358	-0.7%	11.3%	68.5%	0.000	63.5%	58.4%
C	36	Construction of Buildings	1824	-0.7%	15.6%	68.8%	0.000	61.3%	66.0%
C	37	Food and Beverage Stores	16282	-0.7%	15.8%	70.4%	0.000	68.7%	67.8%
C	38	Management of Companies and Enterprises	2380	-0.9%	11.8%	65.1%	0.000	64.8%	45.5%
C	39	Motor Vehicle and Parts Dealers	3536	-0.9%	13.2%	70.7%	0.000	68.9%	64.3%
C	40	Telecommunications	2490	-0.9%	11.0%	71.3%	0.000	68.3%	62.8%

Table A4.1 Hispanic Overall Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
C	41	Printing and Related Support Activities	1056	-1.0%	11.9%	68.8%	0.000	67.5%	60.3%
C	42	Water Transportation	168	-1.0%	14.7%	76.8%	0.000	67.5%	58.6%
C	43	Funds, Trusts, and Other Financial Vehicles	199	-1.1%	9.6%	71.4%	0.000	66.9%	61.8%
C	44	Heavy and Civil Engineering Construction	2028	-1.2%	15.8%	65.3%	0.000	59.5%	66.1%
C	45	Electronics and Appliance Stores	1433	-1.2%	12.1%	59.9%	0.000	57.5%	57.8%
C	46	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	12	-1.2%	8.6%	75.0%	0.073	59.0%	63.6%
C	47	Educational Services	2230	-1.4%	13.1%	70.8%	0.000	72.9%	63.9%
C	48	Rental and Leasing Services	965	-1.4%	14.7%	67.4%	0.000	64.2%	56.4%
C	49	Insurance Carriers and Related Activities	4613	-1.4%	9.4%	74.4%	0.000	74.1%	70.3%
C	50	Professional, Scientific, and Technical Services	15754	-1.4%	8.6%	71.6%	0.000	70.6%	58.3%
C	51	Sporting Goods, Hobby, Book, and Music Stores	1429	-1.5%	13.9%	70.5%	0.000	71.8%	69.2%
C	52	Nonstore Retailers	680	-1.5%	9.4%	75.0%	0.000	73.7%	69.2%
C	53	Building Material and Garden Equipment and Supplies Dealers	4509	-1.5%	11.6%	70.5%	0.000	66.2%	63.7%
C	54	Nonmetallic Mineral Product Manufacturing	1080	-1.6%	15.7%	67.5%	0.000	70.7%	68.2%
C	55	Hospitals	5952	-1.6%	8.7%	79.3%	0.000	77.0%	72.8%
C	56	Miscellaneous Store Retailers	1217	-1.6%	16.1%	65.7%	0.000	70.9%	62.6%
D	57	Real Estate	1498	-1.9%	12.8%	68.6%	0.000	65.2%	64.4%
D	58	Amusement, Gambling, and Recreation Industries	2557	-2.0%	12.3%	64.5%	0.000	76.0%	52.1%

Table A4.1 Hispanic Overall Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
D	59	Pipeline Transportation	146	-2.0%	12.0%	74.7%	0.000	71.4%	63.3%
D	60	Utilities	2501	-2.1%	9.2%	77.8%	0.000	79.0%	58.9%
D	61	Merchant Wholesalers, Nondurable Goods	3342	-2.1%	16.6%	69.0%	0.000	70.5%	70.0%
D	62	Transportation Equipment Manufacturing	3063	-2.2%	12.2%	69.4%	0.000	79.4%	70.7%
D	63	Textile Mills	357	-2.3%	14.3%	69.5%	0.000	67.5%	71.9%
D	64	Gasoline Stations	375	-2.4%	11.8%	73.6%	0.000	69.6%	65.2%
D	65	Support Activities for Mining	1189	-2.5%	17.3%	62.9%	0.000	73.7%	53.4%
D	66	Machinery Manufacturing	3085	-2.5%	11.0%	74.2%	0.000	79.1%	71.2%
D	67	Chemical Manufacturing	2850	-2.6%	12.0%	74.6%	0.000	76.0%	67.8%
D	68	Internet Service Providers, Web Search Portals, and Data Processing Services	550	-2.7%	9.2%	79.3%	0.000	77.1%	68.1%
D	69	Paper Manufacturing	1594	-2.7%	14.3%	72.4%	0.000	78.9%	77.3%
D	70	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2298	-2.8%	12.2%	71.7%	0.000	72.4%	66.4%
D	71	Merchant Wholesalers, Durable Goods	4138	-3.1%	12.4%	74.1%	0.000	73.5%	73.1%
D	72	Nursing and Residential Care Facilities	14041	-3.2%	11.2%	77.7%	0.000	79.9%	71.3%
D	73	Mining (except Oil and Gas)	548	-3.3%	11.7%	83.6%	0.000	86.5%	68.4%
D	74	Museums, Historical Sites, and Similar Institutions	231	-3.3%	8.9%	80.5%	0.000	83.0%	70.1%
D	75	Publishing Industries (except Internet)	2004	-3.5%	8.9%	84.3%	0.000	83.8%	69.8%
D	76	Securities, Commodity Contracts,	1245	-3.5%	8.1%	87.1%	0.000	88.5%	83.8%

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Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
		and Other Financial Investments and Related Activities							
D	77	Transit and Ground Passenger Transportation	1303	-3.8%	14.3%	79.8%	0.000	79.4%	63.4%
D	78	Truck Transportation	3191	-3.9%	13.6%	79.1%	0.000	83.5%	60.2%
D	79	Oil and Gas Extraction	619	-3.9%	14.5%	75.4%	0.000	82.5%	65.8%
D	80	Performing Arts, Spectator Sports, and Related Industries	701	-4.0%	14.3%	75.9%	0.000	82.2%	69.5%
D	81	Computer and Electronic Product Manufacturing	3478	-4.3%	9.9%	76.5%	0.000	81.9%	72.5%
D	82	Other Information Services	711	-4.4%	8.3%	78.2%	0.000	83.0%	80.2%
D	83	Motion Picture and Sound Recording Industries	713	-4.5%	14.8%	74.8%	0.000	79.9%	68.2%
D	84	Air Transportation	728	-4.9%	13.6%	64.8%	0.000	78.7%	56.9%
F	85	Wholesale Electronic Markets and Agents and Brokers	135	-5.3%	13.2%	73.3%	0.000	85.1%	70.4%
F	86	Postal Service	7	-6.0%	6.4%	100.0%	0.008	100.0%	46.5%
F	87	Petroleum and Coal Products Manufacturing	358	-6.0%	11.0%	76.8%	0.000	82.9%	79.1%
F	88	Private Households	24	-6.1%	12.1%	75.0%	0.011	82.7%	74.3%
F	89	Beverage and Tobacco Product Manufacturing	1164	-7.0%	13.0%	82.0%	0.000	71.3%	86.4%
F	90	Rail Transportation	573	-7.6%	10.3%	90.6%	0.000	94.0%	84.2%
F	91	Forestry and Logging	28	-7.7%	22.4%	75.0%	0.006	81.9%	82.9%
F	92	Couriers and Messengers	1405	-8.2%	14.3%	85.8%	0.000	89.3%	78.4%

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
National Level Summary:			232099	-1.9%	4.3%					
A	1	Crop Production	515	21.5%	27.9%	49.1%	0.670	36.7%	28.1%	31.9%
A	2	Support Activities for Agriculture and Forestry	201	21.1%	27.0%	57.2%	0.024	37.3%	32.2%	34.2%
B	3	Food Manufacturing	3985	4.5%	15.9%	63.4%	0.000	58.0%	41.5%	46.0%
B	4	Animal Production	310	4.3%	16.9%	56.8%	0.010	47.9%	38.6%	41.8%
B	5	Personal and Laundry Services	1312	4.1%	19.9%	61.5%	0.000	64.0%	54.3%	50.9%
B	6	Administrative and Support Services	10423	3.9%	22.6%	72.1%	0.000	70.0%	58.7%	59.6%
B	7	Fishing, Hunting and Trapping	38	2.8%	16.9%	73.7%	0.003	78.8%	65.7%	75.3%
B	8	Clothing and Clothing Accessories Stores	2730	1.9%	26.6%	68.6%	0.000	74.1%	62.4%	61.9%
C	9	Repair and Maintenance	847	1.7%	17.3%	77.2%	0.000	71.1%	62.4%	60.6%
C	10	Leather and Allied Product Manufacturing	78	1.0%	13.7%	80.8%	0.000	84.2%	74.2%	64.4%
C	11	Food and Beverage Stores	16020	0.9%	19.6%	72.6%	0.000	75.3%	67.7%	67.2%
C	12	Food Services and Drinking Places	19387	0.9%	20.4%	69.7%	0.000	69.6%	60.9%	69.0%
C	13	General Merchandise Stores	14673	0.7%	14.9%	71.1%	0.000	73.6%	60.6%	57.0%
C	14	Apparel Manufacturing	340	0.4%	16.3%	73.8%	0.000	79.0%	71.3%	68.6%
C	15	Warehousing and Storage	1630	0.3%	16.6%	68.9%	0.000	74.2%	59.3%	54.6%
C	16	Furniture and Related Product Manufacturing	823	0.2%	13.9%	75.0%	0.000	79.6%	72.1%	68.1%

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
C	17	Couriers and Messengers	1398	-0.1%	13.3%	72.0%	0.000	77.5%	45.0%	52.0%
C	18	Waste Management and Remediation Services	1017	-0.2%	16.1%	74.4%	0.000	76.6%	65.6%	66.5%
C	19	Building Material and Garden Equipment and Supplies Dealers	4500	-0.4%	14.8%	73.7%	0.000	77.1%	64.9%	65.0%
C	20	Support Activities for Transportation	1260	-0.4%	18.0%	75.8%	0.000	80.3%	61.5%	59.5%
C	21	Primary Metal Manufacturing	1327	-0.5%	11.9%	77.7%	0.000	81.1%	71.3%	62.8%
C	22	Broadcasting (except Internet)	1681	-0.5%	14.6%	77.5%	0.000	81.7%	61.1%	57.0%
C	23	Plastics and Rubber Products Manufacturing	2665	-0.7%	11.5%	76.8%	0.000	82.4%	68.8%	66.3%
C	24	Textile Product Mills	351	-1.0%	13.2%	76.9%	0.000	80.5%	72.3%	72.4%
C	25	Furniture and Home Furnishings Stores	629	-1.2%	15.1%	71.2%	0.000	79.9%	59.8%	56.7%
C	26	Social Assistance	4178	-1.2%	14.5%	79.2%	0.000	81.7%	70.0%	69.7%
C	27	Accommodation	3912	-1.5%	14.6%	63.4%	0.000	71.9%	41.2%	67.1%
C	28	Water Transportation	165	-1.5%	16.4%	76.4%	0.000	72.4%	60.9%	54.3%
C	29	Health and Personal Care Stores	654	-1.5%	16.5%	78.7%	0.000	84.9%	72.2%	68.0%
C	30	Nonmetallic Mineral Product Manufacturing	1060	-1.6%	12.9%	77.2%	0.000	82.5%	72.1%	68.8%
D	31	Fabricated Metal Product Manufacturing	4177	-1.8%	11.4%	80.4%	0.000	85.8%	75.4%	69.6%
D	32	Paper Manufacturing	1582	-1.9%	11.1%	78.6%	0.000	83.8%	78.0%	75.2%
D	33	Electronics and	1430	-1.9%	16.5%	74.4%	0.000	76.6%	68.3%	68.1%

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
		Appliance Stores								
D	34	Public Administration	157	-1.9%	12.9%	77.1%	0.000	87.8%	71.1%	55.0%
D	35	Merchant Wholesalers, Nondurable Goods	3298	-2.0%	15.6%	75.3%	0.000	84.4%	68.9%	64.4%
D	36	Electrical Equipment, Appliance, and Component Manufacturing	1406	-2.0%	9.8%	77.9%	0.000	83.2%	66.5%	59.8%
D	37	Truck Transportation	3105	-2.0%	14.3%	81.0%	0.000	84.4%	73.7%	70.9%
D	38	Specialty Trade Contractors	3628	-2.2%	15.7%	80.1%	0.000	82.8%	72.6%	71.5%
D	39	Transit and Ground Passenger Transportation	1208	-2.2%	16.0%	83.3%	0.000	82.3%	73.0%	72.4%
D	40	Miscellaneous Manufacturing	3096	-2.2%	12.6%	77.1%	0.000	87.3%	71.2%	60.6%
D	41	Air Transportation	708	-2.2%	14.1%	71.3%	0.000	77.8%	54.1%	55.8%
D	42	Telecommunications	2395	-2.3%	13.6%	79.0%	0.000	85.6%	66.8%	61.6%
D	43	Textile Mills	356	-2.3%	7.6%	85.4%	0.000	85.2%	80.0%	80.2%
D	44	Miscellaneous Store Retailers	1204	-2.5%	15.7%	75.7%	0.000	79.4%	69.1%	64.9%
D	45	Support Activities for Mining	1174	-2.5%	18.4%	75.4%	0.000	81.4%	68.4%	52.0%
D	46	Transportation Equipment Manufacturing	3006	-2.5%	9.3%	78.3%	0.000	89.4%	73.9%	57.8%
D	47	Mining (except Oil and Gas)	531	-2.6%	8.6%	87.8%	0.000	91.3%	81.7%	48.5%

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Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
D	48	Rental and Leasing Services	934	-2.6%	15.4%	75.6%	0.000	82.1%	67.4%	69.7%
D	49	Sporting Goods, Hobby, Book, and Music Stores	1107	-2.6%	18.1%	82.9%	0.000	85.9%	75.2%	72.2%
D	50	Wood Product Manufacturing	1080	-2.7%	11.2%	85.3%	0.000	88.5%	81.9%	78.7%
D	51	Printing and Related Support Activities	1046	-2.8%	10.6%	83.8%	0.000	88.4%	78.7%	76.3%
D	52	Beverage and Tobacco Product Manufacturing	1154	-3.0%	12.3%	78.1%	0.000	82.1%	63.8%	68.3%
D	53	Gasoline Stations	359	-3.0%	11.7%	76.9%	0.000	87.0%	74.7%	68.4%
D	54	Motor Vehicle and Parts Dealers	3514	-3.1%	13.8%	80.2%	0.000	83.5%	71.3%	70.9%
D	55	Heavy and Civil Engineering Construction	1958	-3.2%	12.2%	80.3%	0.000	83.7%	72.4%	71.2%
D	56	Nonstore Retailers	672	-3.2%	7.7%	83.8%	0.000	89.3%	74.8%	67.1%
D	57	Machinery Manufacturing	3072	-3.2%	9.7%	83.7%	0.000	89.2%	75.6%	67.5%
D	58	Ambulatory Health Care Services	8192	-3.3%	15.4%	84.2%	0.000	87.0%	76.2%	75.2%
D	59	Credit Intermediation and Related Activities	5347	-3.4%	11.6%	82.1%	0.000	88.8%	70.8%	68.3%
D	60	Management of Companies and Enterprises	2323	-3.5%	12.9%	81.1%	0.000	86.4%	72.4%	54.9%
D	61	Utilities	2473	-3.5%	9.8%	83.9%	0.000	92.2%	78.5%	60.7%
D	62	Amusement, Gambling, and Recreation	2371	-3.5%	15.6%	78.6%	0.000	87.6%	70.7%	47.6%

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
		Industries								
D	63	Monetary Authorities - Central Bank	478	-3.6%	11.8%	85.4%	0.000	87.8%	78.8%	77.9%
D	64	Private Households	23	-3.6%	12.0%	78.3%	0.005	87.9%	85.3%	79.6%
D	65	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2233	-3.6%	12.4%	80.7%	0.000	86.9%	73.7%	69.8%
D	66	Educational Services	2161	-3.7%	14.9%	83.0%	0.000	88.8%	76.5%	73.3%
D	67	Construction of Buildings	1785	-3.8%	13.6%	85.3%	0.000	87.8%	77.8%	74.8%
D	68	Performing Arts, Spectator Sports, and Related Industries	670	-3.8%	12.9%	82.2%	0.000	86.2%	74.0%	61.8%
D	69	Scenic and Sightseeing Transportation	42	-3.8%	7.6%	92.9%	0.000	67.8%	54.4%	85.8%
D	70	Nursing and Residential Care Facilities	13451	-3.9%	11.8%	87.0%	0.000	89.2%	81.5%	81.6%
D	71	Chemical Manufacturing	2837	-4.0%	10.1%	79.9%	0.000	88.0%	69.9%	64.9%
D	72	Funds, Trusts, and Other Financial Vehicles	198	-4.2%	10.2%	85.9%	0.000	91.6%	79.9%	69.3%
D	73	Merchant Wholesalers, Durable Goods	4111	-4.2%	11.7%	81.3%	0.000	87.3%	73.1%	71.3%
D	74	Postal Service	7	-4.2%	2.9%	100.0%	0.008	100.0%	77.2%	100.0%
D	75	Insurance Carriers and Related Activities	4549	-4.5%	10.4%	86.5%	0.000	92.3%	78.7%	75.8%
D	76	Hospitals	5889	-4.6%	9.2%	89.4%	0.000	94.8%	82.7%	81.7%
D	77	Motion Picture and Sound Recording Industries	689	-4.6%	19.5%	73.7%	0.000	83.2%	72.7%	71.2%

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
D	78	Rail Transportation	503	-4.7%	8.9%	88.1%	0.000	90.9%	82.1%	77.3%
F	79	Internet Service Providers, Web Search Portals, and Data Processing Services	543	-5.1%	9.6%	86.4%	0.000	93.3%	79.0%	71.9%
F	80	Forestry and Logging	27	-5.2%	10.5%	92.6%	0.000	86.7%	86.7%	88.9%
F	81	Professional, Scientific, and Technical Services	15395	-5.2%	10.5%	85.6%	0.000	92.6%	82.0%	73.2%
F	82	Petroleum and Coal Products Manufacturing	353	-5.3%	10.5%	82.2%	0.000	88.3%	74.5%	69.0%
F	83	Publishing Industries (except Internet)	1996	-5.4%	9.5%	87.5%	0.000	93.0%	84.9%	76.3%
F	84	Real Estate	1464	-5.4%	12.6%	80.6%	0.000	85.0%	71.0%	75.7%
F	85	Museums, Historical Sites, and Similar Institutions	231	-5.5%	7.9%	89.2%	0.000	93.4%	81.7%	71.5%
F	86	Wholesale Electronic Markets and Agents and Brokers	134	-5.7%	13.4%	80.6%	0.000	94.9%	81.9%	70.0%
F	87	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1228	-6.5%	10.0%	91.9%	0.000	96.8%	89.5%	87.0%
F	88	Computer and Electronic Product Manufacturing	3467	-7.0%	9.8%	84.1%	0.000	93.1%	80.2%	70.6%
F	89	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	12	-7.1%	9.9%	83.3%	0.019	89.8%	61.7%	53.8%

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
F	90	Oil and Gas Extraction	610	-7.5%	14.6%	80.7%	0.000	90.8%	79.1%	67.1%
F	91	Other Information Services	696	-7.7%	10.2%	86.2%	0.000	93.6%	83.1%	79.9%
F	92	Pipeline Transportation	145	-8.2%	12.0%	85.5%	0.000	89.4%	79.7%	78.4%

Table A4.3 Hispanic-White Segregation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
National Level Summary:			210634	0.283	0.060		
A	1	Air Transportation	696	0.185	0.155	17.4%	8.6%
A	2	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	12	0.185	0.123	25.4%	4.6%
A	3	Wholesale Electronic Markets and Agents and Brokers	126	0.186	0.168	14.7%	9.4%
B	4	Petroleum and Coal Products Manufacturing	308	0.194	0.208	28.3%	19.8%
B	5	Transportation Equipment Manufacturing	2778	0.204	0.180	25.4%	18.8%
B	6	Rail Transportation	453	0.208	0.193	18.7%	20.9%
B	7	Other Information Services	666	0.212	0.173	19.5%	16.0%
B	8	Couriers and Messengers	1208	0.213	0.190	23.8%	17.9%
B	9	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1112	0.216	0.187	20.2%	16.6%
B	10	Telecommunications	2208	0.221	0.167	22.2%	18.6%
B	11	Motion Picture and Sound Recording Industries	655	0.221	0.140	13.6%	17.7%
B	12	Insurance Carriers and Related Activities	4098	0.222	0.166	23.2%	18.6%
B	13	Computer and Electronic Product Manufacturing	3177	0.223	0.187	33.7%	22.2%
B	14	Oil and Gas Extraction	559	0.227	0.168	21.5%	16.4%
B	15	Broadcasting (except Internet)	1467	0.228	0.193	26.7%	21.5%
B	16	Management of Companies and Enterprises	2087	0.230	0.185	29.0%	20.3%
B	17	Food Services and Drinking Places	18888	0.235	0.110	7.6%	21.8%
B	18	Credit Intermediation and Related Activities	4607	0.237	0.174	25.2%	19.8%
B	19	Hospitals	5259	0.240	0.180	47.7%	21.2%
B	20	Support Activities for Mining	1069	0.241	0.176	30.1%	21.0%
B	21	Publishing Industries (except Internet)	1686	0.241	0.201	33.2%	22.0%
B	22	Pipeline Transportation	128	0.243	0.176	30.1%	16.9%
B	23	Amusement, Gambling, and Recreation Industries	2405	0.246	0.174	25.1%	24.1%
B	24	General Merchandise Stores	13564	0.247	0.158	25.1%	22.5%
B	25	Electronics and Appliance Stores	1377	0.251	0.143	28.5%	24.5%
B	26	Gasoline Stations	303	0.252	0.172	21.8%	17.6%

Table A4.3 Hispanic-White Segregation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
B	27	Funds, Trusts, and Other Financial Vehicles	191	0.252	0.164	32.3%	24.9%
B	28	Building Material and Garden Equipment and Supplies Dealers	4233	0.253	0.151	14.7%	19.1%
B	29	Utilities	1961	0.257	0.202	37.1%	23.9%
B	30	Internet Service Providers, Web Search Portals, and Data Processing Services	505	0.258	0.179	23.1%	22.3%
B	31	Food and Beverage Stores	13992	0.263	0.157	22.7%	24.4%
B	32	Water Transportation	152	0.263	0.179	44.6%	22.6%
B	33	Sporting Goods, Hobby, Book, and Music Stores	1209	0.264	0.128	17.4%	20.2%
C	34	Chemical Manufacturing	2474	0.229	0.196	40.1%	25.2%
C	35	Administrative and Support Services	10378	0.246	0.174	18.9%	27.8%
C	36	Support Activities for Transportation	1191	0.247	0.166	29.8%	26.5%
C	37	Professional, Scientific, and Technical Services	13889	0.252	0.177	30.4%	27.9%
C	38	Public Administration	148	0.254	0.185	32.0%	29.6%
C	39	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2060	0.255	0.175	33.1%	26.7%
C	40	Beverage and Tobacco Product Manufacturing	1009	0.258	0.183	46.1%	30.8%
C	41	Clothing and Clothing Accessories Stores	3526	0.262	0.137	21.9%	28.9%
C	42	Miscellaneous Store Retailers	1097	0.264	0.183	26.1%	26.3%
C	43	Transit and Ground Passenger Transportation	1092	0.265	0.155	18.9%	30.4%
C	44	Private Households	21	0.267	0.198	26.0%	31.8%
C	45	Scenic and Sightseeing Transportation	41	0.271	0.187	37.5%	30.5%
C	46	Repair and Maintenance	779	0.273	0.183	36.2%	28.6%
C	47	Performing Arts, Spectator Sports, and Related Industries	623	0.274	0.178	41.9%	32.9%
C	48	Monetary Authorities - Central Bank	334	0.277	0.189	36.9%	28.4%
C	49	Ambulatory Health Care Services	7161	0.282	0.189	43.8%	34.4%
C	50	Accommodation	3806	0.285	0.155	32.5%	34.2%
C	51	Truck Transportation	2635	0.285	0.169	28.2%	30.0%
C	52	Nonstore Retailers	575	0.288	0.183	44.7%	29.9%
C	53	Furniture and Home Furnishings Stores	580	0.291	0.176	43.8%	31.4%

Table A4.3 Hispanic-White Segregation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
C	54	Real Estate	1338	0.291	0.176	49.5%	34.1%
C	55	Machinery Manufacturing	2564	0.292	0.193	50.3%	34.4%
C	56	Health and Personal Care Stores	623	0.298	0.192	40.0%	33.8%
C	57	Museums, Historical Sites, and Similar Institutions	212	0.301	0.169	64.2%	27.8%
C	58	Rental and Leasing Services	855	0.301	0.193	49.1%	34.6%
C	59	Motor Vehicle and Parts Dealers	3026	0.315	0.195	60.3%	31.6%
D	60	Forestry and Logging	23	0.224	0.194	42.1%	42.9%
D	61	Social Assistance	3583	0.283	0.183	35.3%	35.7%
D	62	Mining (except Oil and Gas)	349	0.284	0.205	42.9%	35.6%
D	63	Merchant Wholesalers, Durable Goods	3524	0.295	0.190	50.0%	36.3%
D	64	Educational Services	1981	0.296	0.188	44.6%	37.3%
D	65	Specialty Trade Contractors	3291	0.300	0.184	41.4%	36.6%
D	66	Merchant Wholesalers, Nondurable Goods	2967	0.304	0.194	52.3%	37.9%
D	67	Primary Metal Manufacturing	1098	0.304	0.187	52.8%	39.3%
D	68	Heavy and Civil Engineering Construction	1819	0.307	0.172	56.3%	38.4%
D	69	Miscellaneous Manufacturing	2826	0.315	0.186	57.9%	39.8%
D	70	Warehousing and Storage	1524	0.317	0.172	43.4%	44.3%
D	71	Electrical Equipment, Appliance, and Component Manufacturing	1265	0.320	0.183	58.3%	41.5%
D	72	Construction of Buildings	1608	0.330	0.188	58.0%	44.8%
D	73	Furniture and Related Product Manufacturing	750	0.333	0.188	55.8%	43.2%
D	74	Leather and Allied Product Manufacturing	89	0.336	0.211	42.2%	41.8%
D	75	Printing and Related Support Activities	905	0.344	0.182	71.4%	44.7%
F	76	Postal Service	7	0.339	0.181	20.6%	52.0%
F	77	Nonmetallic Mineral Product Manufacturing	906	0.344	0.187	64.6%	49.2%
F	78	Plastics and Rubber Products Manufacturing	2313	0.345	0.184	58.6%	48.8%
F	79	Wood Product Manufacturing	869	0.345	0.186	59.7%	47.9%
F	80	Personal and Laundry Services	1271	0.346	0.207	46.1%	49.2%
F	81	Textile Product Mills	314	0.347	0.181	60.8%	51.9%

Table A4.3 Hispanic-White Segregation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
F	82	Paper Manufacturing	1308	0.351	0.179	64.7%	51.4%
F	83	Fabricated Metal Product Manufacturing	3498	0.355	0.182	64.1%	48.6%
F	84	Waste Management and Remediation Services	911	0.365	0.189	61.0%	50.8%
Z	85	Food Manufacturing	3691	0.358	0.192	62.3%	55.5%
Z	86	Apparel Manufacturing	281	0.364	0.190	60.6%	60.5%
Z	87	Animal Production	299	0.365	0.183	74.5%	70.2%
Z	88	Nursing and Residential Care Facilities	11208	0.368	0.173	61.8%	59.9%
Z	89	Textile Mills	302	0.368	0.167	68.7%	58.1%
Z	90	Fishing, Hunting and Trapping	37	0.458	0.197	74.7%	79.0%
Z	91	Crop Production	469	0.474	0.199	73.6%	79.9%
Z	92	Support Activities for Agriculture and Forestry	172	0.513	0.215	81.7%	80.8%

Table A4.4 Hispanic-White Wage Gap, 2012: Industry Rankings

Grade	Rank	Name	Hispanics' Wages as a Percentage of Whites' Wages	p-Value
National Average (Mean):			91.3%	
A	1	Transit and Ground Passenger Transportation	103.5%	0.047
A	2	Textile Product Mills	102.8%	0.525
A	3	Social Assistance	102.2%	0.010
A	4	Educational Services	99.4%	0.169
A	5	General Merchandise Stores	98.9%	0.168
A	6	Pipeline Transportation	98.7%	0.865
A	7	Museums, Historical Sites, and Similar Institutions	98.5%	0.525
A	8	Food and Beverage Stores	98.2%	0.025
A	9	Forestry and Logging	98.1%	0.718
A	10	Beverage and Tobacco Product Manufacturing	97.7%	0.416
A	11	Scenic and Sightseeing Transportation	97.2%	0.834
A	12	Postal Service	96.9%	0.010
A	13	Mining (except Oil and Gas)	96.7%	0.359
A	14	Food Services and Drinking Places	96.6%	0.000
A	15	Health and Personal Care Stores	96.6%	0.008
A	16	Public Administration	96.6%	0.000
A	17	Sporting Goods, Hobby, Book, and Music Stores	96.4%	0.033
A	18	Couriers and Messengers	96.3%	0.034
A	19	Religious, Grantmaking, Civic, Professional, and Similar Organizations	96.1%	0.001
B	20	Furniture and Home Furnishings Stores	95.0%	0.015
B	21	Waste Management and Remediation Services	94.6%	0.010
B	22	Gasoline Stations	94.5%	0.013
B	23	Private Households	94.4%	0.010
B	24	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	94.2%	0.158
B	25	Nursing and Residential Care Facilities	93.9%	0.000
B	26	Other Information Services	93.8%	0.019
B	27	Nonstore Retailers	93.4%	0.010
B	28	Ambulatory Health Care Services	93.3%	0.000
B	29	Truck Transportation	93.3%	0.000

Table A4.4 Hispanic-White Wage Gap, 2012: Industry Rankings

Grade	Rank	Name	Hispanics' Wages as a Percentage of Whites' Wages	p-Value
B	30	Internet Service Providers, Web Search Portals, and Data Processing Services	93.1%	0.088
B	31	Amusement, Gambling, and Recreation Industries	93.1%	0.000
B	32	Electronics and Appliance Stores	93.1%	0.000
B	33	Building Material and Garden Equipment and Supplies Dealers	93.0%	0.000
B	34	Oil and Gas Extraction	92.9%	0.236
B	35	Rental and Leasing Services	92.9%	0.003
B	36	Clothing and Clothing Accessories Stores	92.7%	0.000
B	37	Miscellaneous Store Retailers	92.6%	0.000
B	38	Wholesale Electronic Markets and Agents and Brokers	92.5%	0.230
B	39	Personal and Laundry Services	92.0%	0.000
B	40	Professional, Scientific, and Technical Services	91.9%	0.000
B	41	Broadcasting (except Internet)	91.6%	0.000
B	42	Plastics and Rubber Products Manufacturing	91.5%	0.000
B	43	Publishing Industries (except Internet)	91.5%	0.000
B	44	Motor Vehicle and Parts Dealers	91.5%	0.000
B	45	Air Transportation	91.4%	0.000
B	46	Accommodation	91.3%	0.000
B	47	Warehousing and Storage	90.8%	0.000
B	48	Nonmetallic Mineral Product Manufacturing	90.8%	0.000
B	49	Telecommunications	90.8%	0.000
B	50	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	90.5%	0.000
B	50	Funds, Trusts, and Other Financial Vehicles	90.5%	0.000
B	50	Monetary Authorities - Central Bank	90.5%	0.000
B	53	Food Manufacturing	90.5%	0.000
B	54	Support Activities for Transportation	90.5%	0.000
B	55	Rail Transportation	90.3%	0.000
B	56	Petroleum and Coal Products Manufacturing	90.2%	0.000
B	57	Animal Production	90.2%	0.000

Table A4.4 Hispanic-White Wage Gap, 2012: Industry Rankings

Grade	Rank	Name	Hispanics' Wages as a Percentage of Whites' Wages	p-Value
B	58	Insurance Carriers and Related Activities	90.1%	0.000
B	59	Repair and Maintenance	90.0%	0.000
C	60	Hospitals	89.8%	0.000
C	61	Textile Mills	89.5%	0.010
C	62	Management of Companies and Enterprises	89.5%	0.005
C	63	Water Transportation	89.2%	0.041
C	64	Administrative and Support Services	89.2%	0.000
C	65	Utilities	89.1%	0.000
C	66	Printing and Related Support Activities	88.8%	0.000
C	67	Credit Intermediation and Related Activities	88.8%	0.000
C	68	Support Activities for Mining	88.4%	0.000
C	69	Transportation Equipment Manufacturing	88.2%	0.000
C	70	Furniture and Related Product Manufacturing	88.0%	0.000
C	71	Computer and Electronic Product Manufacturing	88.0%	0.000
C	72	Chemical Manufacturing	87.8%	0.000
C	73	Merchant Wholesalers, Durable Goods	87.6%	0.000
C	74	Paper Manufacturing	87.5%	0.000
C	75	Fabricated Metal Product Manufacturing	87.5%	0.000
C	76	Primary Metal Manufacturing	87.5%	0.000
C	77	Real Estate	87.2%	0.000
C	78	Merchant Wholesalers, Nondurable Goods	87.0%	0.000
C	79	Specialty Trade Contractors	86.7%	0.000
C	79	Heavy and Civil Engineering Construction	86.7%	0.000
C	79	Construction of Buildings	86.7%	0.000
C	82	Machinery Manufacturing	86.1%	0.000
C	83	Motion Picture and Sound Recording Industries	85.7%	0.000
C	84	Miscellaneous Manufacturing	85.6%	0.000
C	85	Performing Arts, Spectator Sports, and Related Industries	85.6%	0.000
D	86	Wood Product Manufacturing	84.3%	0.000
D	87	Electrical Equipment, Appliance, and Component Manufacturing	82.9%	0.000

Table A4.4 Hispanic-White Wage Gap, 2012: Industry Rankings

Grade	Rank	Name	Hispanics' Wages as a Percentage of Whites' Wages	p-Value
D	88	Crop Production	82.4%	0.000
D	89	Support Activities for Agriculture and Forestry	81.1%	0.000
D	90	Fishing, Hunting and Trapping	80.8%	0.154
F	91	Apparel Manufacturing	79.5%	0.000
F	92	Leather and Allied Product Manufacturing	77.8%	0.001

Table A4.5 Correlations with Industry Level % of Federal Contractor Establishment, Total Employment Size, Mean Hourly Wage.

Industry Contextual Variables	Overall GPA	Overall Representation	Management Representation	Wage Gap	Segregation*
% of Federal Contractor Establishments	0.08	-0.07	-0.01	0.02	-0.06
Mean Hourly Wage	-0.24	-0.36	-0.46	-0.23	-0.42
Total Employment Size	0.16	-0.02	-0.02	0.05	-0.15

* Positive numbers mean higher segregation