

CompTIA.

Cyberstates 2016TM

The definitive
state-by-state
analysis of the
U.S. tech industry



Jobs / Wages / Payroll /
Establishments / Industry
sectors / Wage differential /
Tech concentration

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Printed in the U.S. Feb 2016

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ABOUT

ABOUT THIS REPORT

The Computing Technology Industry Association (CompTIA) presents its 17th annual edition of *Cyberstates*. CompTIA designed this report to serve as a reference tool, making national and state-level data accessible to a wide range of users. *Cyberstates* quantifies the size and scope of the tech sector and the tech workforce across multiple vectors. To provide additional context, *Cyberstates* includes time-series trending, average wages, business establishments, job postings, gender ratios, tech patents and venture capital funding, and more.

As with any sector-level report, there are varying interpretations of what constitutes the tech sector and the tech workforce. Some of this variance may be attributed to the objectives of the author. Is the goal to depict the broadest possible representation of STEM and digital economy fields, or a more narrowly defined technology subset? Is the goal to capture all possible knowledge workers, or a more narrowly defined technology subset? For the purposes of this report, CompTIA focuses on the more narrowly defined technology subset. See the methodology section for details of the specific NAICS codes and SOC codes CompTIA uses in its definitions of the tech sector and the tech workforce.

ABOUT COMPTIA

CompTIA is the voice of the information technology (IT) industry. Its 2,000+ member companies, 1.8 million certification holders, and 3,000 academic and training partners, are at the forefront of innovation and digitalization. CompTIA is dedicated to advancing industry growth through educational programs, market intelligence, networking events and professional certifications.

Through its public advocacy efforts, CompTIA champions member-driven business and IT priorities that impact the entire continuum of information technology companies – from small IT service providers and software developers to large equipment manufacturers and communications service providers. CompTIA gives eyes, ears and a voice to technology companies, allowing them to quickly and comprehensively understand policy developments – and then do something about it. CompTIA fosters an environment for members to succeed in information technology through comprehensive global, national and regional advocacy as well as high-level business intelligence that delivers an edge in the marketplace.



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KEY FINDINGS – FORCES SHAPING THE TECH LANDSCAPE



Building on foundational innovations of the past decade, a range of emerging developments will propel the information technology (IT) sector to ever-greater heights.

Cloud computing, mobility, big data, automation, and social technologies are reshaping businesses large and small. In the year ahead, these forces will continue to evolve, driving digital transformation strategies of private sector and public sector entities alike. While the degree of cloud adoption is often viewed as a key indicator of digital business sophistication, there is much more to the transformation story. Many organizations now recognize that building digital workflows requires attention to every layer of the software stack. From integration and custom development to APIs and emerging software-defined hardware solutions, organizations will be forced to rethink their approaches to software.

New to the mix will be the expansive category known as the Internet of Things (IoT), where momentum appears to be accelerating. With the mantra of ‘everything that can be connected, will be connected,’ IoT holds the potential of adding intelligence and new capabilities to devices, systems, equipment, infrastructure, cities, people, and more.

In the backdrop of these trends sits the ever-present cyber-threat landscape. Issues such as privacy, surveillance, lawful hacking, cyber-espionage, state-sponsored cyber-attacks, and the cybersecurity talent pipeline, will require attention on many fronts. In the near term, expect greater numbers of organizations to go on the offensive with cybersecurity, increasing activities such as penetration testing, external audits, and investments in new security training platforms.

While these emerging technologies hold great promise for businesses across the U.S. economy, the reality is that most will not be equipped to realize maximum benefits without assistance. The layer of technology firms known as the channel plays an integral role in facilitating the flow of technology goods and services from producer to customer. The channel ecosystem, consisting of solution providers, managed service providers, VARs, vendors, OEMs, distributors, cloud service providers, and more, work in concert to supply and support customers’ technology needs.

For more detail on these and other trends shaping the tech sector and tech workforce, see *CompTIA’s IT Industry Outlook 2016*.

KEY FINDINGS – NATIONAL

U.S. TECH INDUSTRY EMPLOYMENT

- U.S. tech employment totaled 6.7 million in 2015, an increase of 198,200 workers from 6.5 million in 2014. Tech industry employment grew an estimated 3 percent year-over-year, the highest growth rate in more than a decade.
- This employment data represents employment at companies with payroll. A separate class of workers – those categorized as self-employed or sole proprietors, account for an additional 1 million tech workers.
- The tech industry comprised 5.7 percent of the U.S. private sector workforce in 2015, unchanged from 2014.
- Tech manufacturing employment totaled 1.14 million in 2015, an increase of 3,700 jobs from 2014, representing a 0.3 percent increase. In comparison, the overall manufacturing sector in the U.S. increased employment by 0.97 percent during the same period.
- Among the seven major tech manufacturing subsectors, four experienced employment gains, while three experienced job losses. The computer and peripheral equipment manufacturing had the highest rate of employment growth at 3.7 percent.
- Employment in the telecommunications and Internet services sector totaled 1.3 million in 2015, up by 35,800 from 2014.
- Software employment totaled 316,200 in 2015, adding 5,300 workers, representing an increase of 1.7 percent from 2014.
- The IT services sector experienced the largest increase in jobs of the tech sectors analyzed, jumping by 105,400 in 2015 for a total of 2.2 million. Much of this growth was fueled by high growth rates in custom computer programming services and computer systems design services. IT services plays a key role in the deployment, integration, and management of cloud computing, business process automation, data analytics, and related innovations.
- R&D, testing, and engineering services employment totaled 1.7 million in 2015, growing by 2.9 percent or 48,000 jobs. This represents the fifth consecutive year of employment growth in this subsector.

U.S. TECH INDUSTRY WAGES

- The compensation of U.S. tech industry workers continues to reflect the strong demand for their skill sets and expertise. Annualized average wages were an estimated \$105,400 in 2015. This represents an inflation adjusted increase of approximately \$1,200, or 1.2 percent, from 2014.
- The average tech wage was more than double the average annualized private sector wage of \$51,600 in 2015 (104 percent more).
- Software employment earned the highest annualized average wage of the five major sectors in 2015 – \$142,500 – followed by tech manufacturing at \$108,100. Tech manufacturing in general represents the companies that research, develop, design, test, and build technology products and as such includes the entire manufacturing chain, which may or may not include the actual manufacturing facility. As with any mean data, extreme high or low values can skew the results from the median.

U.S. TECH EMPLOYMENT

	2014	2015	Numeric Change
Tech Manufacturing	1,134,700	1,138,400	+3,700
Telecommunications and Internet Services	1,289,000	1,324,700	+35,700
Software	310,900	316,200	+5,300
IT Services	2,129,100	2,234,500	+105,400
Engineering Services, R&D, and Testing	1,659,000	1,707,100	+48,100
Total	6,522,700	6,720,900	+198,200

ANNUAL NET JOB CHANGE

	2012-2013	2013-2014	2014-2015
Tech Manufacturing	-28,700	-15,500	+3,700
Telecommunications and Internet Services	+24,500	+32,800	+35,800
Software	+12,700	+14,100	+5,300
IT Services	+79,000	+87,800	+105,400
Engineering Services, R&D, and Testing	+14,600	+19,800	+48,000
Total	+102,100	+139,000	+198,200

U.S. TECH WAGES

	2014	2015	Percent Change
Tech Manufacturing	\$106,900	\$108,100	+1.2%
Telecommunications and Internet Services	\$97,300	\$99,200	+1.9%
Software	\$141,700	\$142,500	+0.6%
IT Services	\$103,300	\$103,900	+0.5%
Engineering Services, R&D, and Testing	\$101,100	\$102,900	+1.8%
Total	\$104,100	\$105,400	+1.2%

Source: EMSI | U.S. Bureau of Labor Statistics
Some numeric changes affected by rounding

KEY FINDINGS – NATIONAL

U.S. TECH INDUSTRY PAYROLL

- ❑ Average annual U.S. tech payroll reached \$708 billion in 2015, an increase of \$28.8 billion or 4.3 percent over 2014, adjusted for inflation. Payroll represents the cumulative wages for all workers for the entire year.
- ❑ Tech payroll accounted for 11.6 percent of the entire total private sector payroll in the United States in 2015, up 0.2 points year-over-year, and up from 10.6 percent in 2008.
- ❑ The IT services sector had the largest average payroll of all the tech sectors, with \$232,100 in 2015. This isn't surprising given that IT services also has the most employees of all the tech sectors.

U.S. TECH ESTABLISHMENTS

- ❑ U.S. tech business establishments totaled 473,500 in 2015, an increase of 2.7 percent, or 12,400 over 2014, representing the fifth straight year of increases in tech establishments. An establishment is a single economic unit, usually engaged in one type of economic activity for which an industrial classification can be applied. The vast majority of tech companies have a single establishment, which means establishment is essentially a proxy for company.
- ❑ Tech establishments accounted for 5.2 percent of all establishments in the United States in 2015. Mirroring the pyramid pattern seen in most industries throughout the U.S. economy, the tech sector has a very large base of small businesses, which then narrows to a relatively small percentage of large businesses, defined as 500 or more employees, at the peak.
- ❑ IT Services with 267,900 establishments accounted for more than half of all tech establishments in 2015.
- ❑ Tech manufacturing had the most employees per establishment with an average of 58 employees per establishment, while IT services had the fewest at eight employees per establishment.
- ❑ Software had the largest growth of establishments in 2015, jumping by 11.5 percent or 1,700 for a total of 15,500.

U.S. TECH OCCUPATION JOBS

- ❑ Tech occupation jobs consists of the specific positions and job titles held by workers. Tech occupation jobs can be found in every industry sector across the U.S. economy. Nationally, there are 7.1 million tech occupation jobs, up 2.6 percent over 2014.
- ❑ The tech sector is the largest employer of tech occupation jobs. Forty-six percent of the tech sector workforce consists of tech occupation jobs. The remaining 54 percent consists of all of the other supporting positions, such as sales, HR, and finance, required to run a business.
- ❑ Among tech occupations, IT jobs comprise the largest segment by far at 58 percent. IT occupations includes software developers, database administrators, network engineers, computer support specialist, cybersecurity experts, and related.

<i>In millions of dollars</i>	U.S. TECH PAYROLL		
	2014	2015	Numeric Change
Tech Manufacturing	\$121,900	\$123,700	+\$1,800
Telecommunications and Internet Services	\$125,500	\$131,400	+\$5,900
Software	\$44,100	\$45,100	+\$1,000
IT Services	\$220,000	\$232,100	+\$12,100
Engineering Services, R&D, and Testing	\$167,700	\$175,700	+\$8,000
Total	\$679,200	\$708,000	+\$28,800

	U.S. TECH ESTABLISHMENTS		
	2014	2015	Numeric Change
Tech Manufacturing	+19,400	+19,600	+200
Telecommunications and Internet Services	+67,300	+67,800	+500
Software	+13,900	+15,500	+1,600
IT Services	+259,200	+267,900	+8,700
Engineering Services, R&D, and Testing	+101,300	+102,600	+1,300
Total	+461,000	+473,500	+12,500

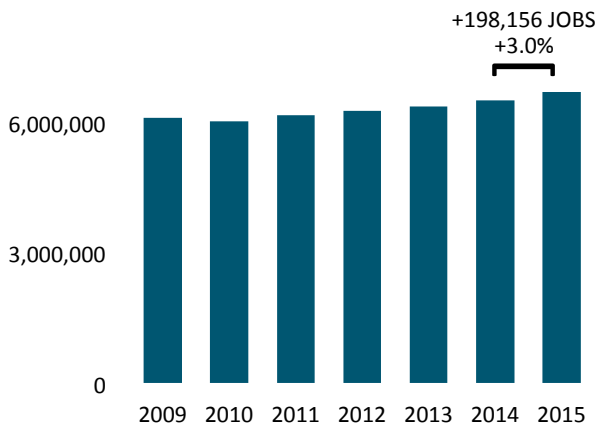
	U.S. TECH OCCUPATIONS		
	2014	2015	Numeric Change
IT Occupations	4,068,100	4,204,000	+135,900
Engineers and Engineering Technicians	1,771,900	1,802,500	+30,600
Electronics and Computer Installers and Repairers	567,300	577,300	+10,000
Electronics Equip. Assemblers	270,300	272,500	+2,200
Computer Control Programmers and Operators	231,800	235,400	+3,600
Total	6,909,500	7,091,600	+182,100

Source: EMSI | U.S. Bureau of Labor Statistics
Some numeric changes affected by rounding

KEY FINDINGS – NATIONAL

Tech Employment Continues Its Upward Growth

Tech Employment Trends
2009-2015

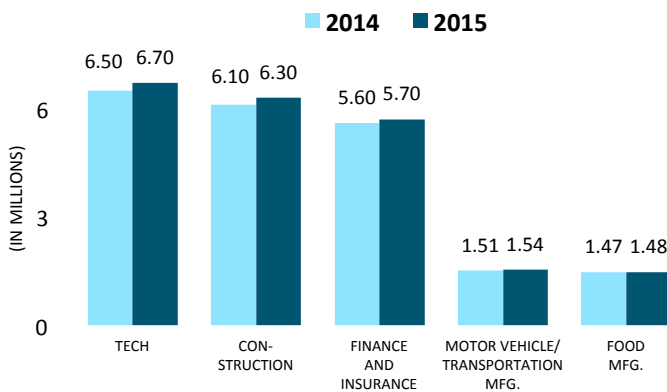


The U.S. tech industry added 198,156 jobs for a total of slightly more than an estimated 6.7 million in 2015. This represents the fifth consecutive year of growth following the recession-driven declines of 2009 and 2010.

Fueled by strong demand for emerging technologies, employment in the tech sector grew by a robust 3.0 percent year-over-year. In comparison, total national employment growth will likely come in at 2.1 percent for 2015.

Tech Industry Larger than the Finance and Insurance Industry

Select Industries Employment Trends
2014 vs. 2015



The tech sector is one of the largest employers in the U.S. economy.

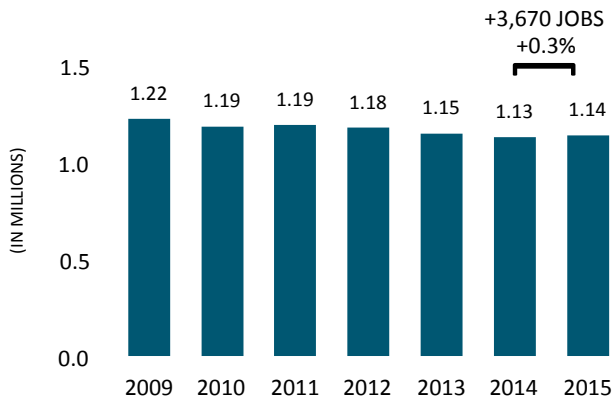
Its workforce exceeds that of many other sectors, including construction, finance and insurance, and motor vehicle and transportation equipment manufacturing.

Sources: EMSI | U.S. Bureau of Labor Statistics | Select data are rounded

KEY FINDINGS – NATIONAL

Tech Manufacturing Employment Has Stabilized

Tech Manufacturing Employment Trends
2009-2015



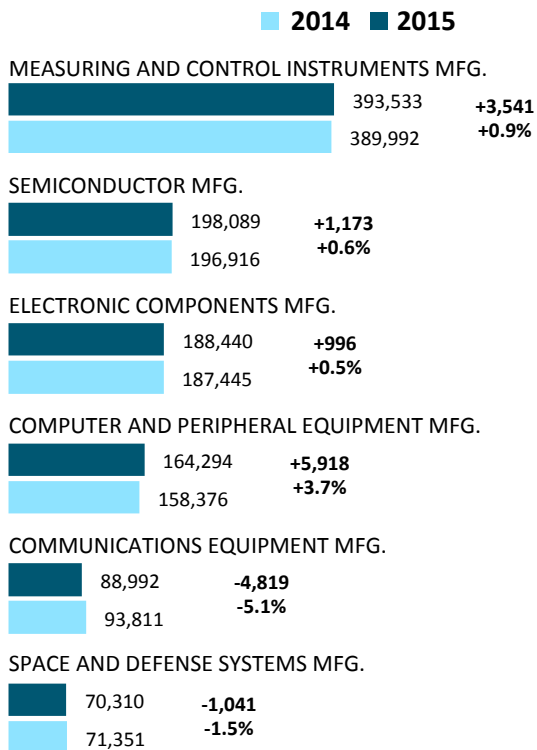
Tech manufacturing employment totaled an estimated 1.14 million in 2015, a slight gain of 3,670 jobs.

Although tech manufacturing employment has been trending downward for most of the past decade, the data suggests employment in the sector has stabilized.

As a reminder, many occupations within the tech manufacturing sector are software- or IT services-related, reflecting the elevation of these elements within many hardware categories.

Tech Employment Trends Mixed for Various Manufacturing Sectors

Tech Mfg. Employment by Sector
2014 vs. 2015



The largest tech manufacturing sectors in 2015 were measuring and control instruments, semiconductor, electronic components, and computer and peripheral equipment.

The four largest sectors of tech manufacturing each experienced positive growth in 2015. On a percentage basis, the largest gain came in the computer and peripheral manufacturing category, with a year-over-year increase of 3.7 percent.

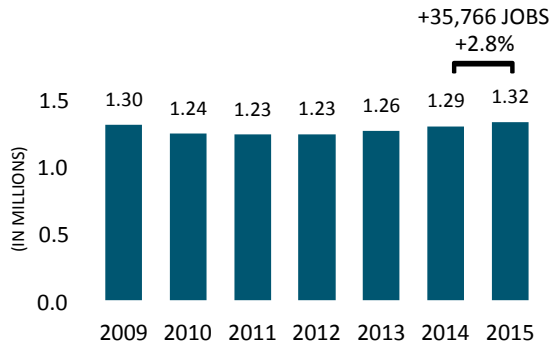
Conversely, the largest decline was in the communications equipment sector with a drop of over 4,800 jobs.

Sources: EMSI | U.S. Bureau of Labor Statistics | Select data are rounded

KEY FINDINGS – NATIONAL

Telecommunications and Internet Services Employment Grows

Telecom and Internet Services Employment Trends 2009-2015



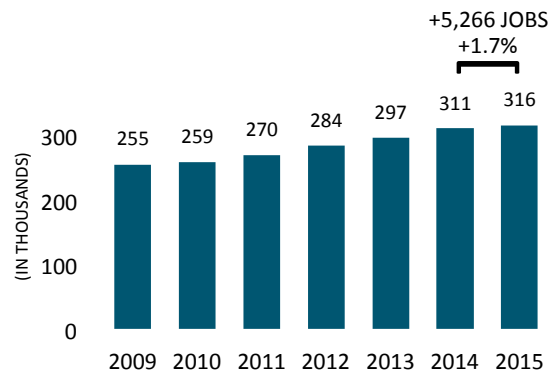
The telecommunications and Internet services sector maintained its growth trajectory in 2015. The sector added nearly 36,000 jobs, resulting in a growth rate of 2.8 percent.

Growth was largely driven by the Internet services categories. Data processing, hosting, and related services added 16,671 jobs, while the category covering web search portals added 16,192 jobs.

Declines were most prevalent in the wireless telecommunications carriers category.

Software Publishers Continues Six Years of Growth

Software Publishers Employment 2009-2015

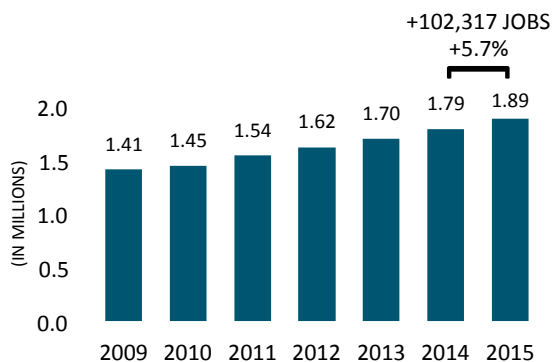


As the software industry continues its transition from packaged, on-premise software products to cloud-based software-as-a-service, it has delivered another year of employment growth.

The sector grew by 1.7 percent, adding 5,266 new jobs in 2015.

Computer Systems Design and Related IT Services Adds 102,000+ Jobs in 2015

Computer Systems Design and Related IT Services Employment Trends, 2009-2015



Core IT services, representing the firms providing IT implementation, integration, management, support, and custom software development services, generated the largest gains in employment across the entire tech industry landscape.

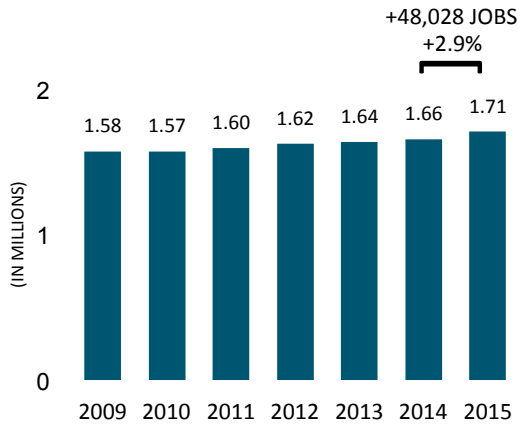
Over the past five years, the core IT services sector has added nearly a half a million new jobs.

Sources: EMSI | U.S. Bureau of Labor Statistics | Select data are rounded

KEY FINDINGS – NATIONAL

Engineering Services, R&D, and Testing Up 2.9%

Engineering, R&D, and Testing Services Employment
2009-2015

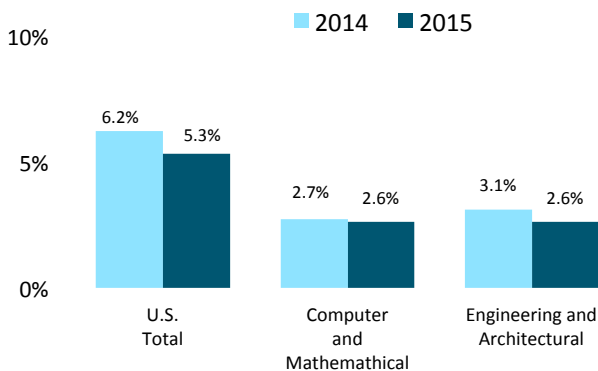


Engineering, R&D, and testing services employment totaled an estimated 1.71 million jobs in 2015, up 2.9 percent over 2014. This represents the fifth consecutive year of growth in this sector after bottoming out in 2010.

On a numeric basis, the engineering services category added the largest number of jobs at 26,939. On a percentage basis, the R&D in biotechnology category grew at the fastest rate at 3.5 percent year-over-year.

Unemployment Remains Low Across Most Tech Occupations in 2015

Category Unemployment Rates vs. U.S. Overall
2014 vs. 2015



Tech occupations continue to be in strong demand across the economy.

The computer and mathematical occupations category, which is comprised almost entirely of computer occupations, had a year-end 2015 employment rate about half the national rate.

The engineering and architectural occupations category, which skews heavily towards engineers, had an unemployment rate of 2.6, down from 3.1 the previous year.

Sources: EMSI | U.S. Bureau of Labor Statistics | Select data are rounded

KEY FINDINGS – STATES

STATE EMPLOYMENT

- ❑ California led all states with 1,150,000 tech industry workers in 2015, nearly twice as many as second-ranked Texas and more than three times as many as third-ranked New York.
- ❑ Florida ranked fourth with 311,800 tech industry workers in 2015, followed by Massachusetts at 294,600.
- ❑ The largest net gain in tech jobs between 2014 and 2015 was in California, which added 59,500 jobs, followed by New York, which added 15,500 jobs and Texas, which added 13,800 jobs.
- ❑ The fourth and fifth largest net gains in tech employment were in Massachusetts and Florida, which added 11,700 and 11,400 net jobs, respectively.
- ❑ At the other end of the spectrum five states experienced a drop in tech employment between 2014 and 2015. Delaware saw its tech employment drop the most, losing some 299 net tech jobs.
- ❑ Massachusetts leads the nation in the concentration of tech workers with 9.8 percent of its workforce in the tech industry. Virginia's concentration comes in at 9.5 percent in 2015, putting it in second place.
- ❑ Colorado and Maryland followed Virginia by tech concentration with 9.0 percent and 8.6 percent of their private sector workforce in the tech industry, respectively. Rounding out the top five was California.

STATE WAGES

- ❑ California continued to lead the nation with the highest average wage for tech industry workers at \$149,300 in 2015. This was up by 2.9 percent from 2014, adjusted for inflation.
- ❑ Washington ranked second with annual average wages of \$129,400 in 2015, followed by Massachusetts at \$127,900. New Jersey and the New York rounded out the top five rankings by average tech wages.
- ❑ Every state in the union had technology workers earning significantly more than the average private sector worker. The wage differentials ranged from 36 percent in the District of Columbia (in part due to the high private sector wages in DC) to 151 percent in California.
- ❑ The average tech wage was more than double the private sector wage in the following 10 states: California, Idaho, Washington, Oregon, Virginia, Arizona, North Carolina, Colorado, Delaware, and New Hampshire.

TOP CYBERSTATES BY TECH EMPLOYMENT

1.	California	1,150,000
2.	Texas	585,600
3.	New York	369,500
4.	Florida	311,800
5.	Massachusetts	294,600

TOP AND BOTTOM CYBERSTATES BY NUMERIC TECH EMPLOYMENT GROWTH

1.	California	+59,500
2.	New York	+15,500
3.	Texas	+13,800
4.	Massachusetts	+11,700
5.	Florida	+11,400

47.	Hawaii	-11
48.	New Jersey	-70
49.	West Virginia	-90
50.	Alaska	-170
51.	Delaware	-300

TOP CYBERSTATES BY TECH WAGES

1.	California	\$149,300
2.	Washington	\$129,400
3.	Massachusetts	\$127,900
4.	New Jersey	\$118,500
5.	New York	\$109,200

Source: EMSI | U.S. Bureau of Labor Statistics
Some numeric changes affected by rounding

KEY FINDINGS – STATES

STATE PAYROLLS

- ❑ As the largest state economy in the country, not surprisingly California also had the largest tech sector payroll in 2015, at \$172 billion. This accounted for approximately one-quarter of the entire nation’s total tech payroll for 2015.
- ❑ Texas, New York, Massachusetts, and Virginia rounded out the top five states, with a combined tech sector payroll of \$167.4 billion.
- ❑ In 19 states, tech industry payroll exceeded 10 percent of the total private sector payroll, meaning technology plays a very significant role to their economies. In California, slightly over 20 percent of the private sector payroll was directly attributable to the tech industry.

STATE ESTABLISHMENTS

- ❑ California also led the nation in the number of tech industry business establishments in 2015 with 50,400, considerably more than second ranked Texas at 34,100.
- ❑ Florida, Illinois, and New York rounded out the top fives states by tech establishments, each with more than 20,000 of them in 2015.
- ❑ In 24 states, tech business establishment year-over-year growth exceeded 3.0 percent. Conversely, nine states experienced establishment growth of less than 1 percent, including the states of Louisiana, Michigan, Wisconsin, and Hawaii that saw a decline in the number of tech business establishments.

STATE EMPLOYMENT CHARACTERISTICS

- ❑ As a percentage of their overall state private sector workforce, Massachusetts led the way with 9.8 percent of jobs attributed to the tech sector.
- ❑ The top five positions for tech sector employment concentration – with Washington tying California, remain unchanged from 2014.
- ❑ Nationally, the composition of the tech sector workforce consists of approximately 4.5 million men and 2.3 million women, which translates to 66.2 percent and 33.8 percent, respectively.
- ❑ The District of Columbia had the highest representation of women in the tech sector workforce at 39.5 percent, followed by South Dakota, Mississippi, Wisconsin, and Nebraska. Utah had the lowest representation of women in the tech sector at 27.7 percent.
- ❑ The tech sector categories with the highest percentage of women in the workforce include: computer training, biotechnology R&D, capacitor and transformer manufacturing, data processing and hosting Internet services, and wireless telecommunications services.
- ❑ The tech occupation categories with the highest percentage of women in the workforce include: assemblers, computer operators, database administrators, computer systems analysts, and information research scientists.

TOP CYBERSTATES BY BY TECH PAYROLL

1. California	\$171,733,268,600
2. Texas	\$58,366,508,300
3. New York	\$40,350,508,900
4. Massachusetts	\$37,673,758,000
5. Virginia	\$31,040,982,500

BY TECH ESTABLISHMENTS

1. California	50,400
2. Texas	34,100
3. Florida	30,200
4. Illinois	25,400
5. New York	23,700

TOP CYBERSTATES BY CONCENTRATION OF TECH WORKERS

1. Massachusetts	9.8%
2. Virginia	9.5%
3. Colorado	9.0%
4. Maryland	8.6%
5. California	8.2%
6. Washington	8.2%

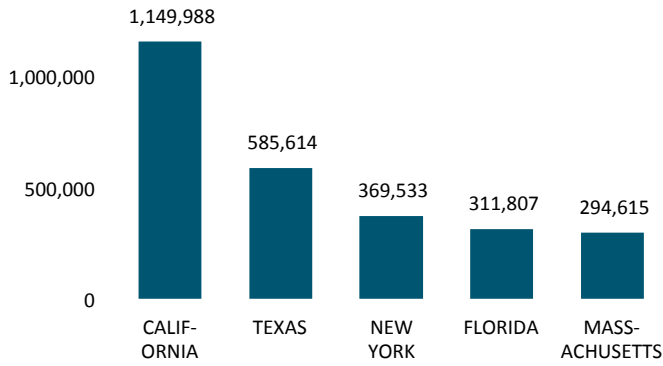
TOP CYBERSTATES BY PERCENT OF WOMEN EMPLOYED IN TECH SECTOR

1. District of Columbia	39.5%
2. South Dakota	38.7%
3. Mississippi	38.4%
4. Wisconsin	37.2%
5. Nebraska	37.2%

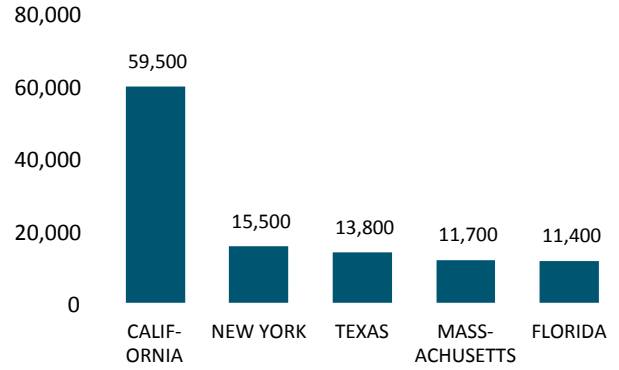
Source: EMSI | U.S. Bureau of Labor Statistics
Some numeric changes affected by rounding

KEY FINDINGS – STATES

Top Five States by Employment
2015

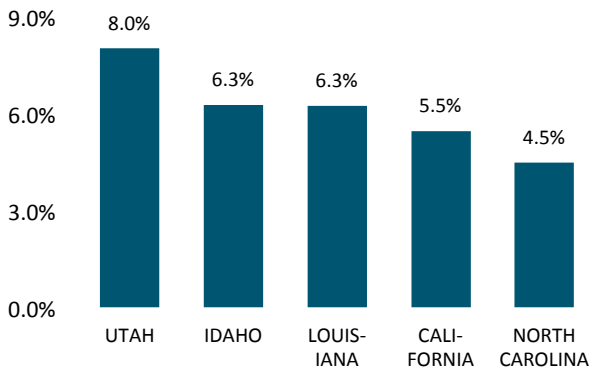


Top Five States by Tech Sector Job Gains
2014 – 2015

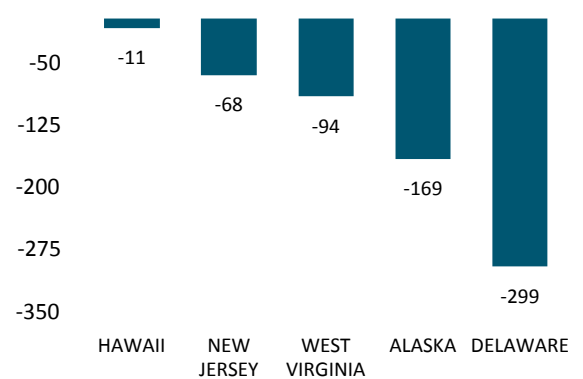


46 States Had Positive Tech Industry Job Growth in 2015

Top Five States
by Tech Sector Employment Percent Change
2014 – 2015



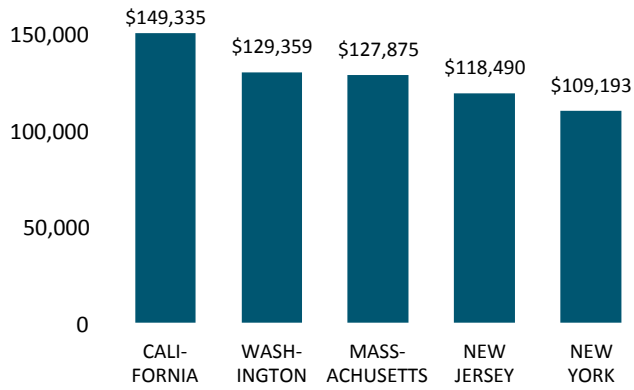
Numeric Declines in Tech
Industry Employment
2014 – 2015



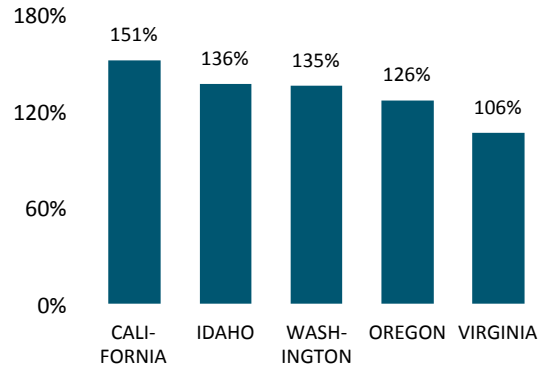
Sources: EMSI | U.S. Bureau of Labor Statistics | Select data are rounded

KEY FINDINGS – STATES

Top Five States by Average Tech Sector Wages 2015

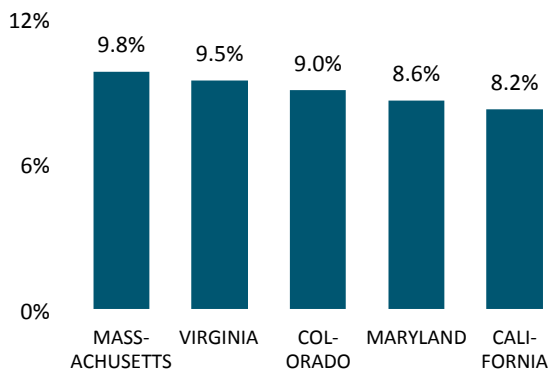


Top Five States by Wage Differentials 2015

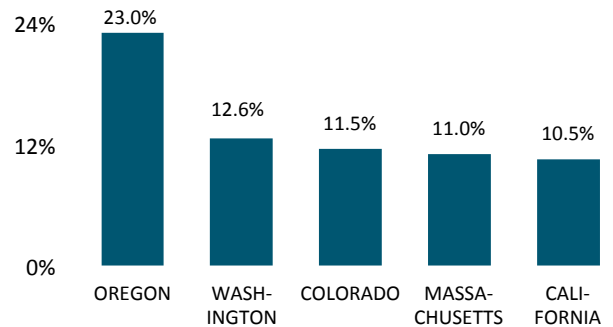


Compared to average private sector wages

Top Five States by Tech Sector Employment as a Percent of Overall State Employment, 2015



Tech Sector Contribution to Gross State Product, 2015



Sources: EMSI | U.S. Bureau of Labor Statistics | Select data are rounded

KEY FINDINGS – STATES

Top States by Industry Sector Employment: 2015

COMPUTER AND PERIPHERAL EQUIPMENT MANUFACTURING

1.	California	68,400
2.	Texas	18,500
3.	Massachusetts	13,200
4.	North Carolina	10,400
5.	Minnesota	9,300

TELECOMMUNICATIONS SERVICES

1.	Texas	87,700
2.	California	84,300
3.	Florida	52,900
4.	New York	51,800
5.	Georgia	49,800

ENGINEERING SERVICES

1.	California	113,300
2.	Texas	102,000
3.	Florida	50,900
4.	Michigan	47,400
5.	Virginia	43,400

COMMUNICATIONS EQUIPMENT MANUFACTURING

1.	California	22,600
2.	Texas	10,300
3.	New York	6,400
4.	Florida	5,700
5.	Illinois	4,400

INTERNET SERVICES

1.	California	104,600
2.	New York	40,200
3.	Texas	37,200
4.	Florida	22,800
5.	Illinois	17,800

R&D AND TESTING LABS

1.	California	154,800
2.	Massachusetts	54,500
3.	Michigan	49,400
4.	New York	46,700
5.	Texas	37,400

CONSUMER ELECTRONICS MANUFACTURING

1.	California	5,700
2.	Massachusetts	2,400
3.	Illinois	1,300
4.	Texas	900
5.	Florida	700

SOFTWARE PUBLISHERS

1.	California	57,900
2.	Washington	54,600
3.	Massachusetts	27,700
4.	Texas	18,900
5.	Georgia	13,800

COMPUTER AND ELECTRONIC REPAIR

1.	Texas	12,000
2.	California	11,300
3.	Florida	8,000
4.	New York	4,800
5.	Pennsylvania	4,800

ELECTRONIC COMPONENTS MANUFACTURING

1.	California	42,700
2.	Texas	13,700
3.	New York	11,300
4.	Illinois	9,300
5.	Florida	9,300

COMPUTER, PERIPHERAL, AND SOFTWARE WHOLESALERS

1.	Texas	38,600
2.	California	36,800
3.	Florida	14,600
4.	Georgia	12,500
5.	New York	11,600

SPACE AND DEFENSE SYSTEMS MANUFACTURING

1.	California	23,100
2.	Arizona	11,400
3.	Florida	6,700
4.	Massachusetts	6,600
5.	Colorado	6,300

SEMICONDUCTOR MANUFACTURING

1.	California	52,400
2.	Oregon	27,700
3.	Texas	26,400
4.	Arizona	19,400
5.	Massachusetts	10,500

COMPUTER SYSTEMS DESIGN AND RELATED SERVICES

1.	California	288,300
2.	Texas	156,300
3.	Virginia	148,000
4.	New York	110,100
5.	Massachusetts	79,200

COMPUTER TRAINING

1.	Florida	1,400
2.	California	1,300
3.	Texas	1,100
4.	New York	900
5.	Illinois	900

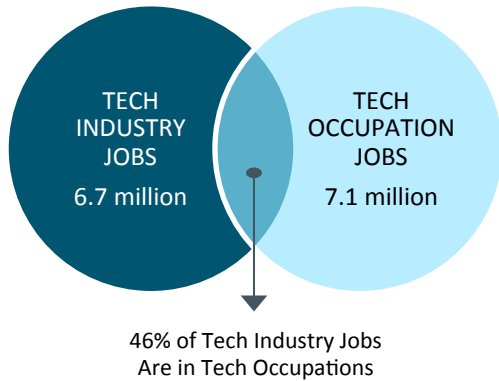
MEASURING AND CONTROL INSTRUMENTS MANUFACTURING

1.	California	77,000
2.	Minnesota	25,600
3.	Massachusetts	24,800
4.	Texas	22,400
5.	New York	22,100



UNITED STATES

STATE OF TECHNOLOGY IN THE U.S.

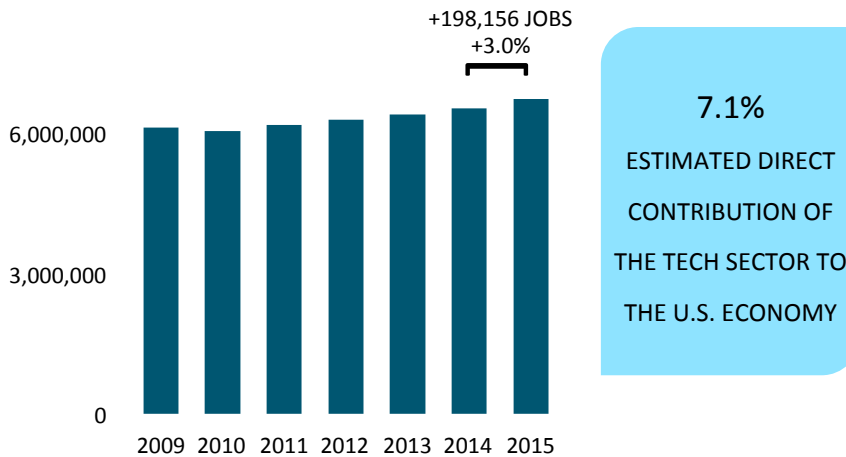


TECH INDUSTRY EMPLOYMENT	6,720,860
TECH BUSINESS ESTABLISHMENTS	473,460
TECH INDUSTRY PAYROLL	\$708 B
AVERAGE WAGE IN TECH INDUSTRY	\$105,351
AVERAGE PRIVATE SECTOR WAGE	\$51,654
% OF U.S. PRIVATE SECTOR WORKERS EMPLOYED BY TECH INDUSTRY FIRMS	5.7%

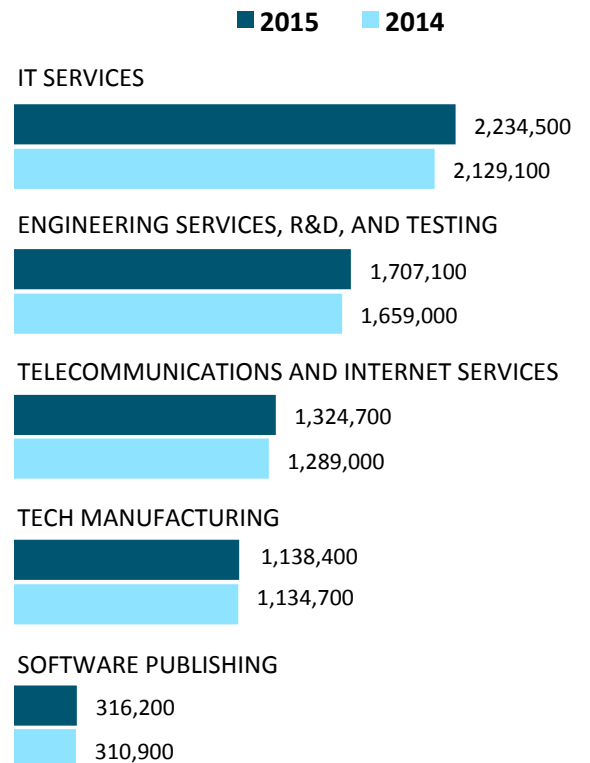
Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



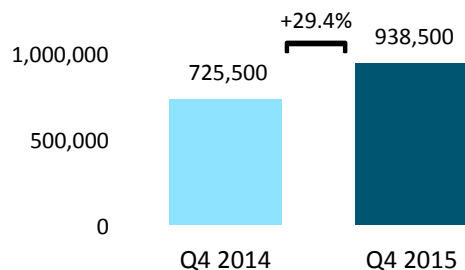
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



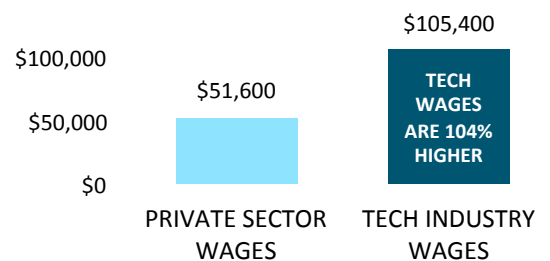
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	724,660	4.2%
Computer User Support Specialists	584,633	3.4%
Computer Systems Analysts	555,465	4.0%
Software Developers, Systems Software	403,108	3.9%
Network and Computer Systems Administrators	375,273	2.4%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

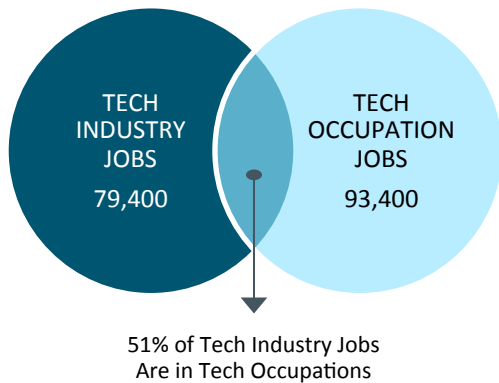


Source: Burning Glass Technologies Labor Insights



ALABAMA

STATE OF TECHNOLOGY IN ALABAMA

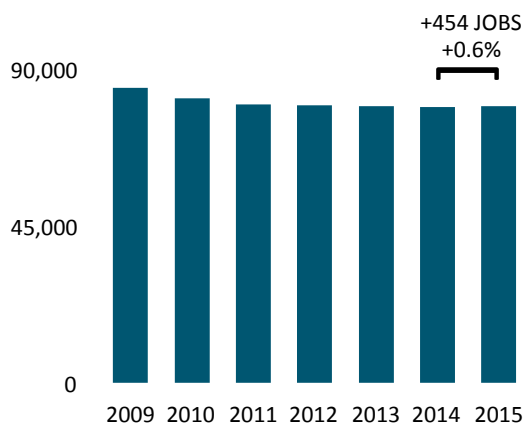


TECH INDUSTRY EMPLOYMENT	79,375
TECH BUSINESS ESTABLISHMENTS	5,642
TECH INDUSTRY PAYROLL	\$6.4 B
AVERAGE WAGE IN TECH INDUSTRY	\$80,031
% OF PRIVATE SECTOR WORKERS IN TECH	5.2%
STATE RANKINGS: TECH EMPLOYMENT	24 th
STATE RANKINGS: AVERAGE TECH WAGE	29 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

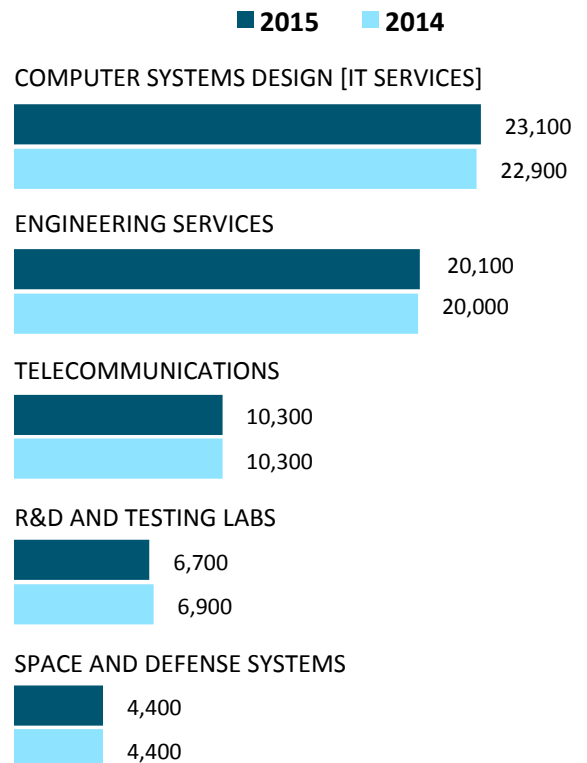
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



4.1%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE ALABAMA ECONOMY

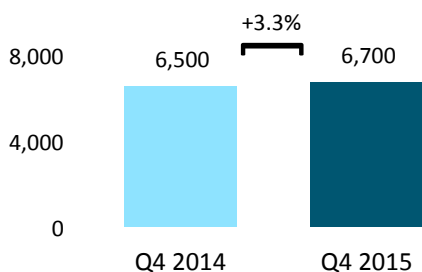
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



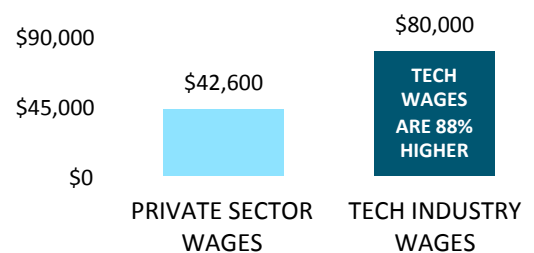
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer Systems Analysts	6,400	2.0%
Computer User Support Specialists	6,200	1.9%
Computer Programmers	5,300	-0.7%
Electrical Engineers	5,100	0.6%
Software Developers, Systems Software	4,600	1.5%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

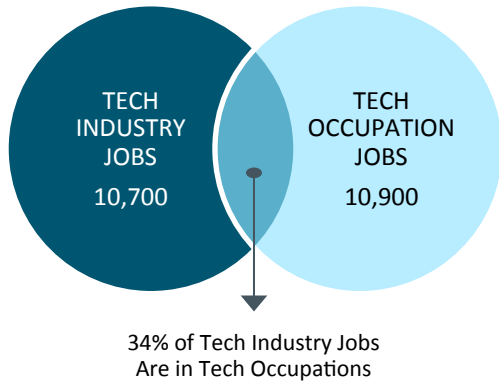


Source: Burning Glass Technologies Labor Insights



ALASKA

STATE OF TECHNOLOGY IN ALASKA

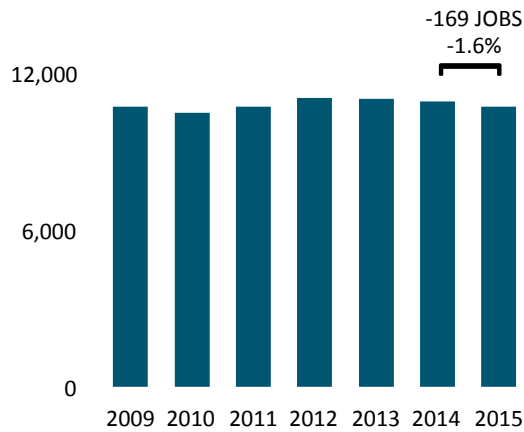


TECH INDUSTRY EMPLOYMENT	10,717
TECH BUSINESS ESTABLISHMENTS	881
TECH INDUSTRY PAYROLL	\$0.9 B
AVERAGE WAGE IN TECH INDUSTRY	\$80,045
% OF PRIVATE SECTOR WORKERS IN TECH	4.2%
STATE RANKINGS: TECH EMPLOYMENT	49 th
STATE RANKINGS: AVERAGE TECH WAGE	30 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

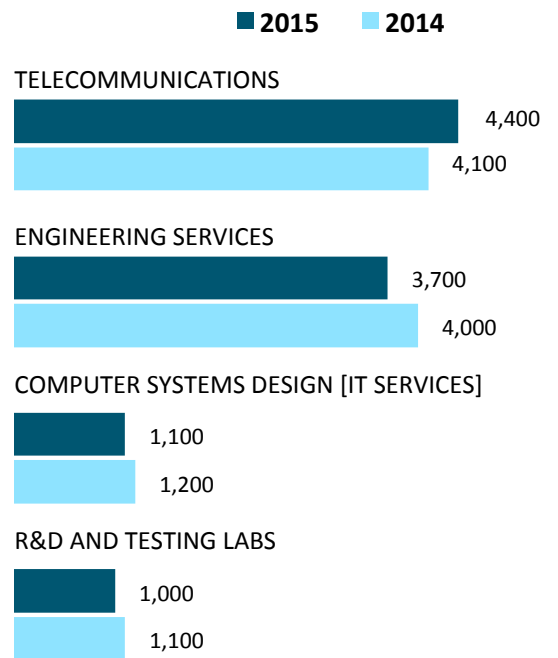
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



2.4%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE ALASKA ECONOMY

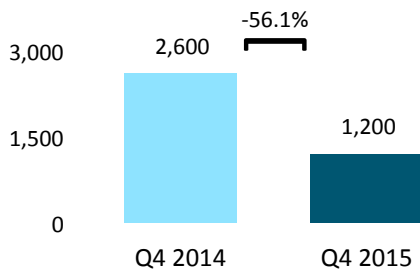
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



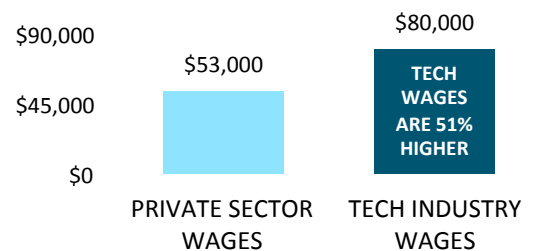
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Network and Computer Systems Administrators	1,200	-1.6%
Computer User Support Specialists	900	-0.3%
Engineers, Other	600	-1.6%
Telecom Equipment Installers and Repairers	600	6.7%
Computer Programmers	500	-4.6%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

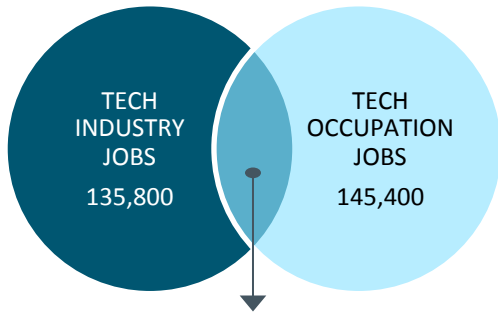


Source: Burning Glass Technologies Labor Insights



ARIZONA

STATE OF TECHNOLOGY IN ARIZONA



47% of Tech Industry Jobs Are in Tech Occupations

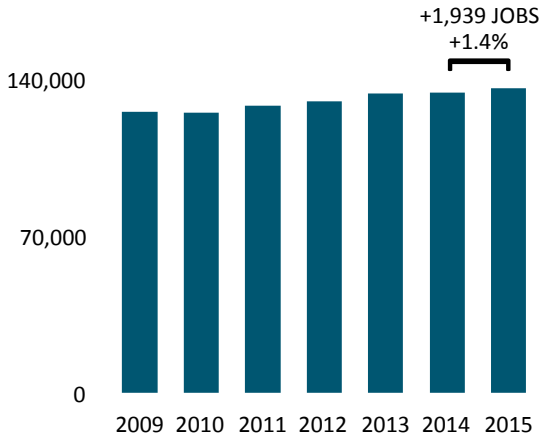
TECH INDUSTRY EMPLOYMENT	135,755
TECH BUSINESS ESTABLISHMENTS	8,537
TECH INDUSTRY PAYROLL	\$13 B
AVERAGE WAGE IN TECH INDUSTRY	\$95,617
% OF PRIVATE SECTOR WORKERS IN TECH	6.1%
STATE RANKINGS: TECH EMPLOYMENT	18 th
STATE RANKINGS: AVERAGE TECH WAGE	15 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

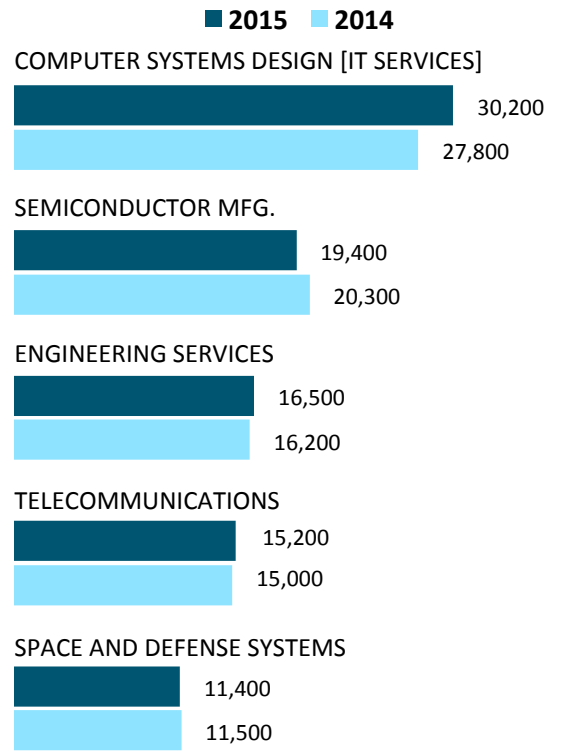
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



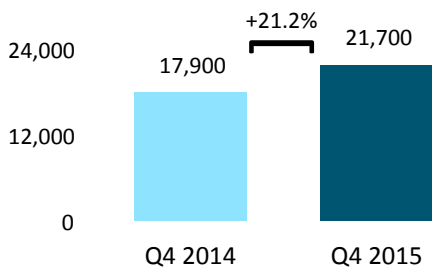
6.7%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE ARIZONA ECONOMY



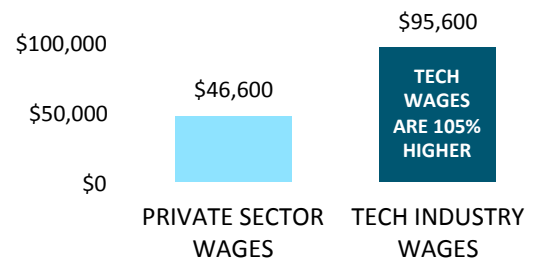
LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Computer Systems Analysts	13,800	4.2%
Computer User Support Specialists	13,500	3.6%
Software Developers, Applications	13,500	4.5%
Software Developers, Systems Software	8,500	3.1%
Network and Computer Systems Administrators	6,900	3.1%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

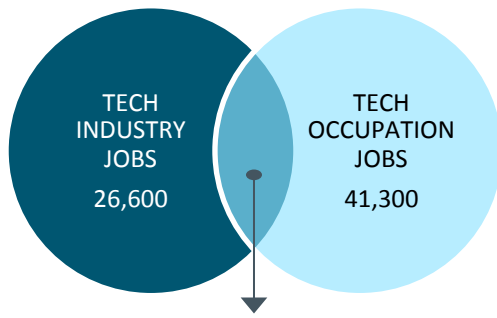


Source: Burning Glass Technologies Labor Insights



ARKANSAS

STATE OF TECHNOLOGY IN ARKANSAS



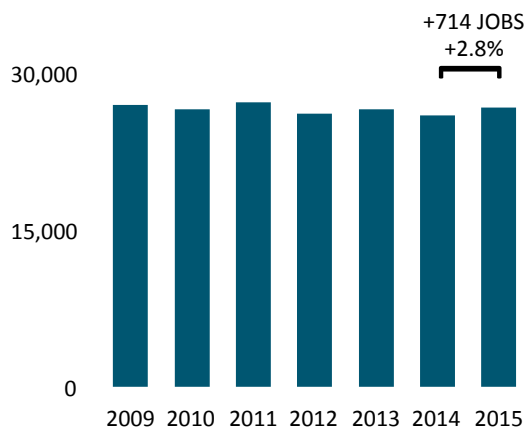
45% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	26,637
TECH BUSINESS ESTABLISHMENTS	3,068
TECH INDUSTRY PAYROLL	\$1.8 B
AVERAGE WAGE IN TECH INDUSTRY	\$67,637
% OF PRIVATE SECTOR WORKERS IN TECH	2.7%
STATE RANKINGS: TECH EMPLOYMENT	39 th
STATE RANKINGS: AVERAGE TECH WAGE	45 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

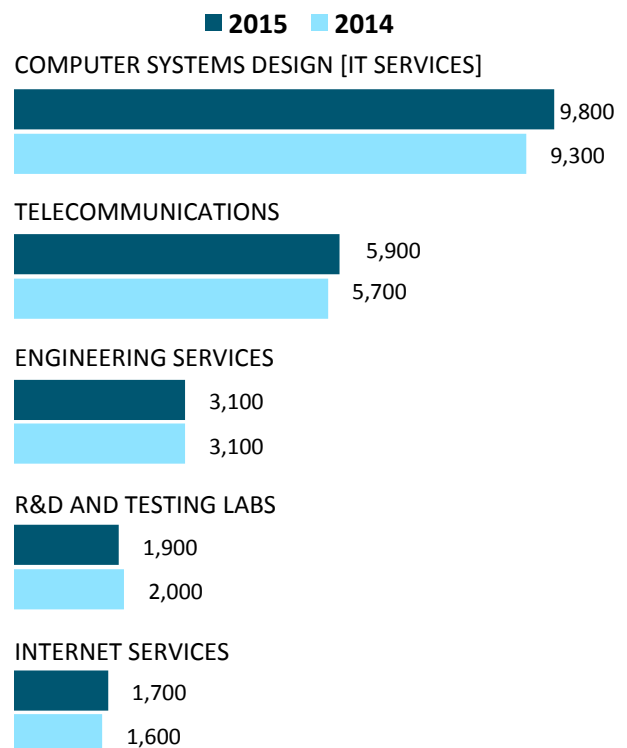
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



6.9%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE ARKANSAS ECONOMY

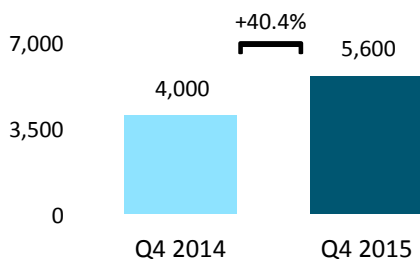
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



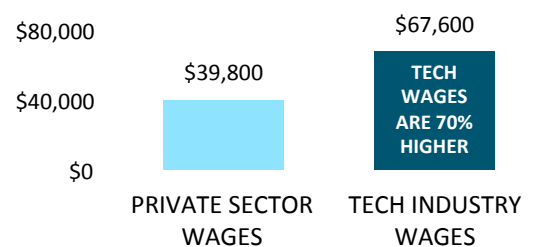
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer User Support Specialists	3,700	4.3%
Computer Programmers	3,200	1.4%
Computer Systems Analysts	2,900	5.4%
Network and Computer Systems Administrators	2,700	3.0%
Software Developers, Applications	2,500	5.8%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

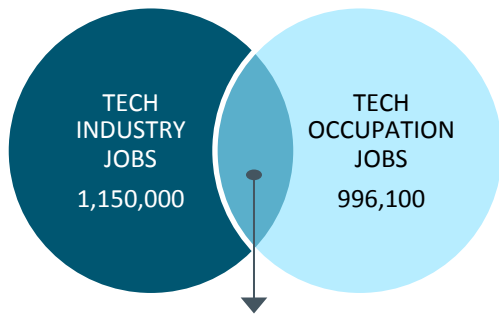


Source: Burning Glass Technologies Labor Insights



CALIFORNIA

STATE OF TECHNOLOGY IN CALIFORNIA



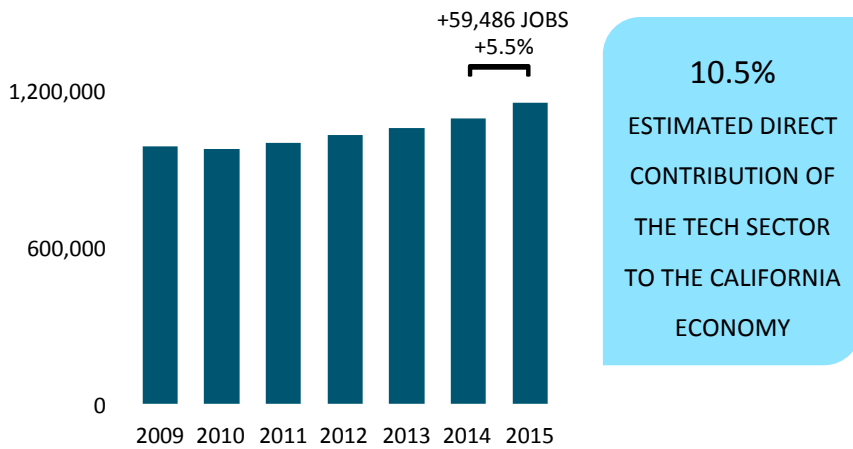
48% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	1,149,988
TECH BUSINESS ESTABLISHMENTS	50,378
TECH INDUSTRY PAYROLL	\$171.7 B
AVERAGE WAGE IN TECH INDUSTRY	\$149,335
% OF PRIVATE SECTOR WORKERS IN TECH	8.2%
STATE RANKINGS: TECH EMPLOYMENT	1 st
STATE RANKINGS: AVERAGE TECH WAGE	1 st

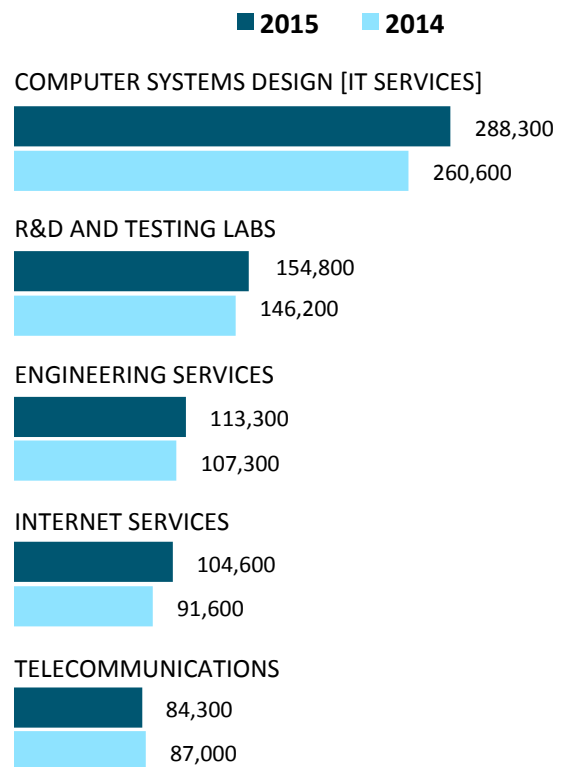
Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



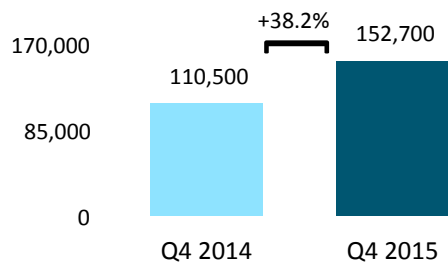
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



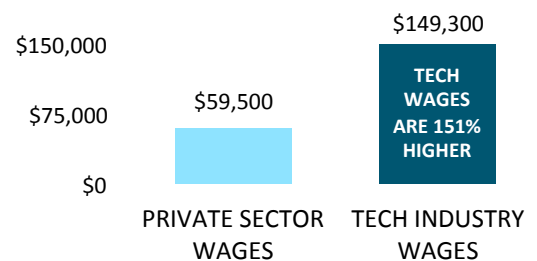
LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Software Developers, Applications	116,800	8.0%
Software Developers, Systems Software	85,900	5.7%
Computer Systems Analysts	74,300	6.8%
Computer User Support Specialists	68,000	6.0%
Computer and Information Systems Managers	53,400	5.6%

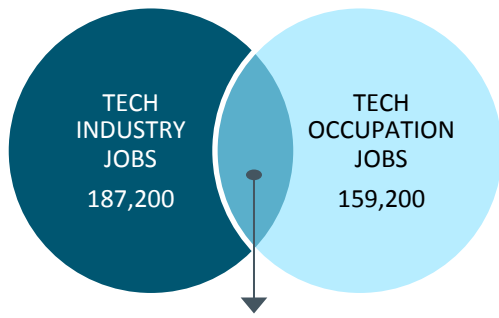
POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights



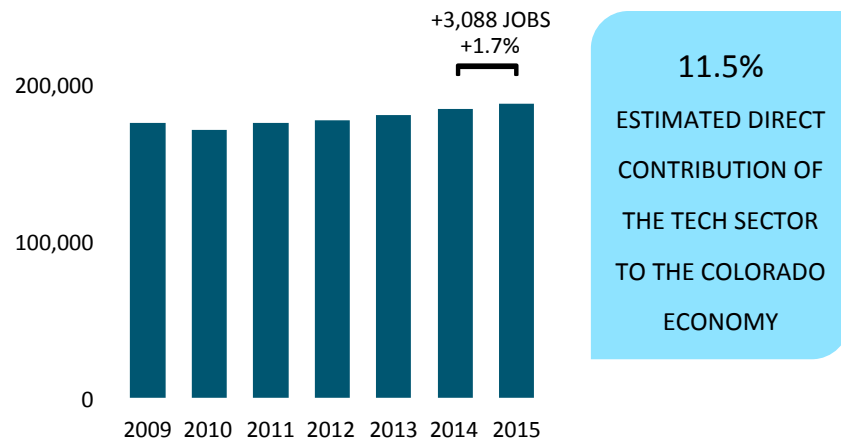
48% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	187,242
TECH BUSINESS ESTABLISHMENTS	14,847
TECH INDUSTRY PAYROLL	\$19.9 B
AVERAGE WAGE IN TECH INDUSTRY	\$106,350
% OF PRIVATE SECTOR WORKERS IN TECH	9.0%
STATE RANKINGS: TECH EMPLOYMENT	13 th
STATE RANKINGS: AVERAGE TECH WAGE	9 th

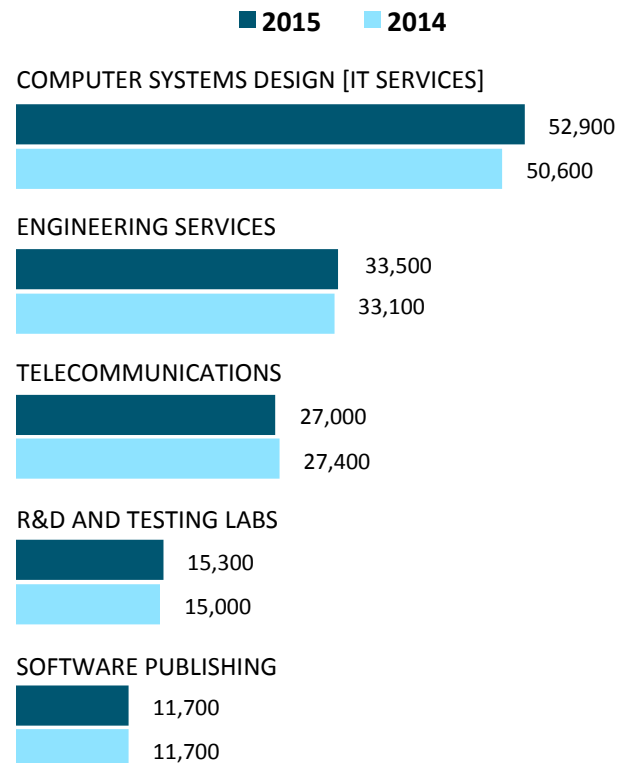
Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

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TECH INDUSTRY EMPLOYMENT TRENDS



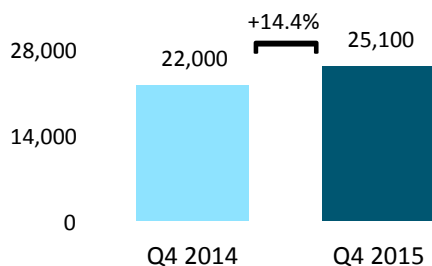
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



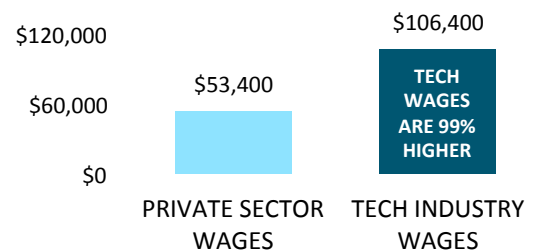
LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Software Developers, Applications	22,800	2.0%
Computer User Support Specialists	13,600	2.0%
Software Developers, Systems Software	11,500	2.5%
Network and Computer Systems Administrators	10,400	0.6%
Computer Systems Analysts	10,100	3.2%

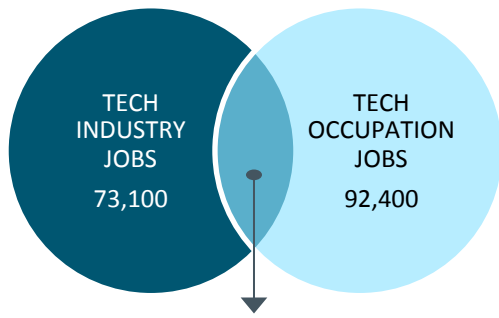
POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights



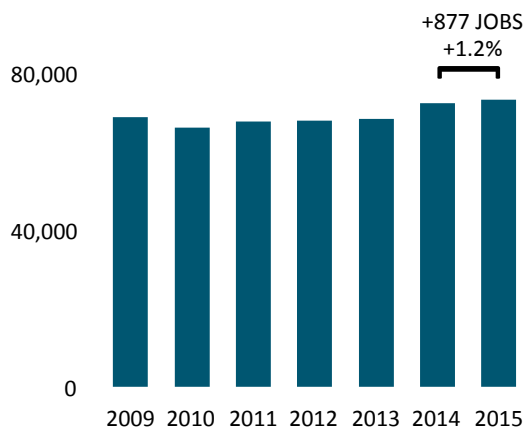
44% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	73,148
TECH BUSINESS ESTABLISHMENTS	6,272
TECH INDUSTRY PAYROLL	\$7.5 B
AVERAGE WAGE IN TECH INDUSTRY	\$102,391
% OF PRIVATE SECTOR WORKERS IN TECH	5.1%
STATE RANKINGS: TECH EMPLOYMENT	26 th
STATE RANKINGS: AVERAGE TECH WAGE	12 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

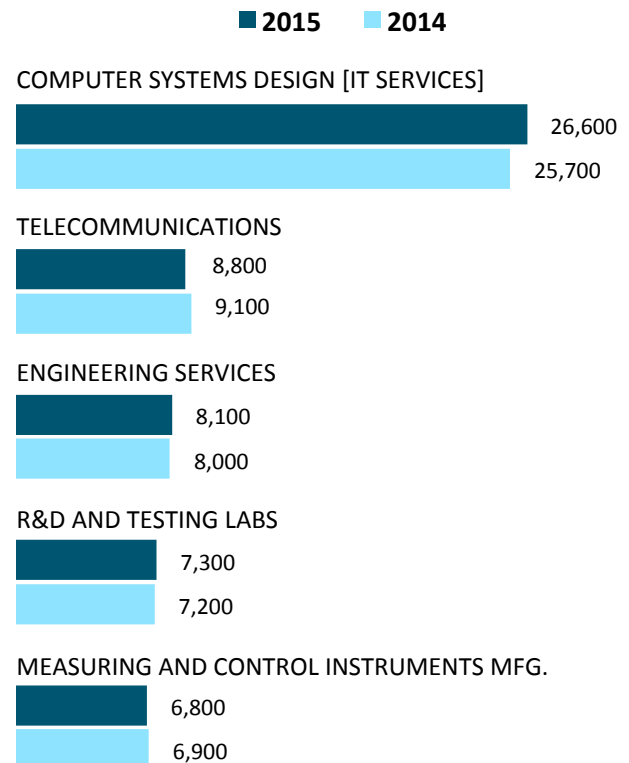
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



6.7%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE CONNECTICUT ECONOMY

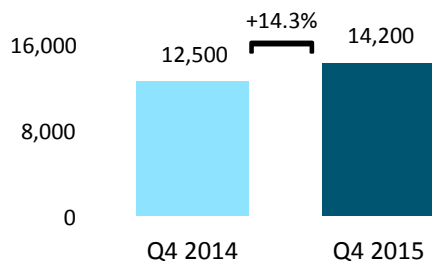
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



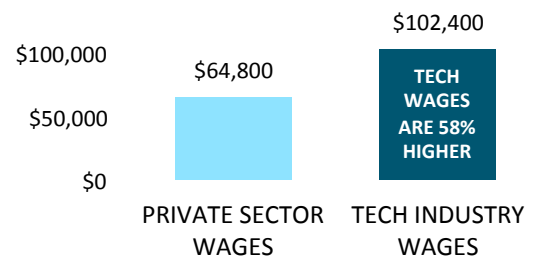
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	8,200	3.0%
Computer User Support Specialists	7,900	2.4%
Computer Systems Analysts	7,700	2.5%
Computer and Information Systems Managers	6,900	1.2%
Mechanical Engineers	6,300	0.1%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



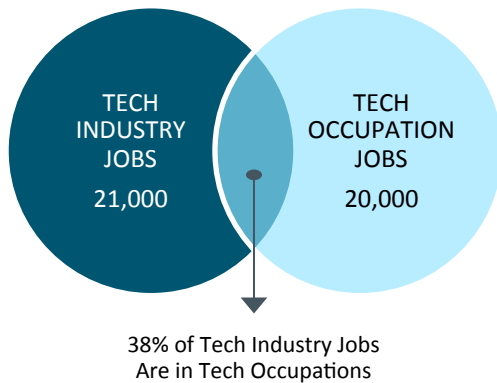
TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

DELAWARE

STATE OF TECHNOLOGY IN DELAWARE

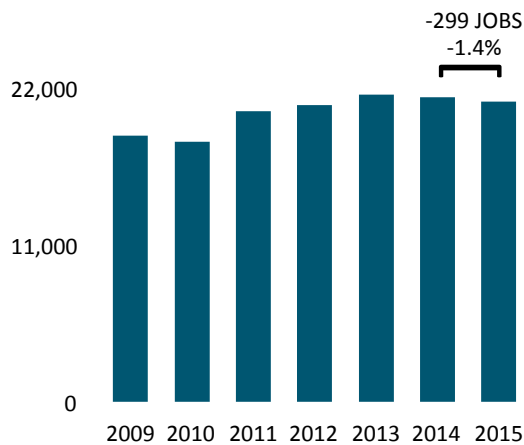


TECH INDUSTRY EMPLOYMENT	21,004
TECH BUSINESS ESTABLISHMENTS	2,446
TECH INDUSTRY PAYROLL	\$2.2 B
AVERAGE WAGE IN TECH INDUSTRY	\$106,644
% OF PRIVATE SECTOR WORKERS IN TECH	5.7%
STATE RANKINGS: TECH EMPLOYMENT	41 st
STATE RANKINGS: AVERAGE TECH WAGE	8 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

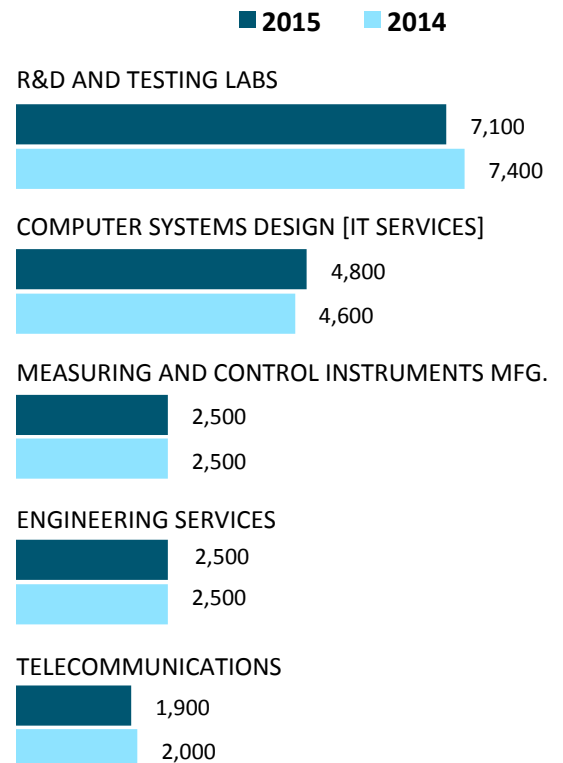
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



5.1%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE DELAWARE ECONOMY

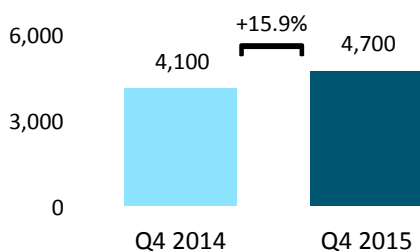
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



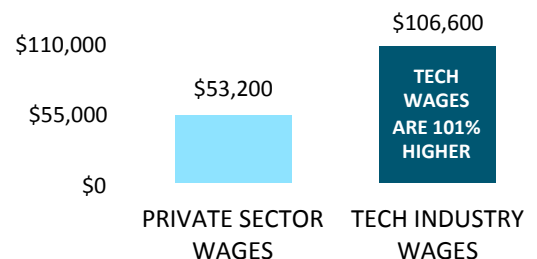
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer Systems Analysts	3,000	2.2%
Software Developers, Applications	2,500	2.0%
Computer User Support Specialists	1,300	2.5%
Software Developers, Systems Software	1,200	1.8%
Computer Programmers	1,200	0.3%

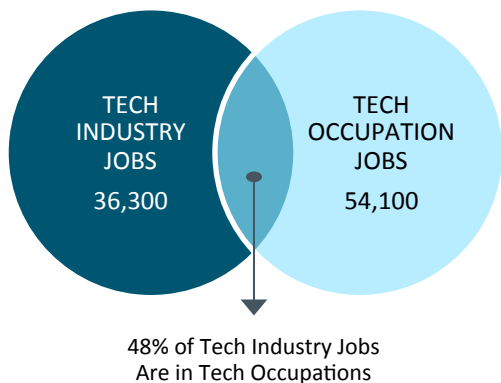
POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

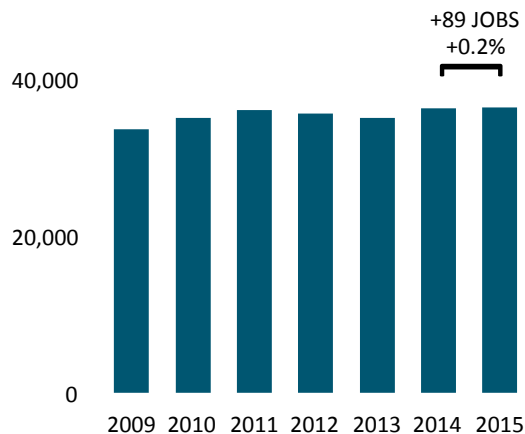


TECH INDUSTRY EMPLOYMENT	36,293
TECH BUSINESS ESTABLISHMENTS	3,142
TECH INDUSTRY PAYROLL	\$3.9 B
AVERAGE WAGE IN TECH INDUSTRY	\$108,439
% OF PRIVATE SECTOR WORKERS IN TECH	7.2%
STATE RANKINGS: TECH EMPLOYMENT	35 th
STATE RANKINGS: AVERAGE TECH WAGE	7 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

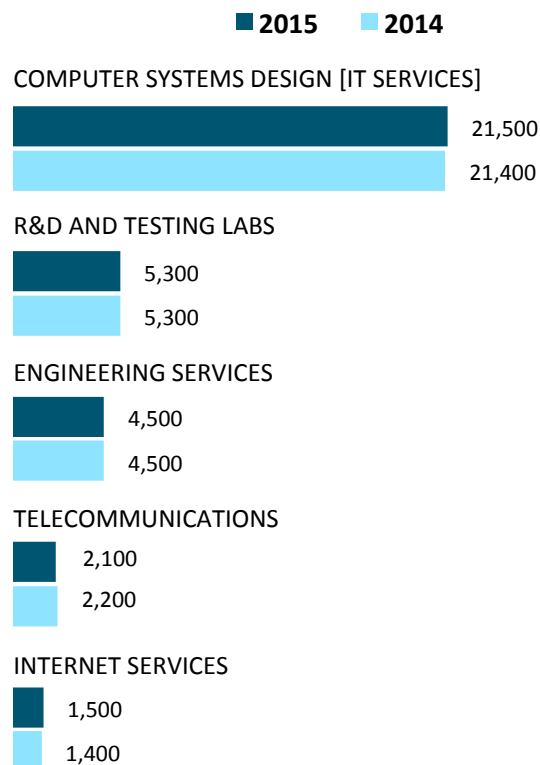
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



7.4%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE DC ECONOMY

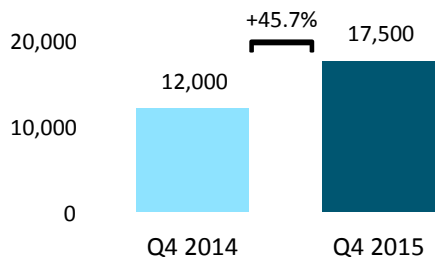
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



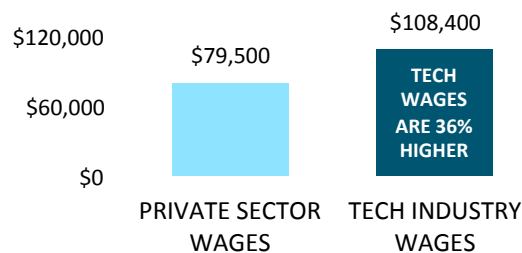
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer Occupations, Other	12,000	0.2%
Computer User Support Specialists	4,800	1.9%
Computer and Information Systems Managers	3,600	1.1%
Software Developers, Applications	3,600	2.6%
Network and Computer Systems Administrators	3,500	1.0%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

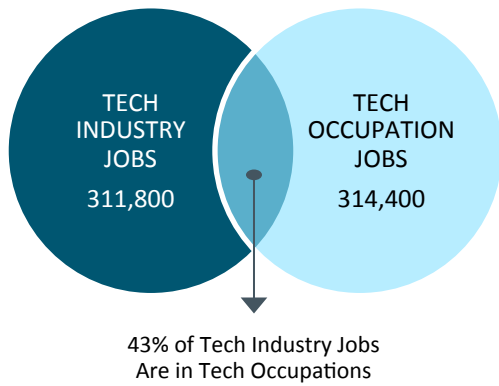


Source: Burning Glass Technologies Labor Insights



FLORIDA

STATE OF TECHNOLOGY IN FLORIDA



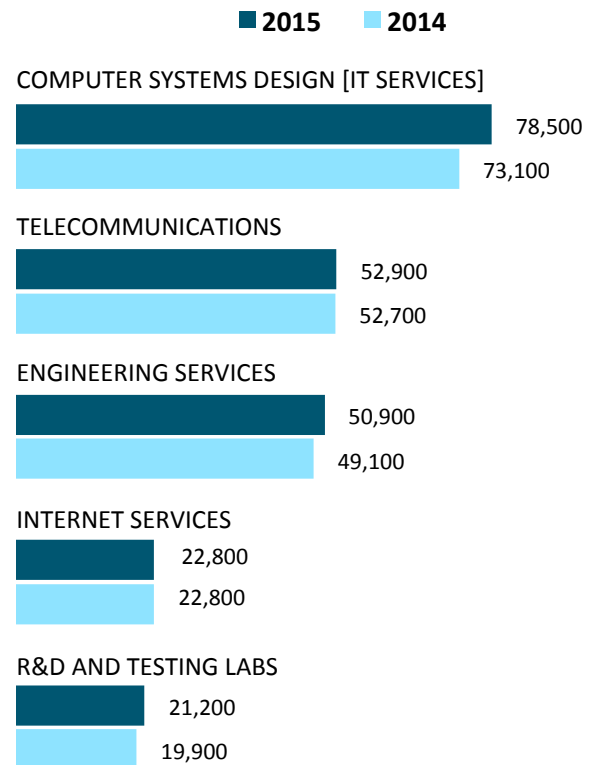
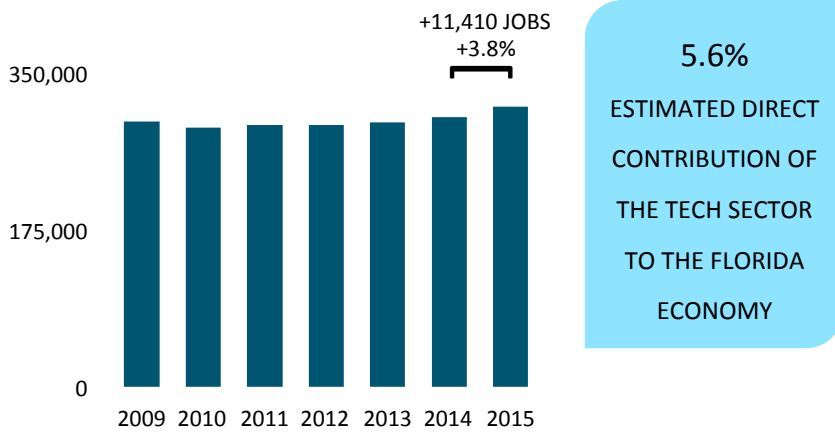
TECH INDUSTRY EMPLOYMENT	311,807
TECH BUSINESS ESTABLISHMENTS	30,168
TECH INDUSTRY PAYROLL	\$25.7 B
AVERAGE WAGE IN TECH INDUSTRY	\$82,566
% OF PRIVATE SECTOR WORKERS IN TECH	4.5%
STATE RANKINGS: TECH EMPLOYMENT	4 th
STATE RANKINGS: AVERAGE TECH WAGE	24 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

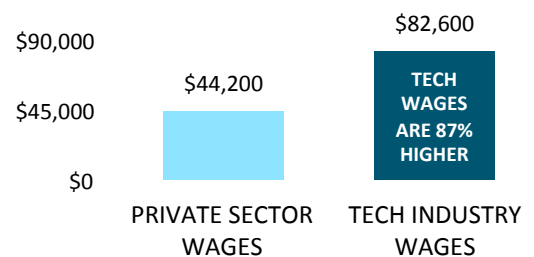
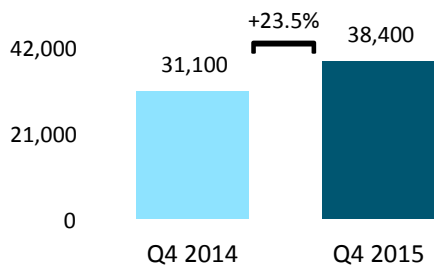


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Software Developers, Applications	30,300	4.8%
Computer User Support Specialists	29,500	3.7%
Computer Systems Analysts	21,900	5.3%
Telecom Equipment Installers and Repairers	17,600	1.8%
Network and Computer Systems Administrators	15,700	3.5%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)

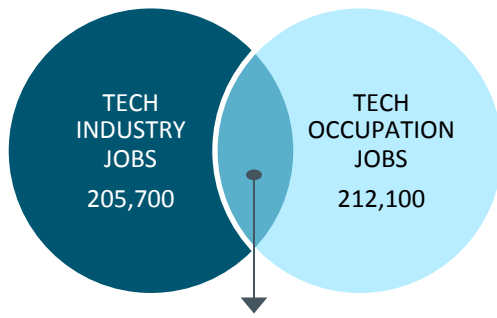


Source: Burning Glass Technologies Labor Insights



GEORGIA

STATE OF TECHNOLOGY IN GEORGIA



46% of Tech Industry Jobs Are in Tech Occupations

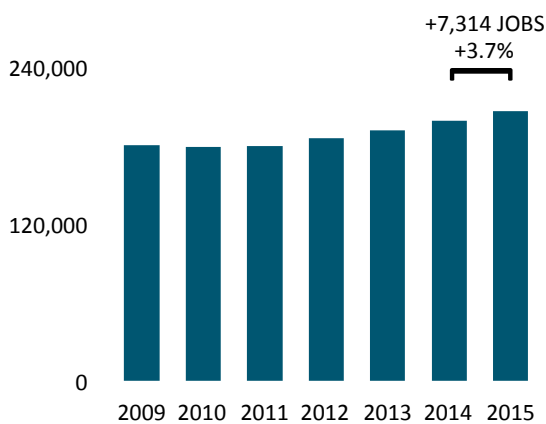
TECH INDUSTRY EMPLOYMENT	205,736
TECH BUSINESS ESTABLISHMENTS	16,960
TECH INDUSTRY PAYROLL	\$18.6 B
AVERAGE WAGE IN TECH INDUSTRY	\$90,175
% OF PRIVATE SECTOR WORKERS IN TECH	5.9%
STATE RANKINGS: TECH EMPLOYMENT	11 th
STATE RANKINGS: AVERAGE TECH WAGE	21 st

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

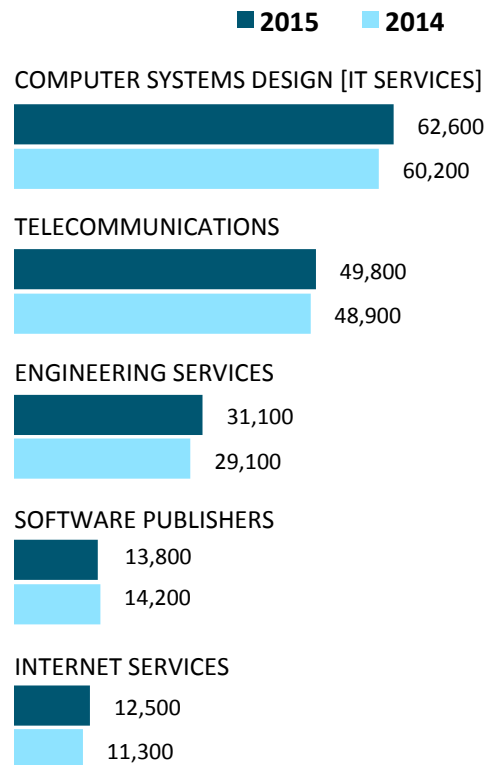
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



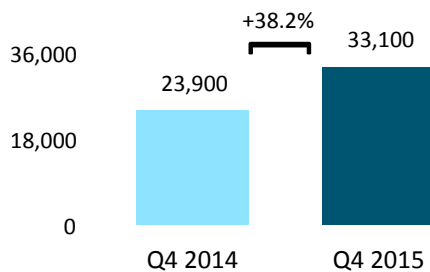
7.9%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE GEORGIA ECONOMY



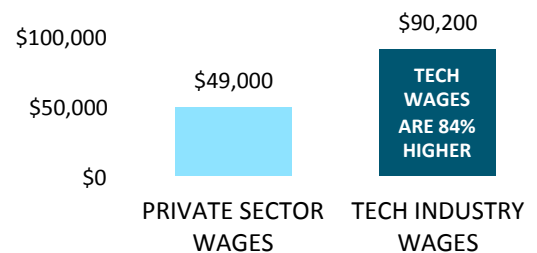
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	21,800	3.3%
Computer User Support Specialists	20,800	3.1%
Computer Systems Analysts	18,200	3.8%
Software Developers, Systems Software	12,800	3.5%
Computer and Information Systems Managers	11,500	2.6%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



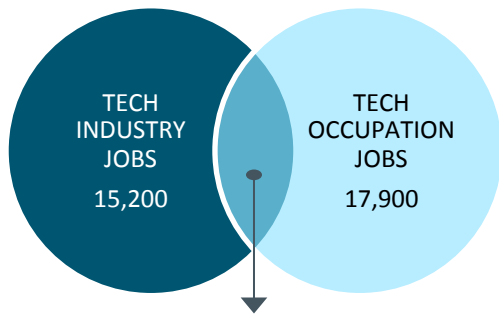
TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

HAWAII

STATE OF TECHNOLOGY IN HAWAII



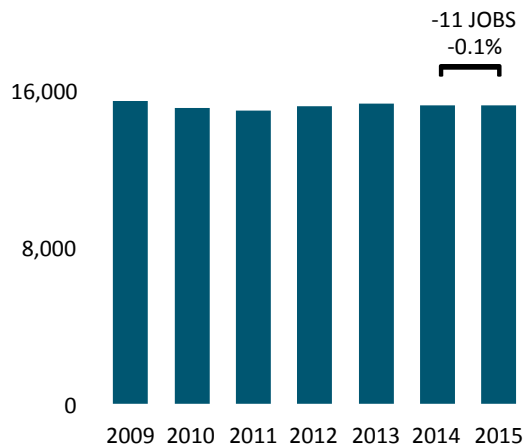
38% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	15,199
TECH BUSINESS ESTABLISHMENTS	1,934
TECH INDUSTRY PAYROLL	\$1.2 B
AVERAGE WAGE IN TECH INDUSTRY	\$79,318
% OF PRIVATE SECTOR WORKERS IN TECH	2.9%
STATE RANKINGS: TECH EMPLOYMENT	45 th
STATE RANKINGS: AVERAGE TECH WAGE	33 rd

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

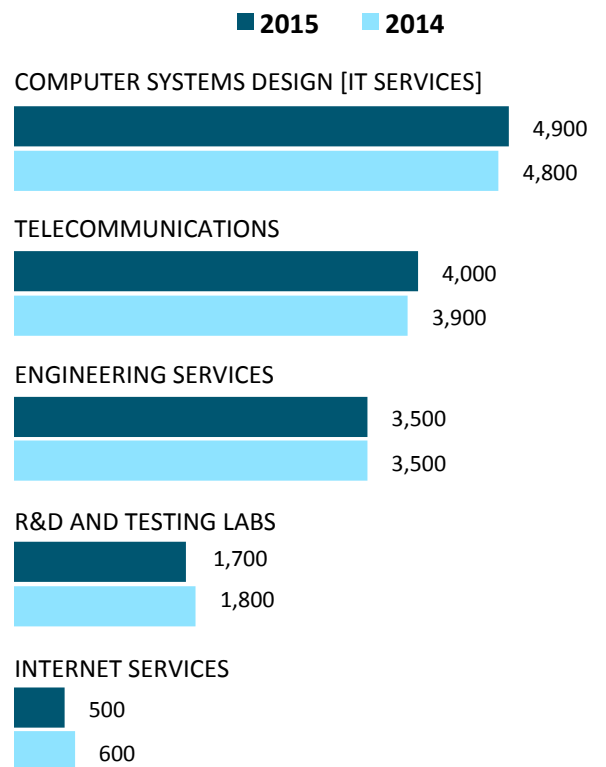
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



2.7%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE HAWAII ECONOMY

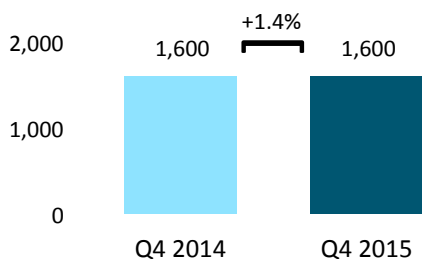
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



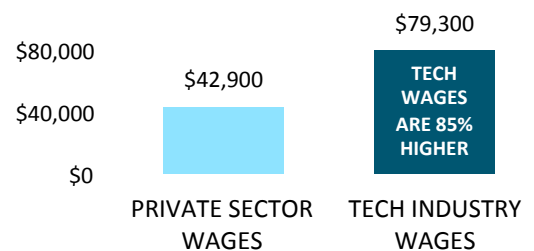
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer Occupations, Other	1,400	-1.0%
Network and Computer Systems Administrators	1,300	1.4%
Computer User Support Specialists	1,200	3.4%
Computer Systems Analysts	1,100	2.7%
Software Developers, Applications	1,000	2.9%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

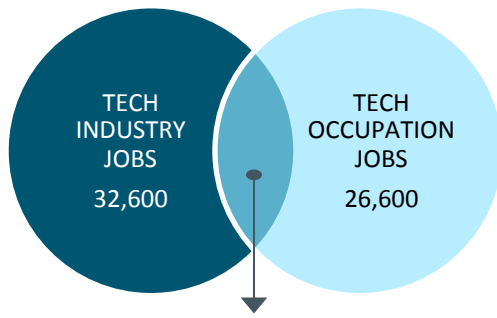


Source: Burning Glass Technologies Labor Insights



IDAHO

STATE OF TECHNOLOGY IN IDAHO



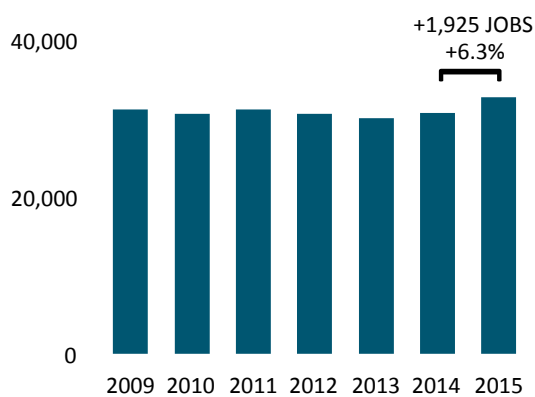
40% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	32,634
TECH BUSINESS ESTABLISHMENTS	2,744
TECH INDUSTRY PAYROLL	\$3.0 B
AVERAGE WAGE IN TECH INDUSTRY	\$90,415
% OF PRIVATE SECTOR WORKERS IN TECH	5.9%
STATE RANKINGS: TECH EMPLOYMENT	37 th
STATE RANKINGS: AVERAGE TECH WAGE	20 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

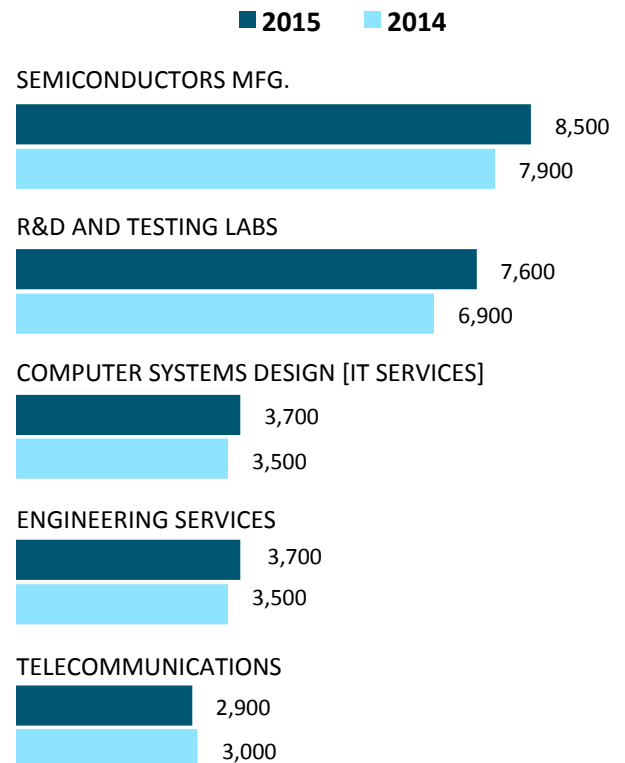
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



7.1%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE IDAHO ECONOMY

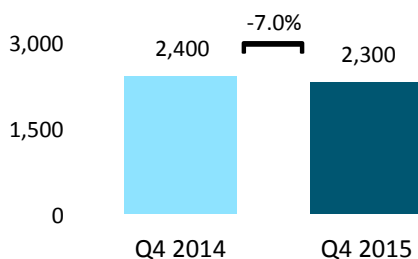
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



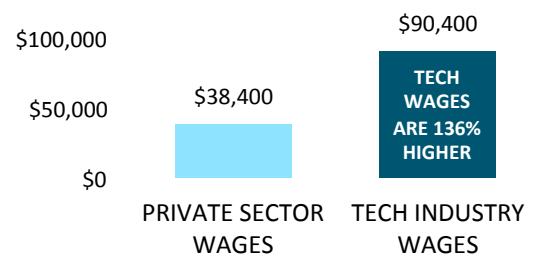
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer User Support Specialists	2,300	1.3%
Software Developers, Applications	1,900	5.7%
Network and Computer Systems Administrators	1,700	2.0%
Electronics Engineers, Except Computer	1,400	3.3%
Software Developers, Systems Software	1,300	7.1%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

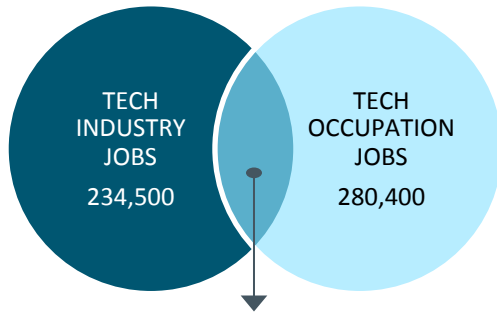


Source: Burning Glass Technologies Labor Insights



ILLINOIS

STATE OF TECHNOLOGY IN ILLINOIS



44% of Tech Industry Jobs Are in Tech Occupations

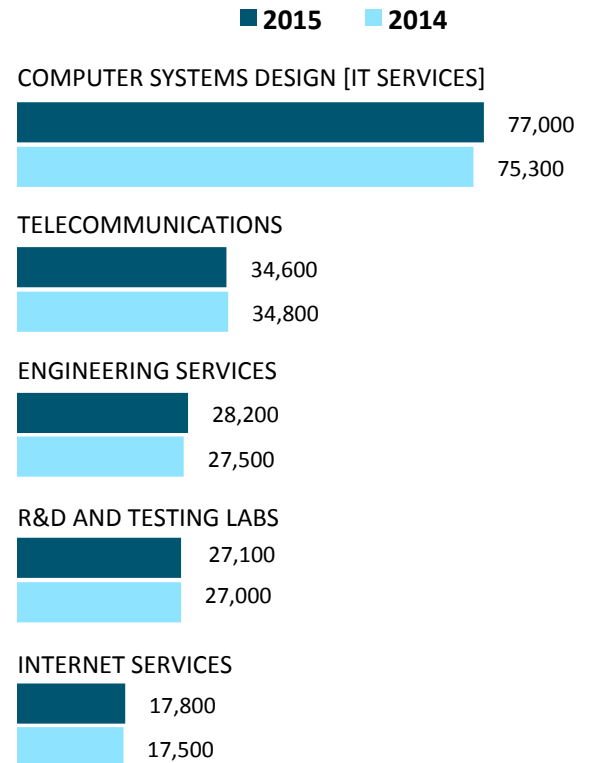
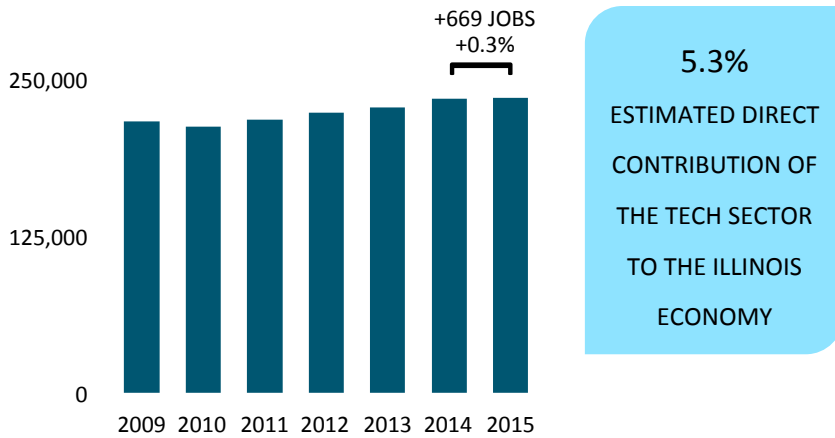
TECH INDUSTRY EMPLOYMENT	234,514
TECH BUSINESS ESTABLISHMENTS	25,403
TECH INDUSTRY PAYROLL	\$22.3 B
AVERAGE WAGE IN TECH INDUSTRY	\$95,062
% OF PRIVATE SECTOR WORKERS IN TECH	4.7%
STATE RANKINGS: TECH EMPLOYMENT	7 th
STATE RANKINGS: AVERAGE TECH WAGE	16 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

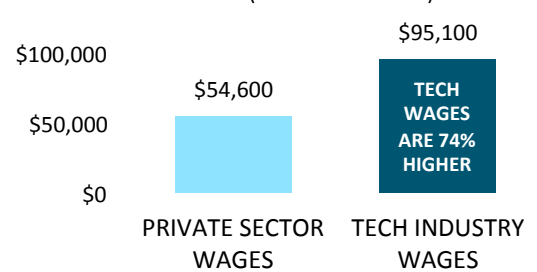
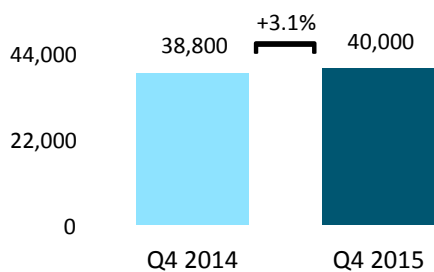


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Software Developers, Applications	29,500	1.6%
Computer Systems Analysts	23,800	1.4%
Computer User Support Specialists	22,300	1.5%
Computer Programmers	19,100	-0.4%
Computer Occupations, Other	17,000	-0.1%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)

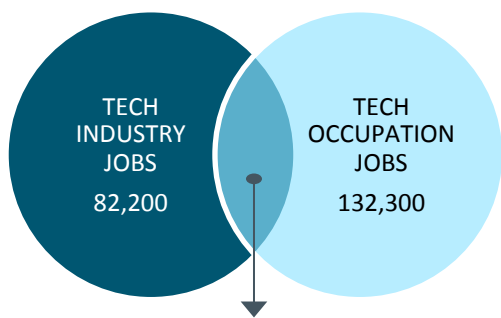


Source: Burning Glass Technologies Labor Insights



INDIANA

STATE OF TECHNOLOGY IN INDIANA



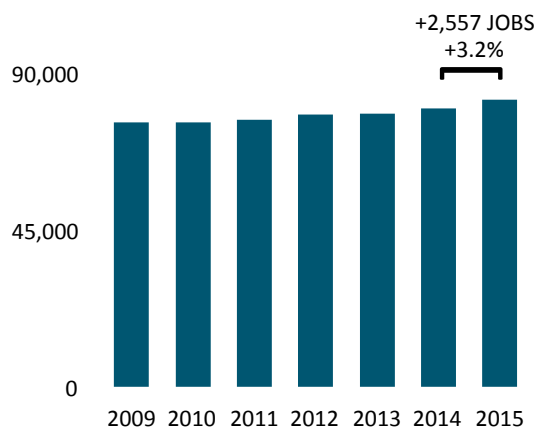
45% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	82,196
TECH BUSINESS ESTABLISHMENTS	7,773
TECH INDUSTRY PAYROLL	\$5.9 B
AVERAGE WAGE IN TECH INDUSTRY	\$71,781
% OF PRIVATE SECTOR WORKERS IN TECH	3.2%
STATE RANKINGS: TECH EMPLOYMENT	23 rd
STATE RANKINGS: AVERAGE TECH WAGE	41 st

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

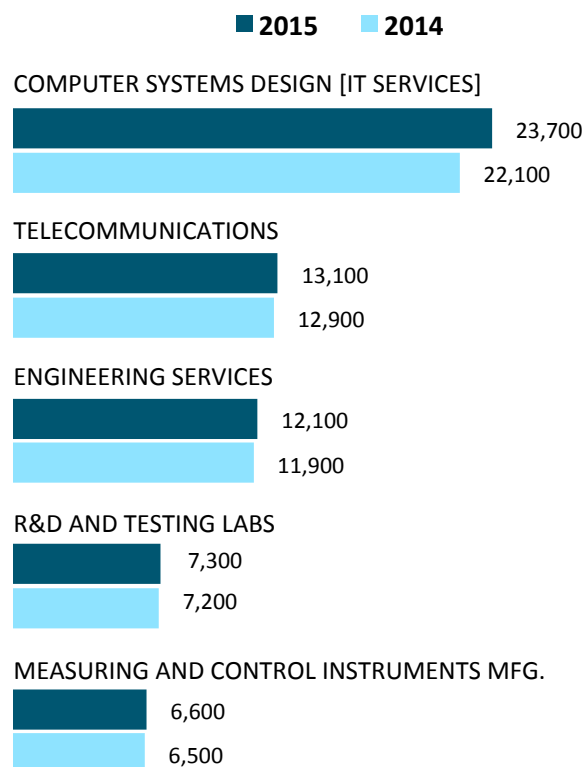
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



3.6%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE INDIANA ECONOMY

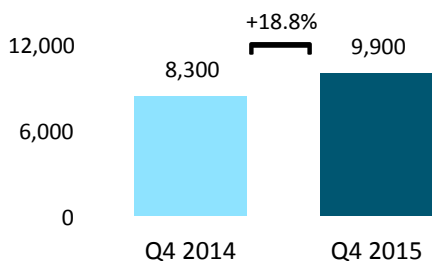
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



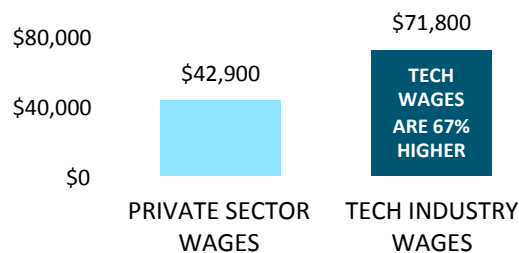
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Mechanical Engineers	10,200	1.7%
Software Developers, Applications	9,000	5.3%
Computer-Controlled Machine Tool Operators	8,900	3.5%
Computer User Support Specialists	8,300	4.6%
Computer Systems Analysts	8,000	4.4%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

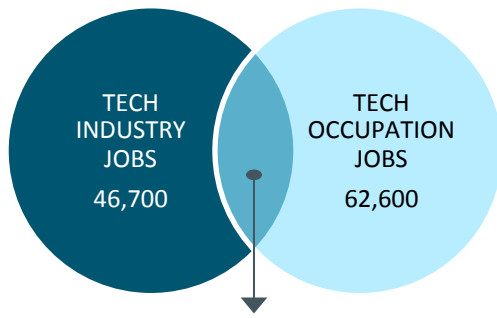


Source: Burning Glass Technologies Labor Insights



IOWA

STATE OF TECHNOLOGY IN IOWA



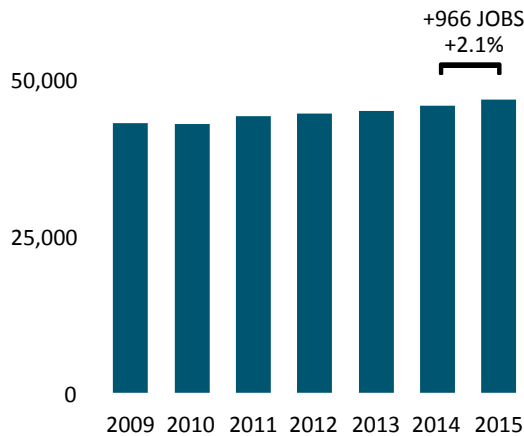
45% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	46,724
TECH BUSINESS ESTABLISHMENTS	4,108
TECH INDUSTRY PAYROLL	\$3.4 B
AVERAGE WAGE IN TECH INDUSTRY	\$73,451
% OF PRIVATE SECTOR WORKERS IN TECH	3.6%
STATE RANKINGS: TECH EMPLOYMENT	31 st
STATE RANKINGS: AVERAGE TECH WAGE	40 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

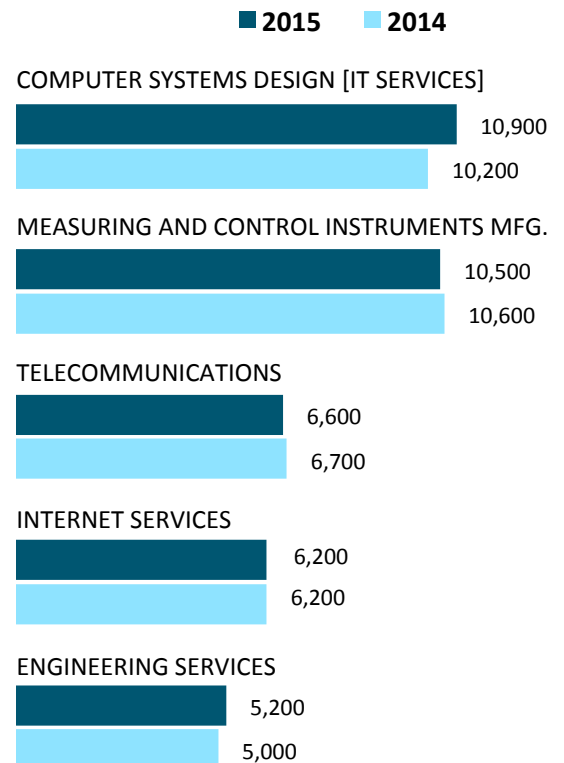
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



4.0% ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE IOWA ECONOMY

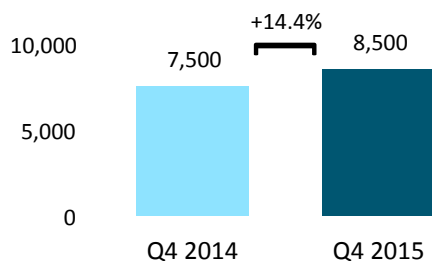
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



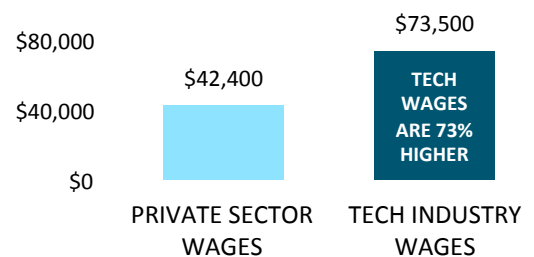
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	7,700	3.1%
Computer Systems Analysts	5,500	4.5%
Network and Computer Systems Administrators	3,800	1.7%
Computer User Support Specialists	3,300	4.7%
Computer and Information Systems Managers	3,100	2.7%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



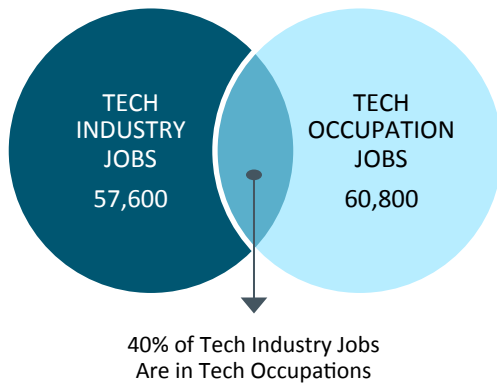
TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

KANSAS

STATE OF TECHNOLOGY IN KANSAS

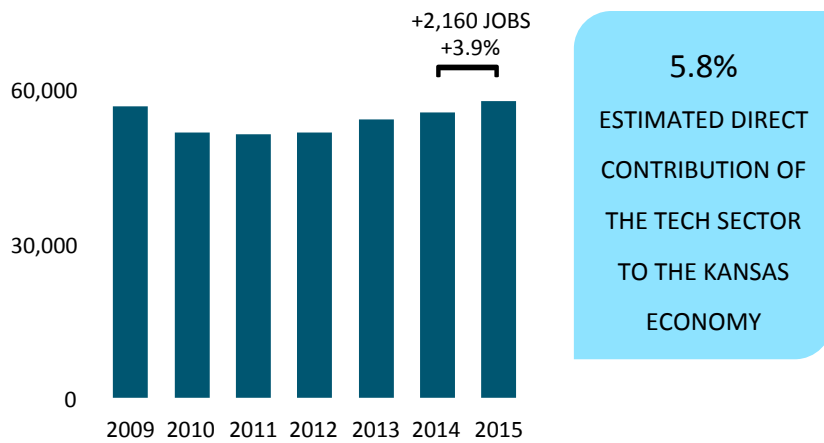


TECH INDUSTRY EMPLOYMENT	57,554
TECH BUSINESS ESTABLISHMENTS	4,354
TECH INDUSTRY PAYROLL	\$4.6 B
AVERAGE WAGE IN TECH INDUSTRY	\$79,382
% OF PRIVATE SECTOR WORKERS IN TECH	5.1%
STATE RANKINGS: TECH EMPLOYMENT	28 th
STATE RANKINGS: AVERAGE TECH WAGE	32 nd

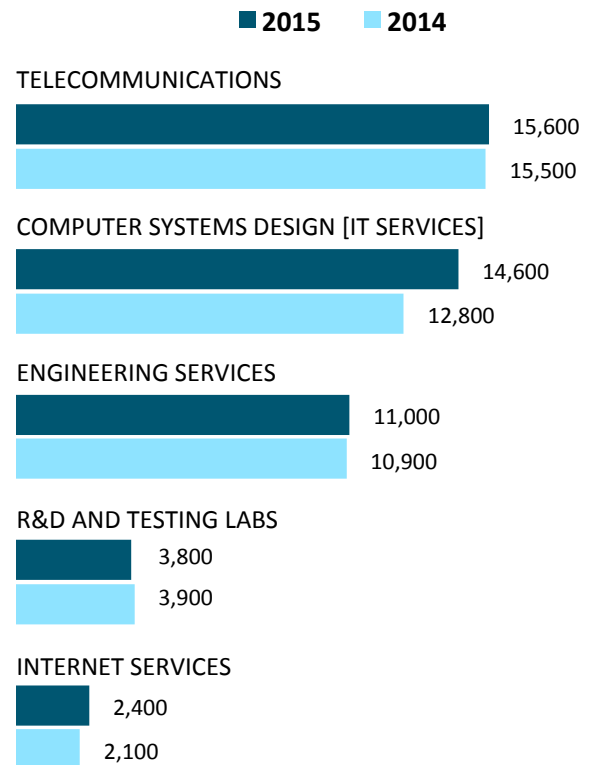
Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



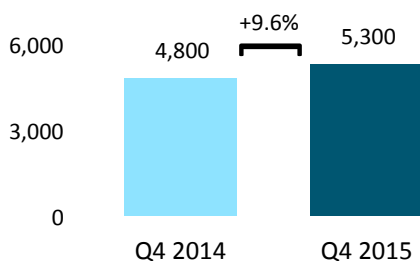
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



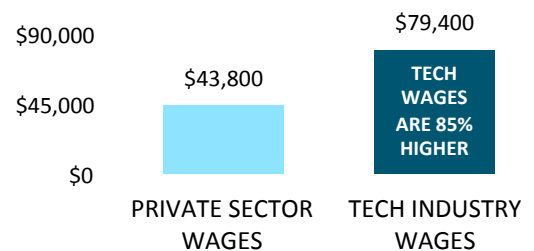
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer User Support Specialists	6,800	2.8%
Network and Computer Systems Administrators	5,000	1.6%
Software Developers, Applications	3,900	8.7%
Computer Systems Analysts	3,600	7.2%
Software Developers, Systems Software	3,000	5.5%

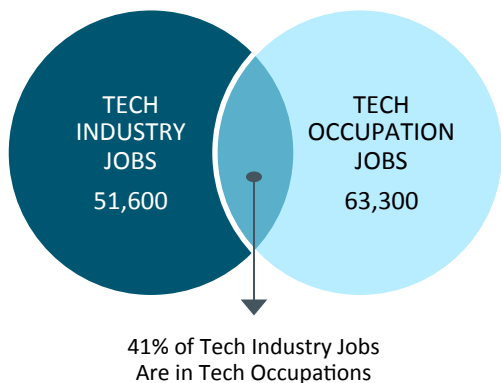
POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

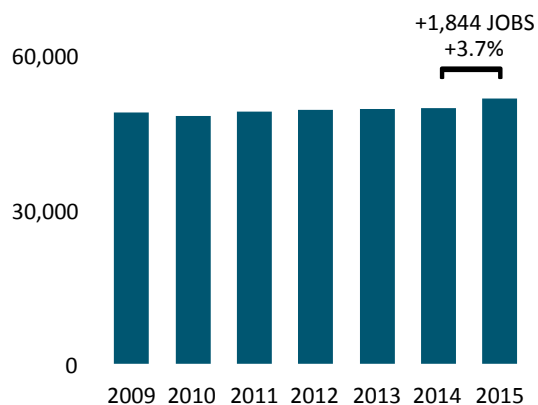


TECH INDUSTRY EMPLOYMENT	51,557
TECH BUSINESS ESTABLISHMENTS	5,419
TECH INDUSTRY PAYROLL	\$3.4 B
AVERAGE WAGE IN TECH INDUSTRY	\$66,565
% OF PRIVATE SECTOR WORKERS IN TECH	3.3%
STATE RANKINGS: TECH EMPLOYMENT	29 th
STATE RANKINGS: AVERAGE TECH WAGE	48 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

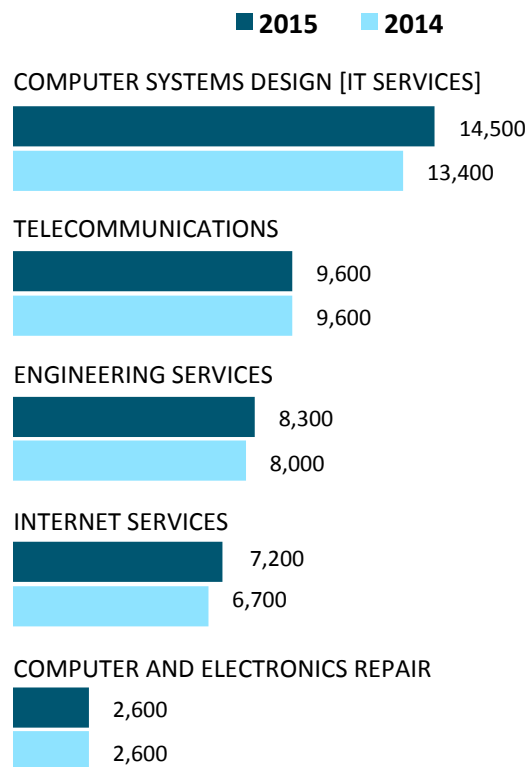
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



3.8%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE KENTUCKY ECONOMY

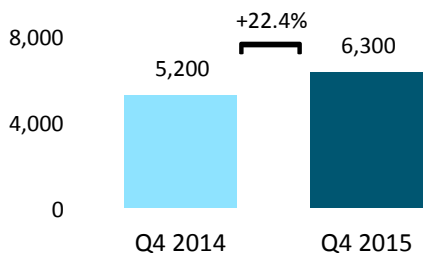
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



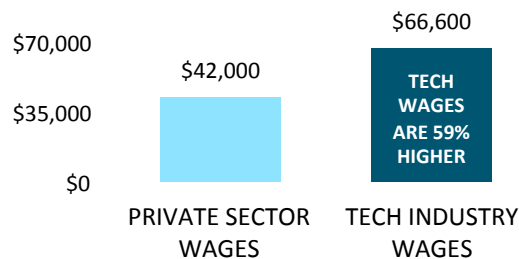
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	5,900	6.0%
Computer User Support Specialists	5,500	4.5%
Industrial Engineers	4,100	3.5%
Computer Systems Analysts	3,600	7.6%
Network and Computer Systems Administrators	3,500	3.7%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

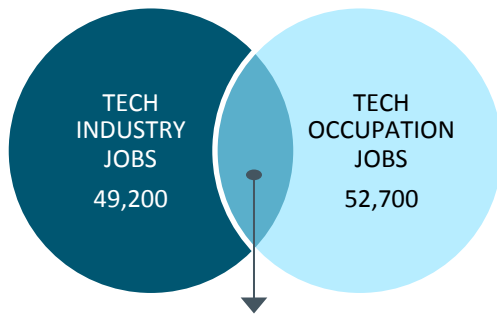


Source: Burning Glass Technologies Labor Insights



LOUISIANA

STATE OF TECHNOLOGY IN LOUISIANA



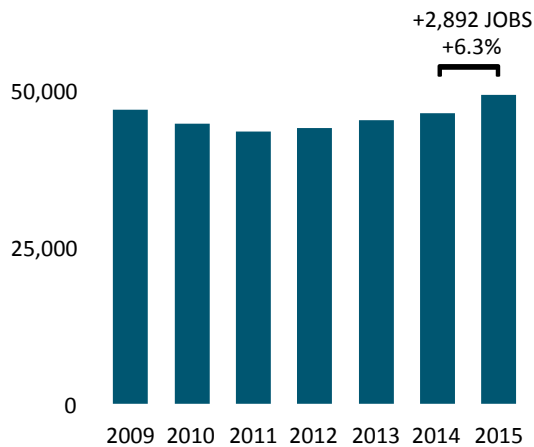
34% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	49,151
TECH BUSINESS ESTABLISHMENTS	4,829
TECH INDUSTRY PAYROLL	\$3.7 B
AVERAGE WAGE IN TECH INDUSTRY	\$74,815
% OF PRIVATE SECTOR WORKERS IN TECH	3.0%
STATE RANKINGS: TECH EMPLOYMENT	30 th
STATE RANKINGS: AVERAGE TECH WAGE	39 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

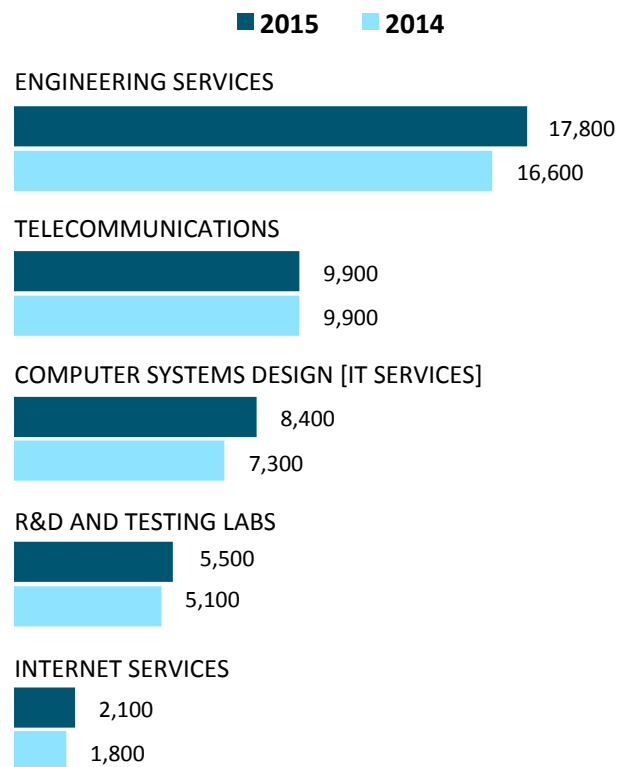
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



1.8% ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE LOUISIANA ECONOMY

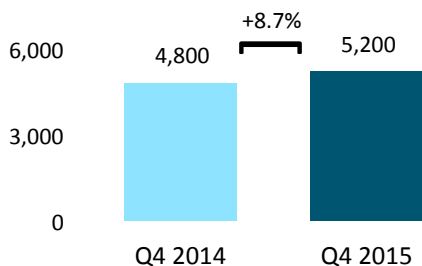
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



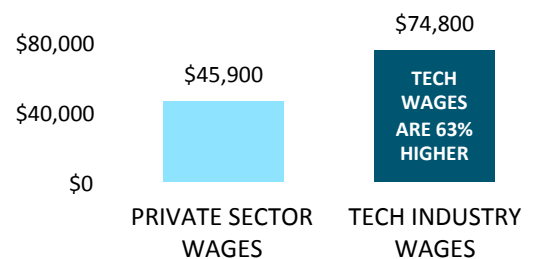
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Engineers, Other	3,700	-0.9%
Computer User Support Specialists	3,700	4.4%
Network and Computer Systems Administrators	3,300	2.6%
Telecom Equipment Installers and Repairers	3,300	0.6%
Mechanical Engineers	2,900	2.0%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

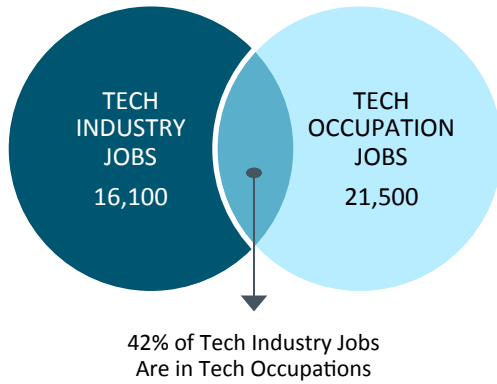


Source: Burning Glass Technologies Labor Insights



MAINE

STATE OF TECHNOLOGY IN MAINE

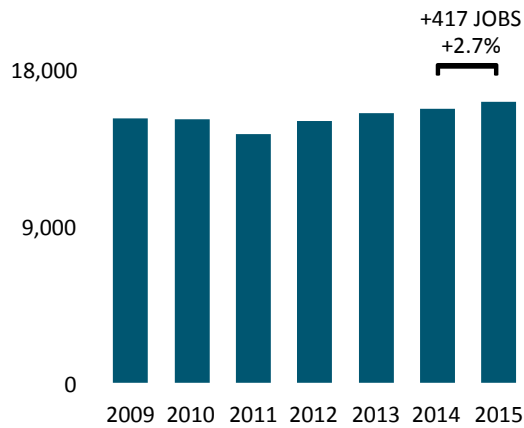


TECH INDUSTRY EMPLOYMENT	16,120
TECH BUSINESS ESTABLISHMENTS	2,388
TECH INDUSTRY PAYROLL	\$1.1 B
AVERAGE WAGE IN TECH INDUSTRY	\$71,304
% OF PRIVATE SECTOR WORKERS IN TECH	3.2%
STATE RANKINGS: TECH EMPLOYMENT	43 rd
STATE RANKINGS: AVERAGE TECH WAGE	42 rd

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

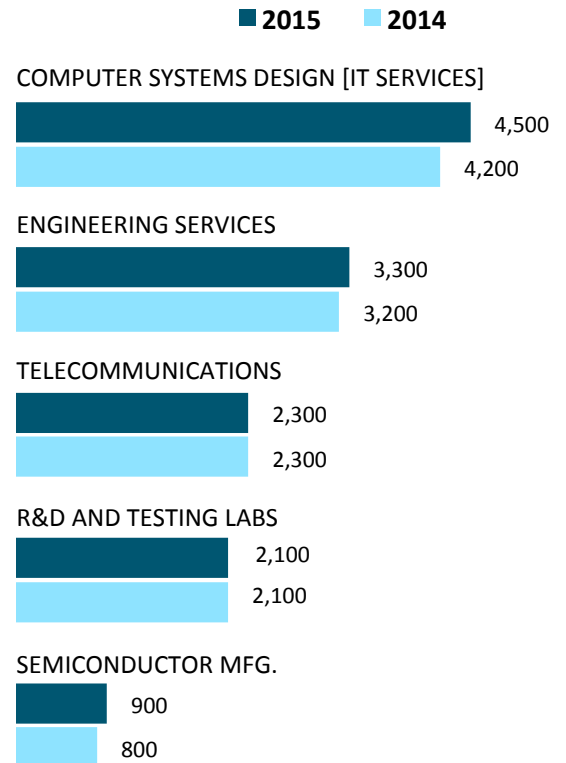
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



3.7%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE MAINE ECONOMY

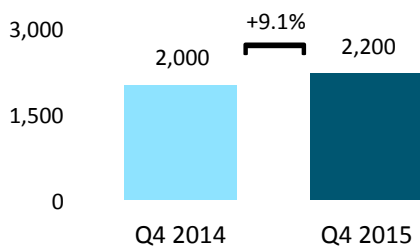
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



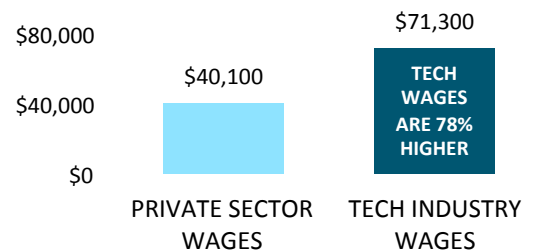
LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Computer User Support Specialists	1,900	3.3%
Computer Systems Analysts	1,500	4.8%
Software Developers, Applications	1,500	4.9%
Network and Computer Systems Administrators	1,300	1.9%
Computer and Information Systems Managers	1,100	3.3%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

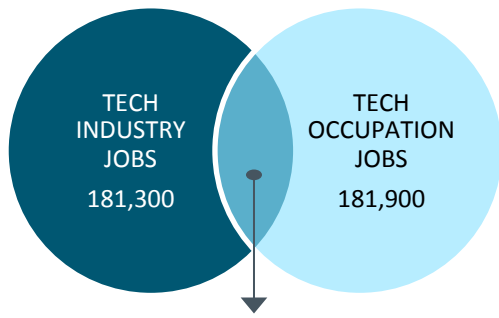


Source: Burning Glass Technologies Labor Insights



MARYLAND

STATE OF TECHNOLOGY IN MARYLAND



50% of Tech Industry Jobs Are in Tech Occupations

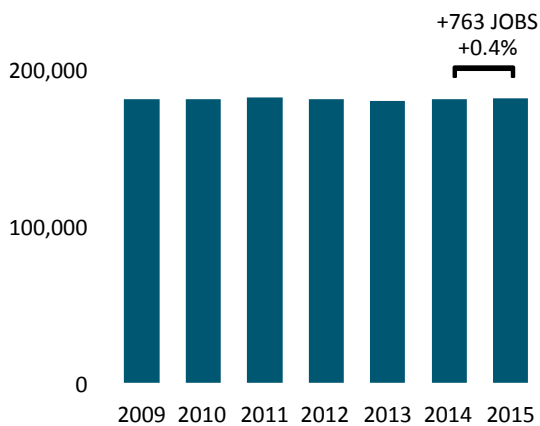
TECH INDUSTRY EMPLOYMENT	181,320
TECH BUSINESS ESTABLISHMENTS	13,879
TECH INDUSTRY PAYROLL	\$19.0 B
AVERAGE WAGE IN TECH INDUSTRY	\$104,659
% OF PRIVATE SECTOR WORKERS IN TECH	8.6%
STATE RANKINGS: TECH EMPLOYMENT	15 th
STATE RANKINGS: AVERAGE TECH WAGE	11 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

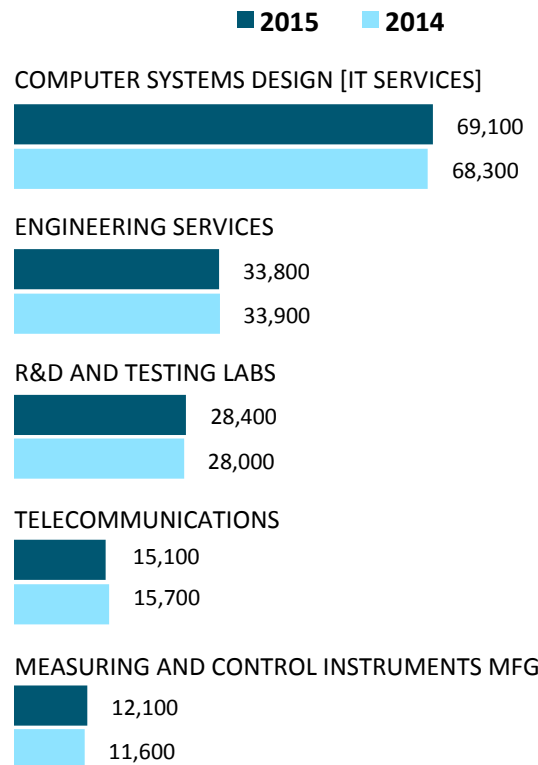
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



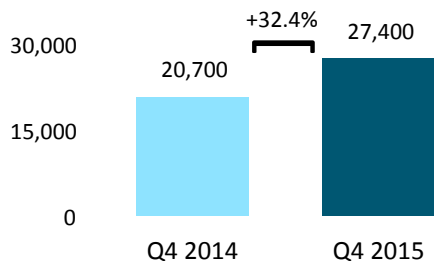
8.1%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE MARYLAND ECONOMY



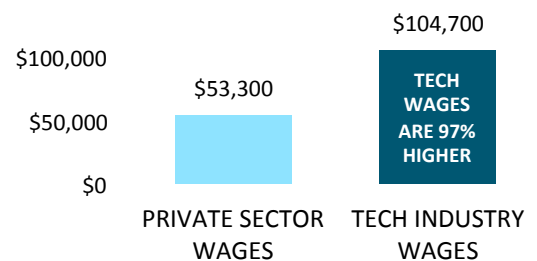
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Systems Software	14,500	1.0%
Software Developers, Applications	14,000	2.2%
Computer Systems Analysts	13,800	1.8%
Computer Occupations, Other	13,600	0.4%
Computer User Support Specialists	12,400	2.3%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

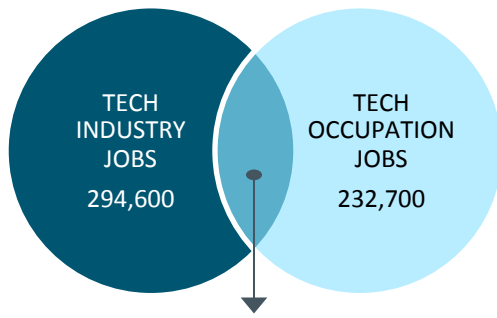


Source: Burning Glass Technologies Labor Insights



MASSACHUSETTS

STATE OF TECHNOLOGY IN MASSACHUSETTS



46% of Tech Industry Jobs Are in Tech Occupations

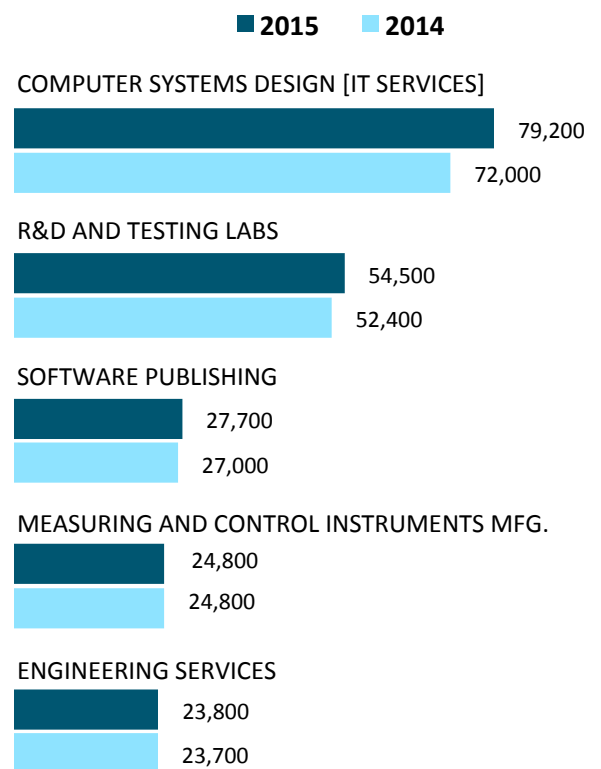
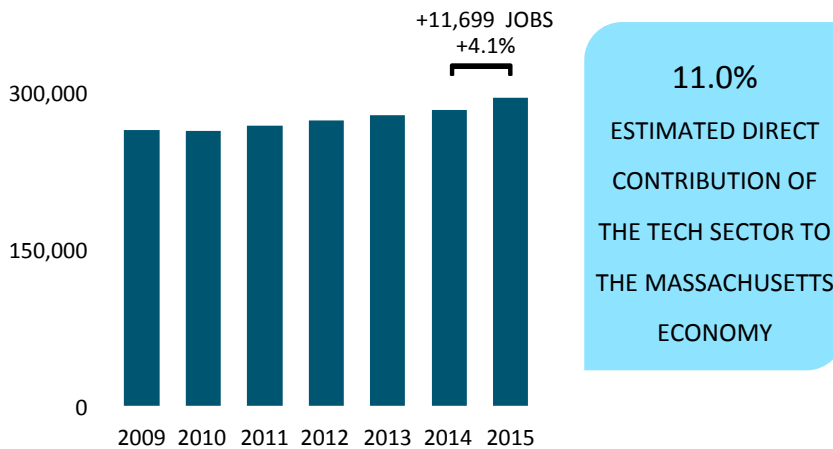
TECH INDUSTRY EMPLOYMENT	294,615
TECH BUSINESS ESTABLISHMENTS	15,325
TECH INDUSTRY PAYROLL	\$37.7 B
AVERAGE WAGE IN TECH INDUSTRY	\$127,875
% OF PRIVATE SECTOR WORKERS IN TECH	9.8%
STATE RANKINGS: TECH EMPLOYMENT	5 th
STATE RANKINGS: AVERAGE TECH WAGE	3 rd

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

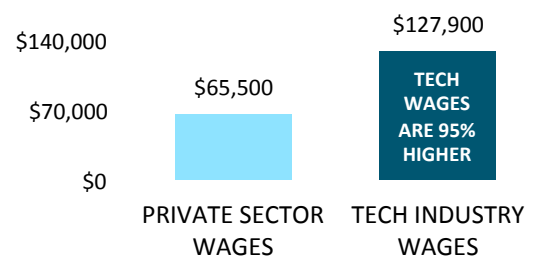
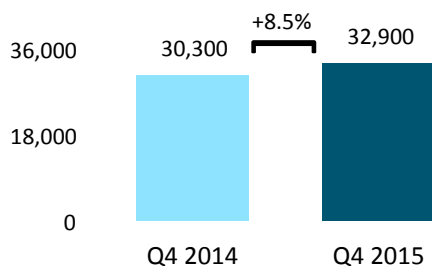


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Software Developers, Applications	27,600	6.1%
Software Developers, Systems Software	27,100	4.5%
Computer User Support Specialists	17,200	5.4%
Computer Systems Analysts	16,600	6.5%
Computer and Information Systems Managers	15,400	3.9%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)

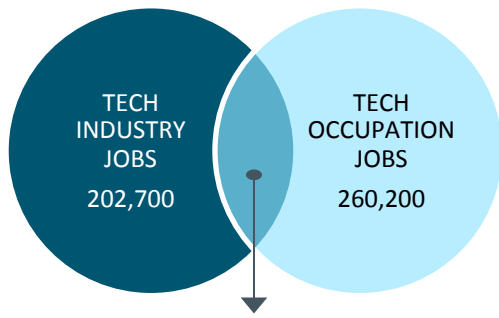


Source: Burning Glass Technologies Labor Insights



MICHIGAN

STATE OF TECHNOLOGY IN MICHIGAN



49% of Tech Industry Jobs Are in Tech Occupations

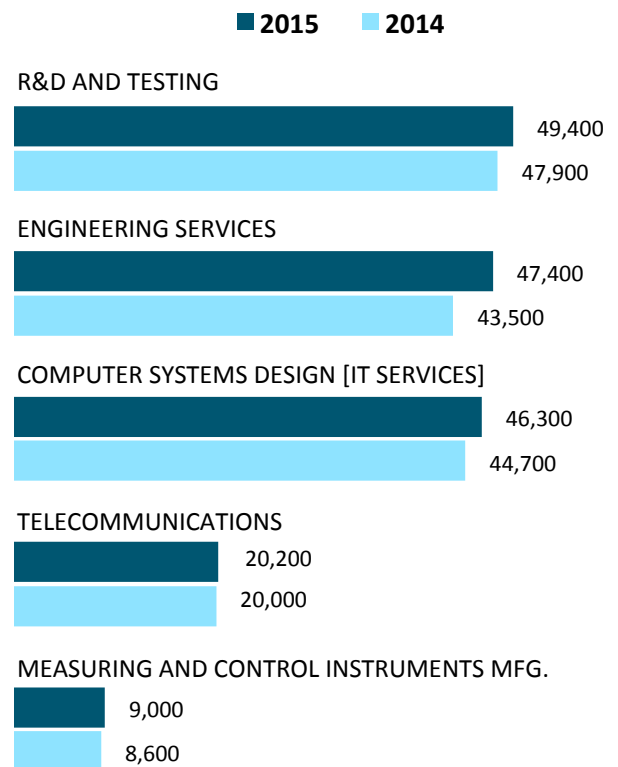
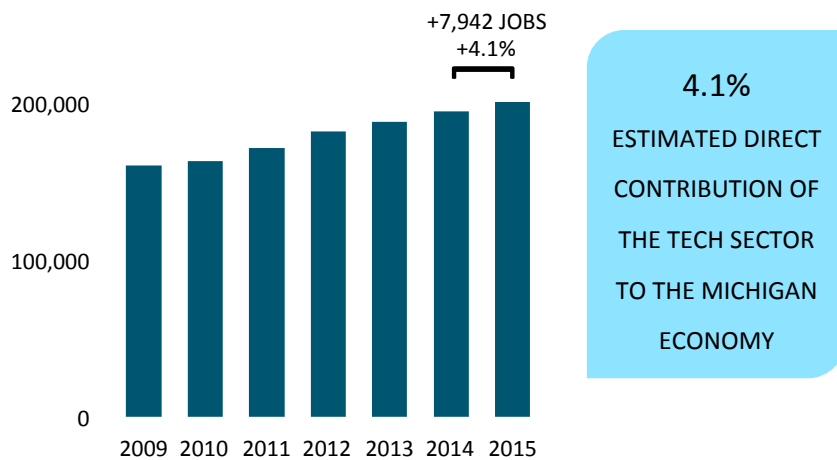
TECH INDUSTRY EMPLOYMENT	202,669
TECH BUSINESS ESTABLISHMENTS	11,186
TECH INDUSTRY PAYROLL	\$17.2 B
AVERAGE WAGE IN TECH INDUSTRY	\$84,844
% OF PRIVATE SECTOR WORKERS IN TECH	5.6%
STATE RANKINGS: TECH EMPLOYMENT	12 th
STATE RANKINGS: AVERAGE TECH WAGE	22 nd

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

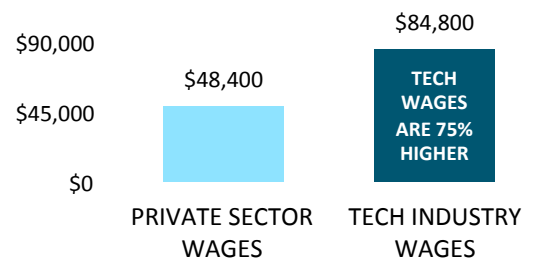
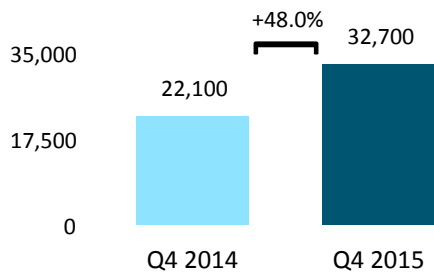


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Mechanical Engineers	36,800	3.8%
Industrial Engineers	21,800	4.1%
Computer User Support Specialists	20,900	2.5%
Software Developers, Applications	16,300	3.4%
Computer Systems Analysts	14,400	3.8%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)

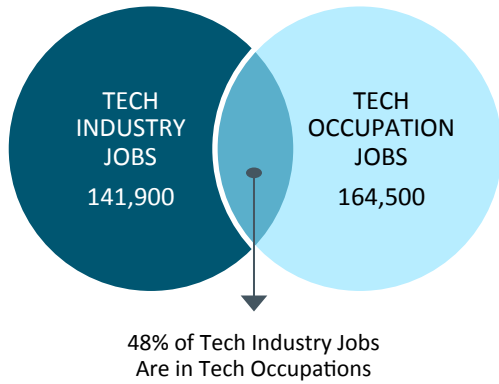


Source: Burning Glass Technologies Labor Insights



MINNESOTA

STATE OF TECHNOLOGY IN MINNESOTA



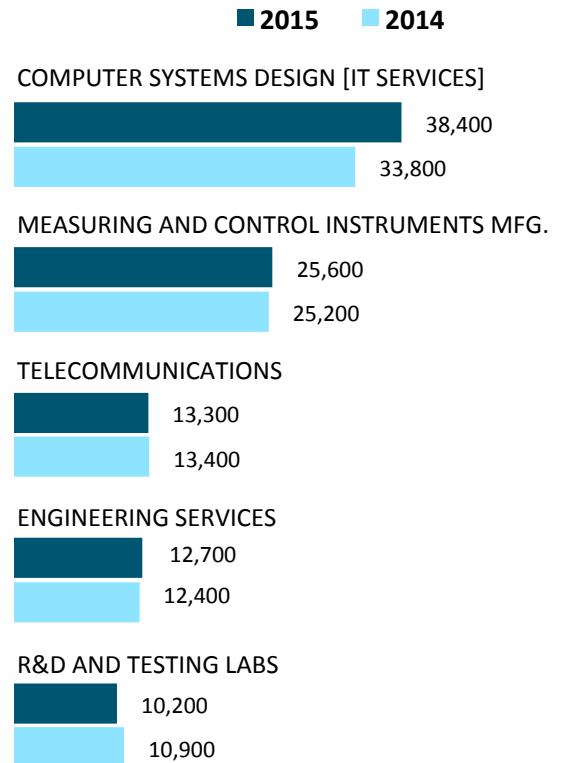
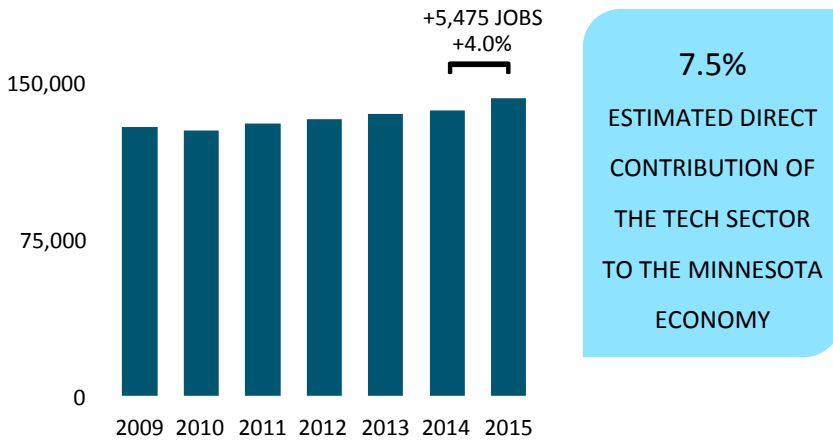
TECH INDUSTRY EMPLOYMENT	141,934
TECH BUSINESS ESTABLISHMENTS	9,418
TECH INDUSTRY PAYROLL	\$13.3 B
AVERAGE WAGE IN TECH INDUSTRY	\$93,479
% OF PRIVATE SECTOR WORKERS IN TECH	5.9%
STATE RANKINGS: TECH EMPLOYMENT	17 th
STATE RANKINGS: AVERAGE TECH WAGE	17 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

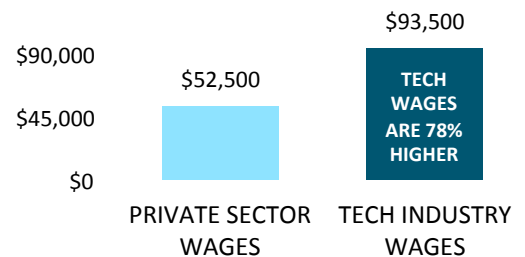
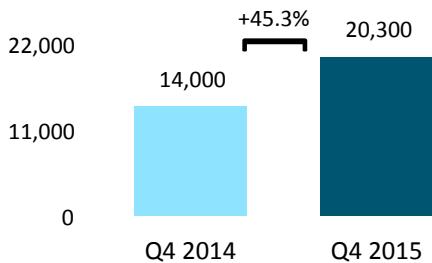


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Computer Systems Analysts	14,300	5.3%
Computer User Support Specialists	13,400	4.0%
Software Developers, Applications	13,100	6.3%
Computer and Information Systems Managers	10,000	3.1%
Software Developers, Systems Software	9,400	5.3%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)

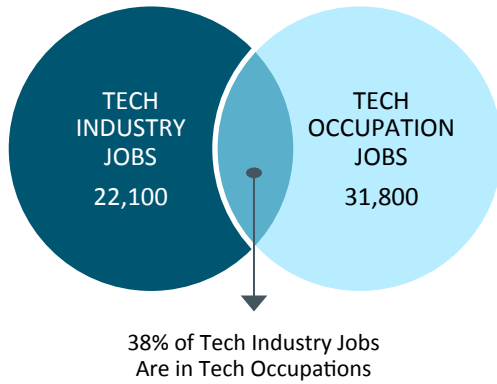


Source: Burning Glass Technologies Labor Insights



MISSISSIPPI

STATE OF TECHNOLOGY IN MISSISSIPPI

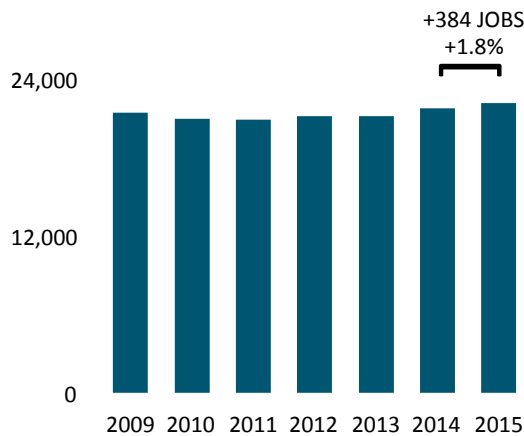


TECH INDUSTRY EMPLOYMENT	22,132
TECH BUSINESS ESTABLISHMENTS	2,892
TECH INDUSTRY PAYROLL	\$1.3 B
AVERAGE WAGE IN TECH INDUSTRY	\$60,397
% OF PRIVATE SECTOR WORKERS IN TECH	2.5%
STATE RANKINGS: TECH EMPLOYMENT	40 th
STATE RANKINGS: AVERAGE TECH WAGE	50 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

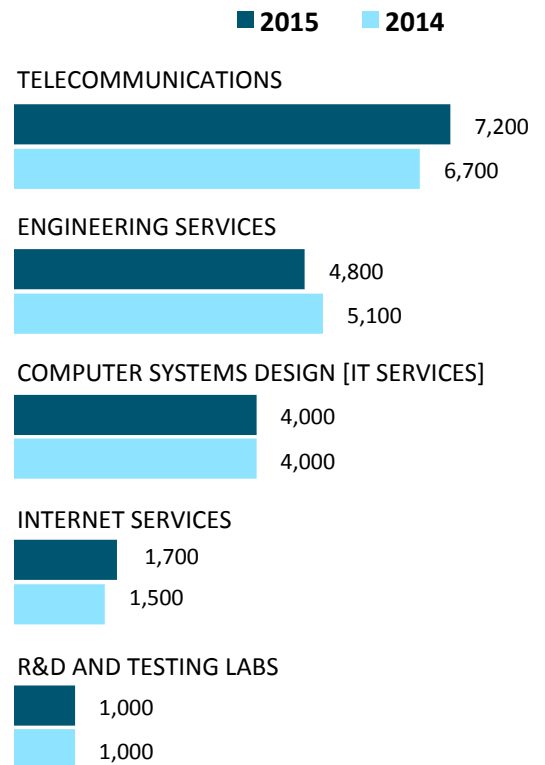
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



2.6%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE MISSISSIPPI ECONOMY

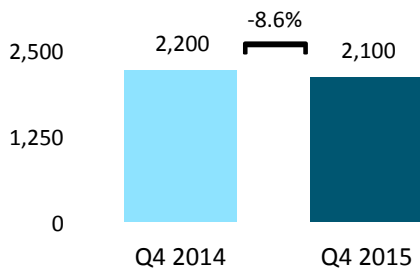
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



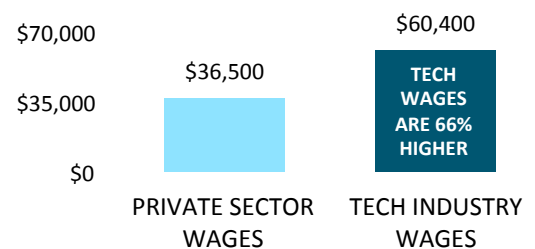
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer User Support Specialists	2,400	3.1%
Telecom Equipment Installers and Repairers	1,900	4.7%
Computer Systems Analysts	1,800	4.4%
Industrial Engineers	1,700	3.3%
Electrical and Electronic Equipment Assemblers	1,400	1.5%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

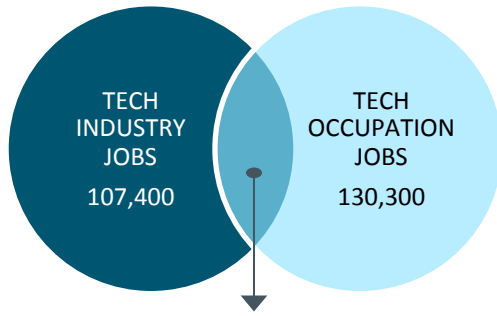


Source: Burning Glass Technologies Labor Insights



MISSOURI

STATE OF TECHNOLOGY IN MISSOURI



46% of Tech Industry Jobs Are in Tech Occupations

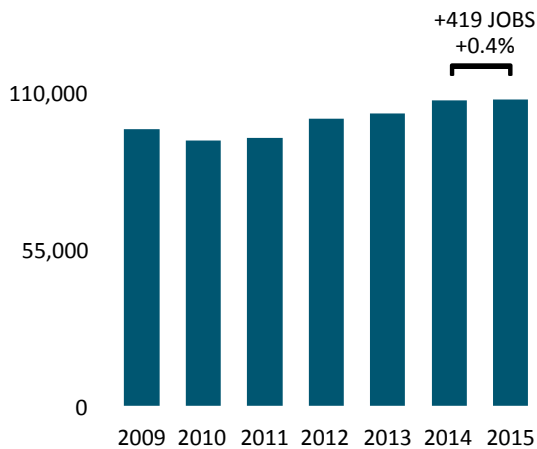
TECH INDUSTRY EMPLOYMENT	107,365
TECH BUSINESS ESTABLISHMENTS	7,662
TECH INDUSTRY PAYROLL	\$9.1 B
AVERAGE WAGE IN TECH INDUSTRY	\$84,836
% OF PRIVATE SECTOR WORKERS IN TECH	4.7%
STATE RANKINGS: TECH EMPLOYMENT	19 th
STATE RANKINGS: AVERAGE TECH WAGE	23 rd

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

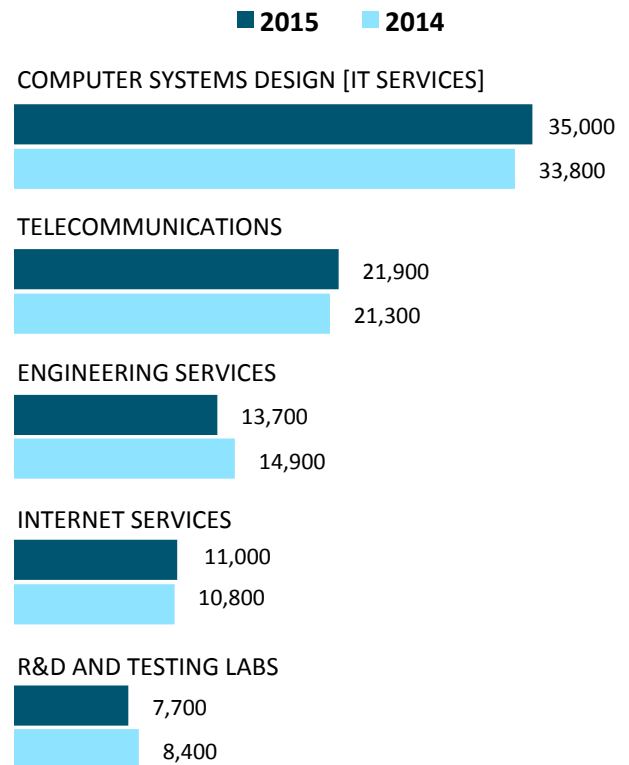
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



6.2% ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE MISSOURI ECONOMY

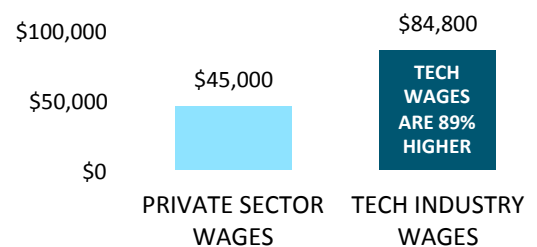
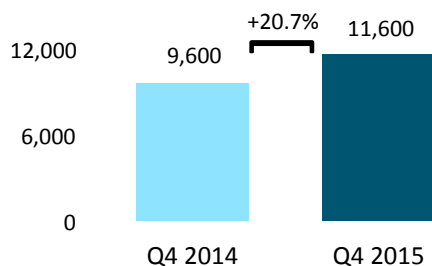


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Computer User Support Specialists	13,800	2.2%
Software Developers, Applications	12,500	2.5%
Computer Systems Analysts	11,400	2.8%
Network and Computer Systems Administrators	8,000	1.5%
Computer Programmers	7,800	0.4%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)

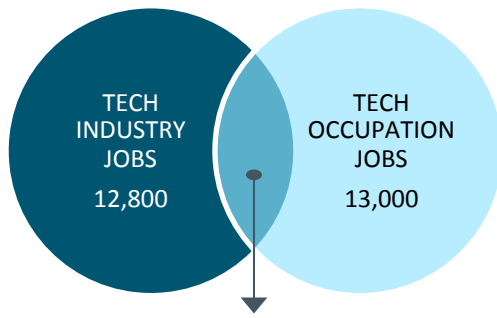


Source: Burning Glass Technologies Labor Insights



MONTANA

STATE OF TECHNOLOGY IN MONTANA



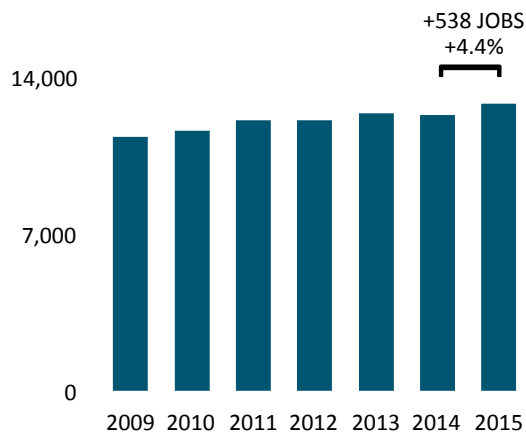
41% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	12,811
TECH BUSINESS ESTABLISHMENTS	1,952
TECH INDUSTRY PAYROLL	\$0.9 B
AVERAGE WAGE IN TECH INDUSTRY	\$66,826
% OF PRIVATE SECTOR WORKERS IN TECH	3.5%
STATE RANKINGS: TECH EMPLOYMENT	48 th
STATE RANKINGS: AVERAGE TECH WAGE	47 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

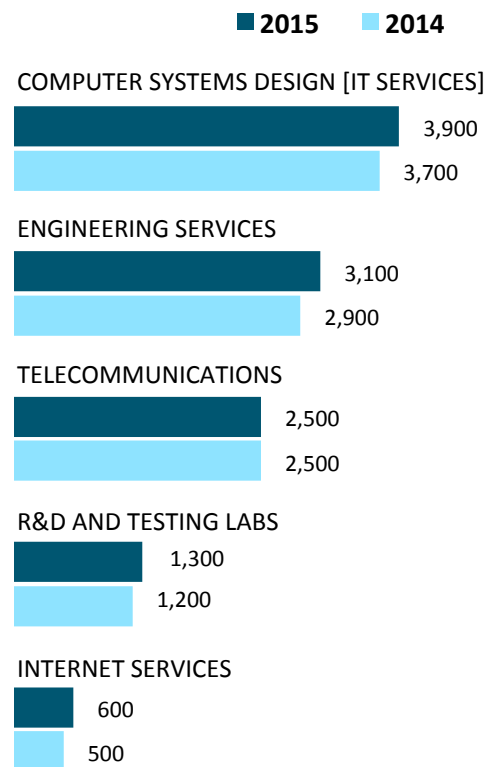
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



2.9% ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE MONTANA ECONOMY

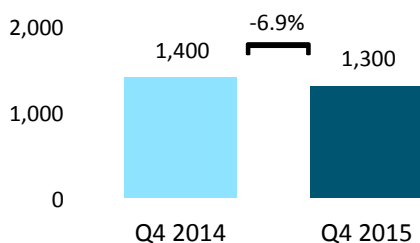
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



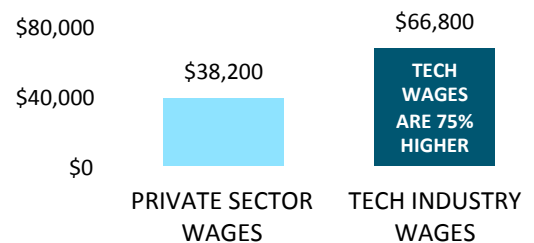
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer User Support Specialists	1,700	1.6%
Computer Programmers	800	2.1%
Software Developers, Applications	800	8.3%
Telecom Equipment Installers and Repairers	800	1.9%
Computer Systems Analysts	700	7.4%

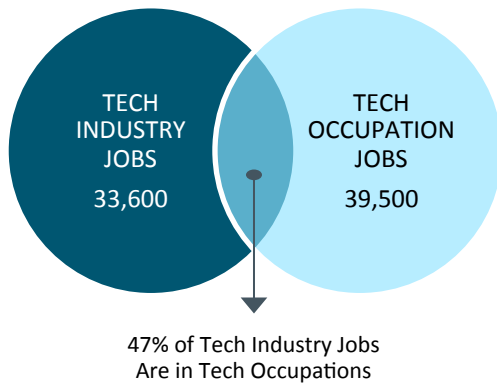
POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

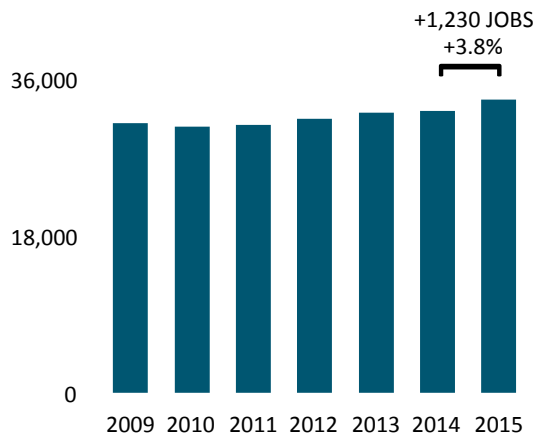


TECH INDUSTRY EMPLOYMENT	33,562
TECH BUSINESS ESTABLISHMENTS	3,052
TECH INDUSTRY PAYROLL	\$2.4 B
AVERAGE WAGE IN TECH INDUSTRY	\$70,922
% OF PRIVATE SECTOR WORKERS IN TECH	4.2%
STATE RANKINGS: TECH EMPLOYMENT	36 th
STATE RANKINGS: AVERAGE TECH WAGE	43 rd

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

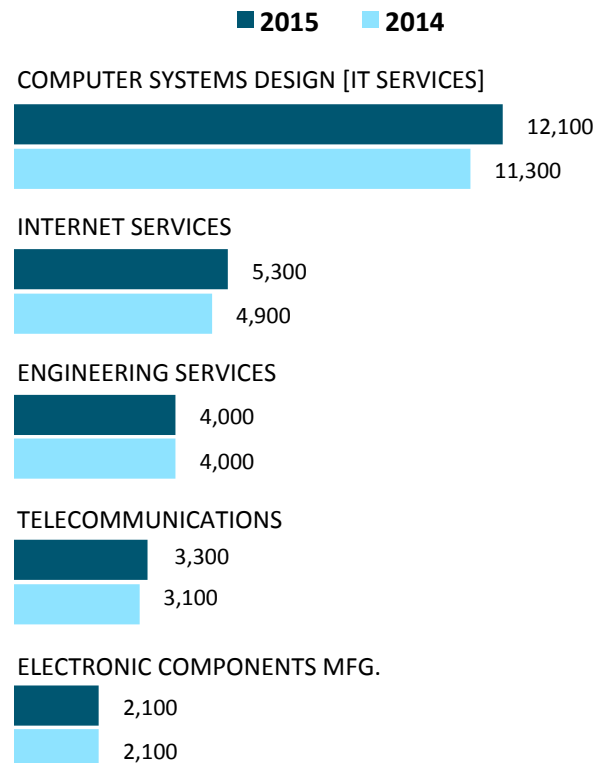
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



3.9%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE NEBRASKA ECONOMY

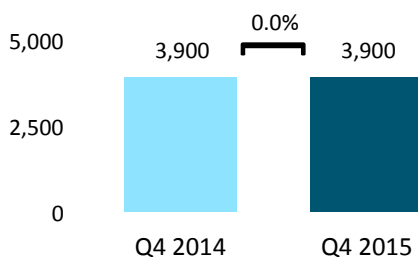
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



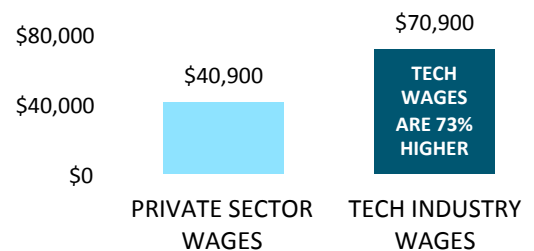
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	4,400	4.7%
Computer User Support Specialists	3,900	3.4%
Computer Systems Analysts	3,200	4.9%
Computer Programmers	3,100	1.5%
Network and Computer Systems Administrators	3,100	1.9%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

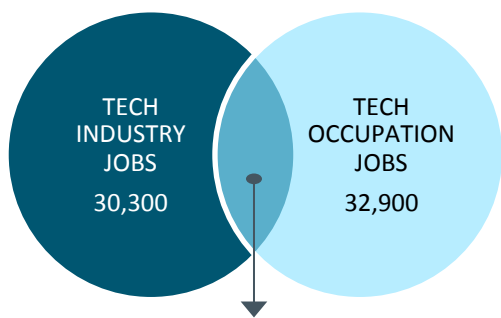


Source: Burning Glass Technologies Labor Insights



NEVADA

STATE OF TECHNOLOGY IN NEVADA



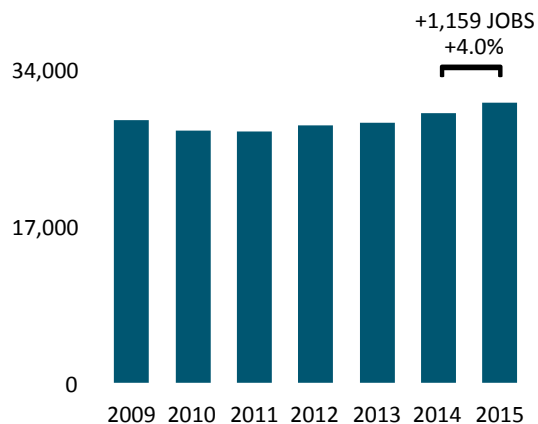
36% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	30,306
TECH BUSINESS ESTABLISHMENTS	4,734
TECH INDUSTRY PAYROLL	\$2.5 B
AVERAGE WAGE IN TECH INDUSTRY	\$81,894
% OF PRIVATE SECTOR WORKERS IN TECH	2.8%
STATE RANKINGS: TECH EMPLOYMENT	38 th
STATE RANKINGS: AVERAGE TECH WAGE	25 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

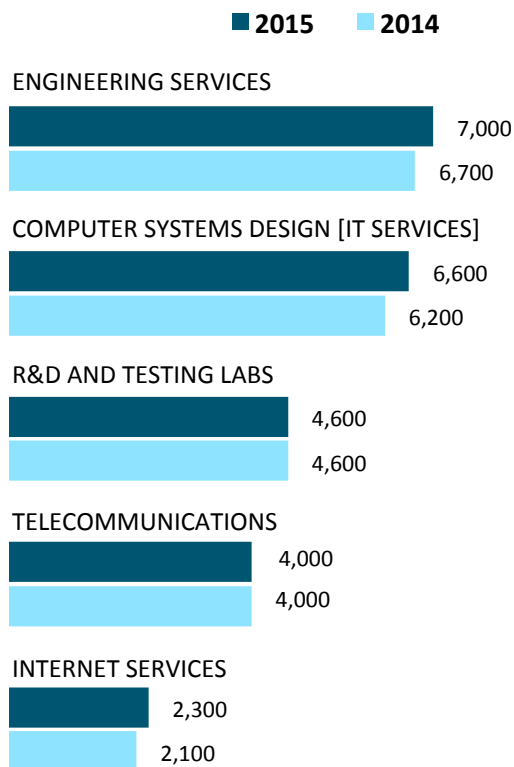
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



2.8%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE NEVADA ECONOMY

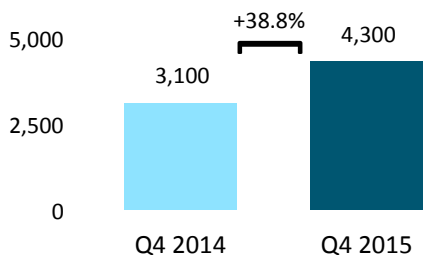
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



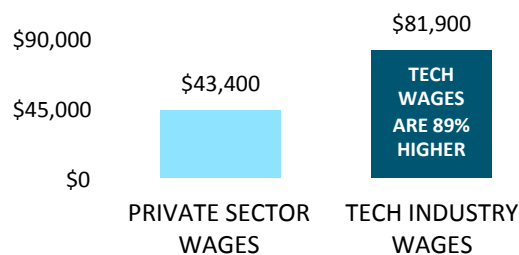
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	2,800	5.7%
Computer Occupations, Other	2,700	2.1%
Computer User Support Specialists	2,200	5.8%
Computer Systems Analysts	2,000	6.9%
Network and Computer Systems Administrators	1,700	4.2%

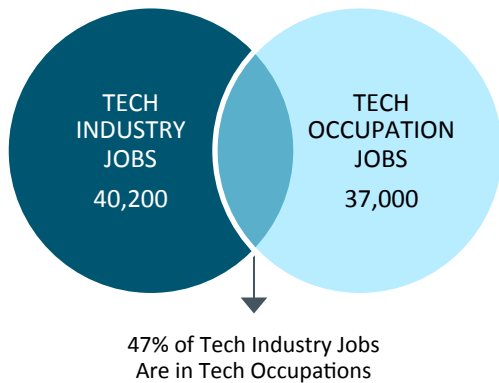
POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

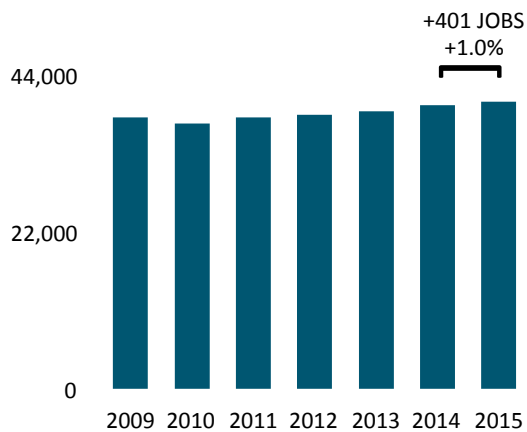


TECH INDUSTRY EMPLOYMENT	40,185
TECH BUSINESS ESTABLISHMENTS	3,941
TECH INDUSTRY PAYROLL	\$4.0 B
AVERAGE WAGE IN TECH INDUSTRY	\$100,682
% OF PRIVATE SECTOR WORKERS IN TECH	7.3%
STATE RANKINGS: TECH EMPLOYMENT	33 rd
STATE RANKINGS: AVERAGE TECH WAGE	13 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

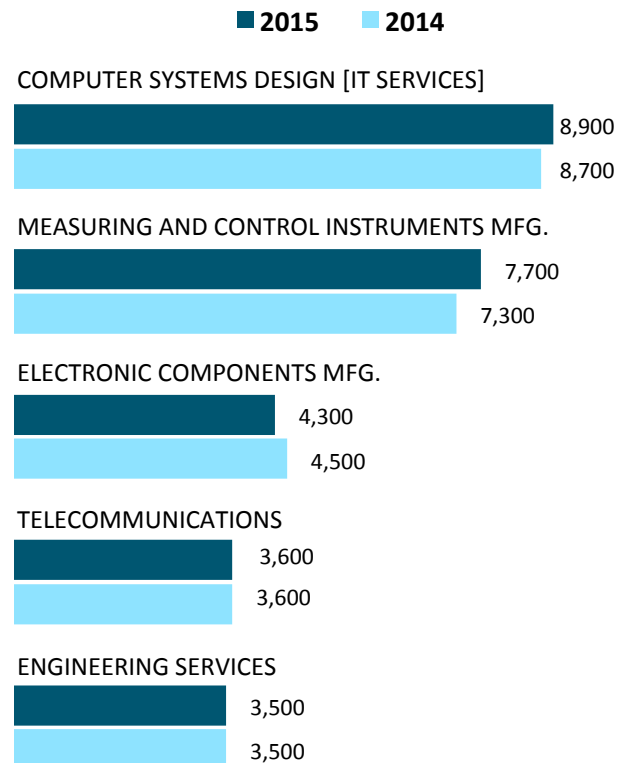
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



8.7%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE NEW HAMPSHIRE ECONOMY

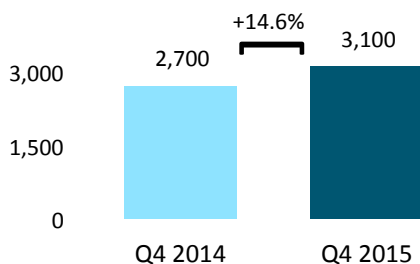
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



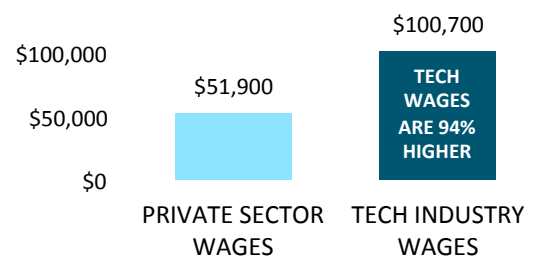
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	4,200	2.6%
Computer User Support Specialists	2,400	2.1%
Computer Systems Analysts	2,100	2.6%
Electrical and Electronic Equipment Assemblers	2,100	2.4%
Computer-Controlled Machine Tool Operators	1,900	4.2%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

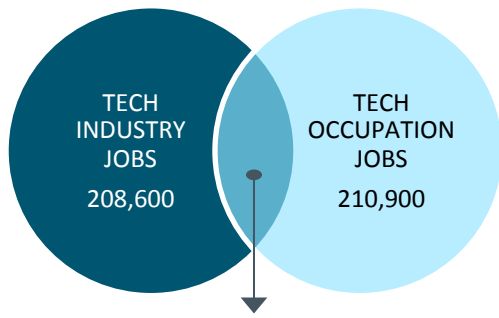


Source: Burning Glass Technologies Labor Insights



NEW JERSEY

STATE OF TECHNOLOGY IN NEW JERSEY



47% of Tech Industry Jobs Are in Tech Occupations

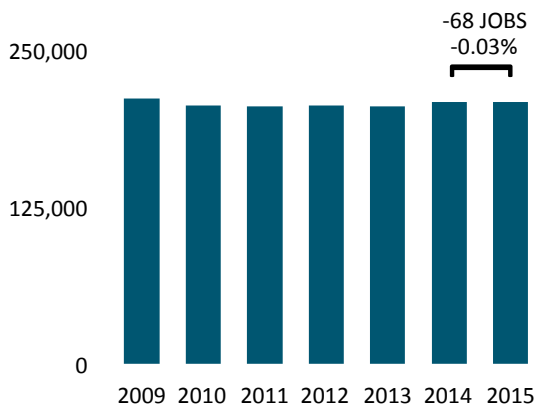
TECH INDUSTRY EMPLOYMENT	208,581
TECH BUSINESS ESTABLISHMENTS	15,545
TECH INDUSTRY PAYROLL	\$24.7 B
AVERAGE WAGE IN TECH INDUSTRY	\$118,490
% OF PRIVATE SECTOR WORKERS IN TECH	6.3%
STATE RANKINGS: TECH EMPLOYMENT	10 th
STATE RANKINGS: AVERAGE TECH WAGE	4 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

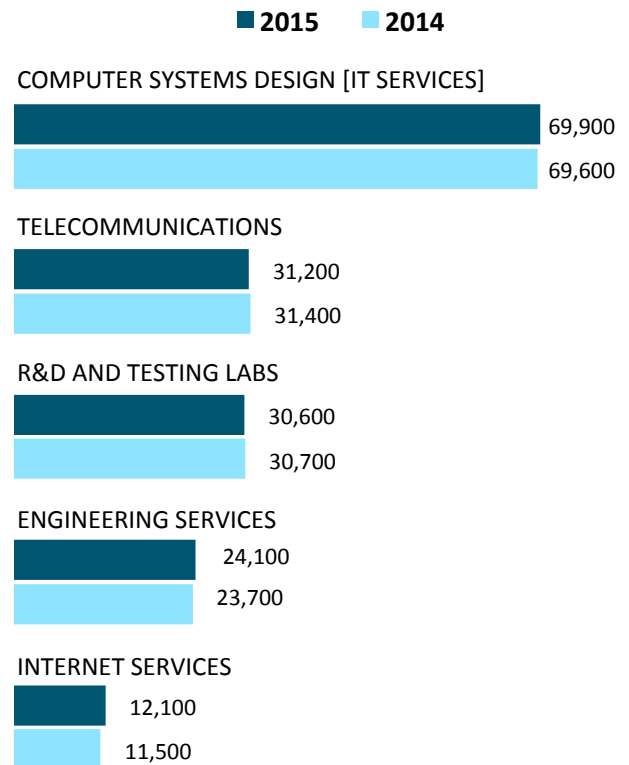
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



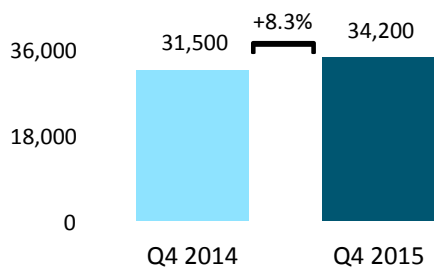
7.0%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE NEW JERSEY ECONOMY



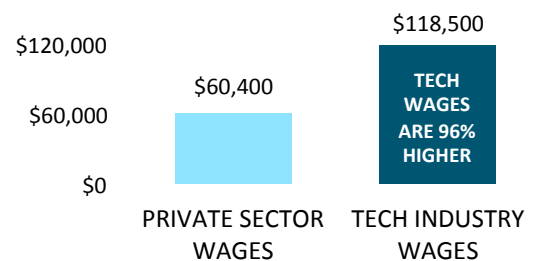
LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Software Developers, Applications	36,800	-0.1%
Computer Programmers	15,900	-1.3%
Computer Systems Analysts	15,000	1.3%
Computer User Support Specialists	14,800	1.6%
Computer and Information Systems Managers	13,600	-0.2%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

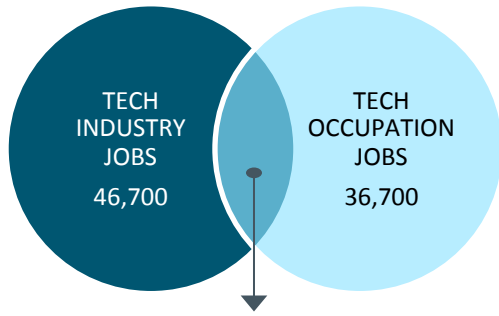


Source: Burning Glass Technologies Labor Insights



NEW MEXICO

STATE OF TECHNOLOGY IN NEW MEXICO



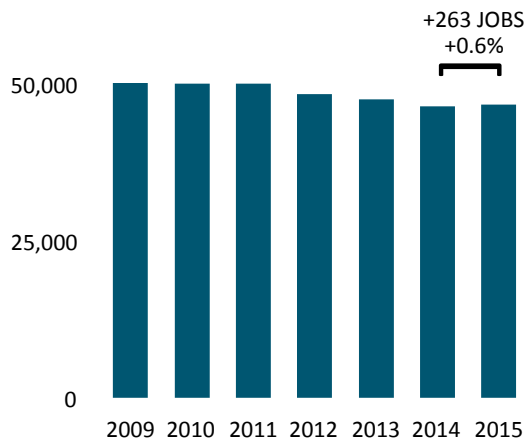
39% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	46,723
TECH BUSINESS ESTABLISHMENTS	2,953
TECH INDUSTRY PAYROLL	\$3.8 B
AVERAGE WAGE IN TECH INDUSTRY	\$81,743
% OF PRIVATE SECTOR WORKERS IN TECH	7.5%
STATE RANKINGS: TECH EMPLOYMENT	32 nd
STATE RANKINGS: AVERAGE TECH WAGE	26 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

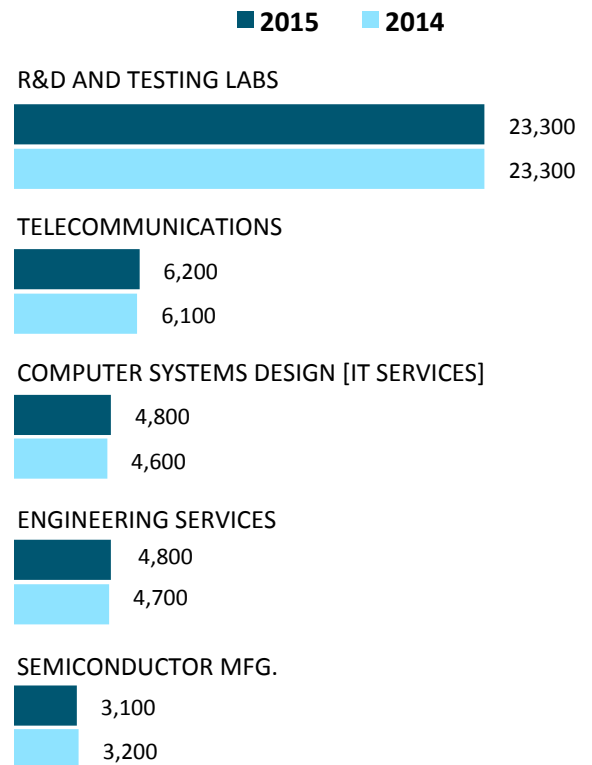
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



5.5%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE NEW MEXICO ECONOMY

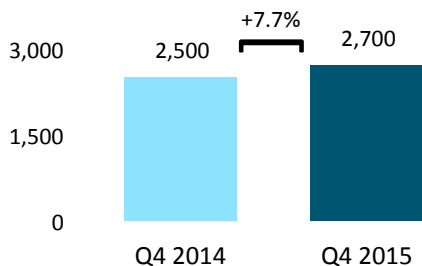
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



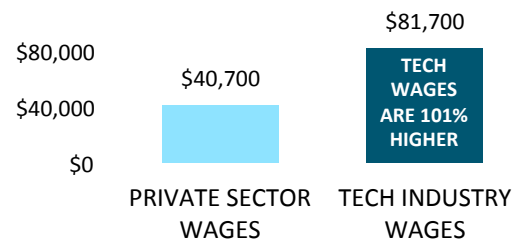
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Engineers, Other	3,000	-1.0%
Computer User Support Specialists	2,900	1.7%
Architectural and Engineering Managers	1,800	0.8%
Network and Computer Systems Administrators	1,800	0.9%
Software Developers, Systems Software	1,700	0.7%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

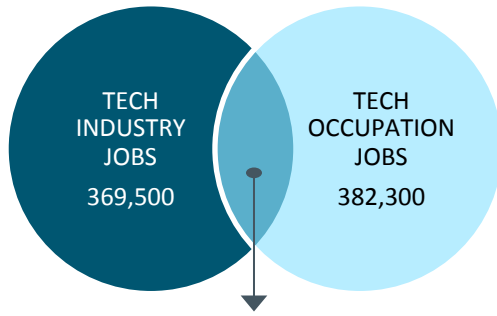


Source: Burning Glass Technologies Labor Insights



NEW YORK

STATE OF TECHNOLOGY IN NEW YORK



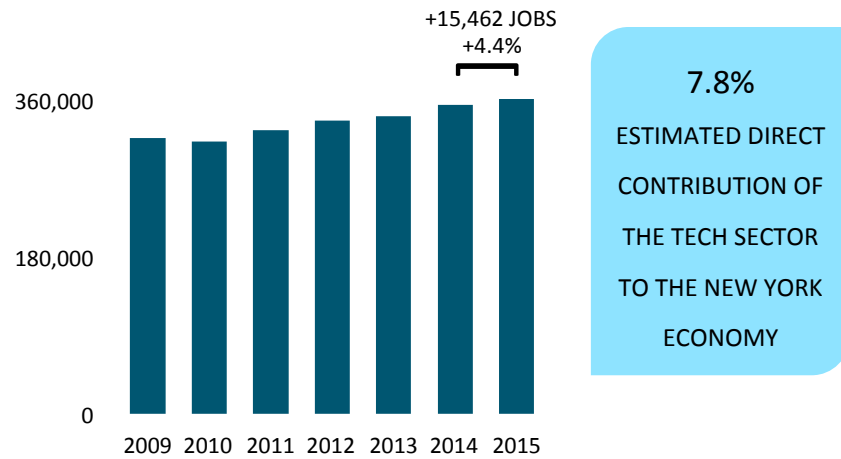
43% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	369,533
TECH BUSINESS ESTABLISHMENTS	23,674
TECH INDUSTRY PAYROLL	\$40.4 B
AVERAGE WAGE IN TECH INDUSTRY	\$109,193
% OF PRIVATE SECTOR WORKERS IN TECH	4.8%
STATE RANKINGS: TECH EMPLOYMENT	3 rd
STATE RANKINGS: AVERAGE TECH WAGE	5 th

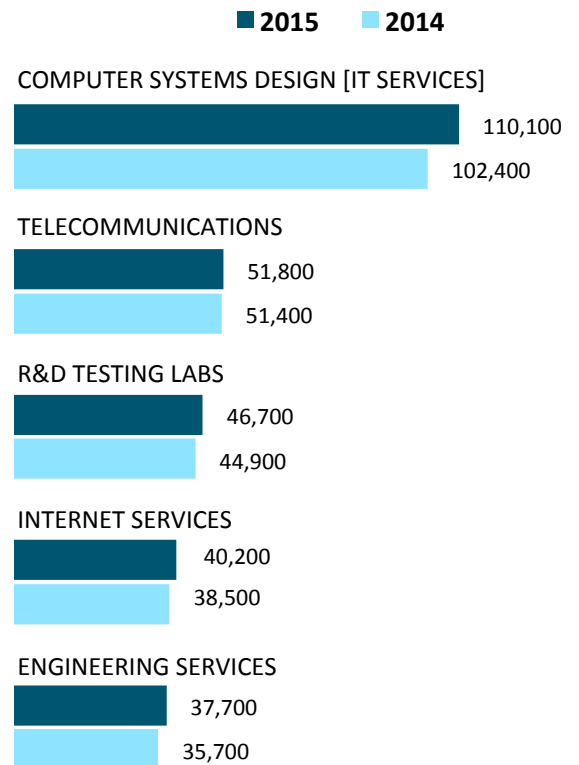
Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



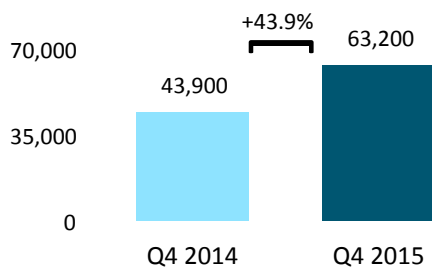
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



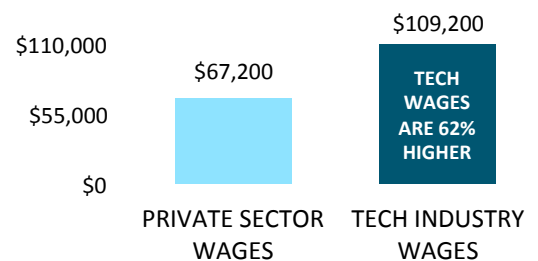
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	46,200	4.7%
Computer User Support Specialists	37,400	3.5%
Computer Systems Analysts	35,300	4.2%
Computer and Information Systems Managers	25,400	2.8%
Network and Computer Systems Administrators	23,700	2.6%

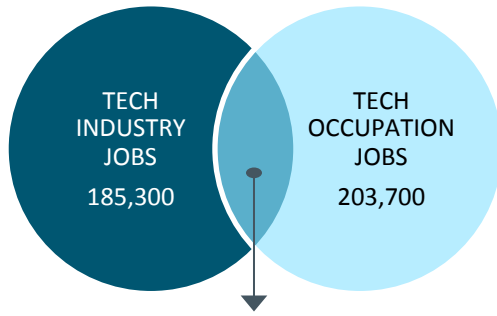
POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights



45% of Tech Industry Jobs Are in Tech Occupations

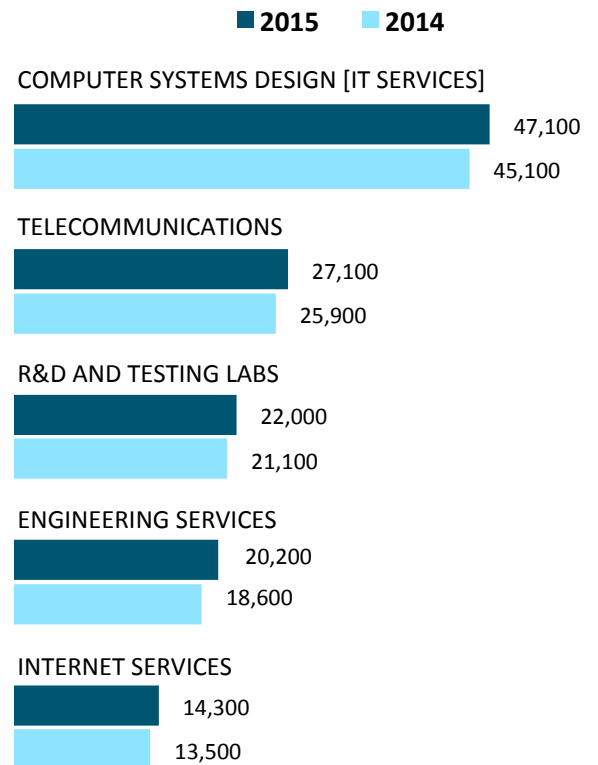
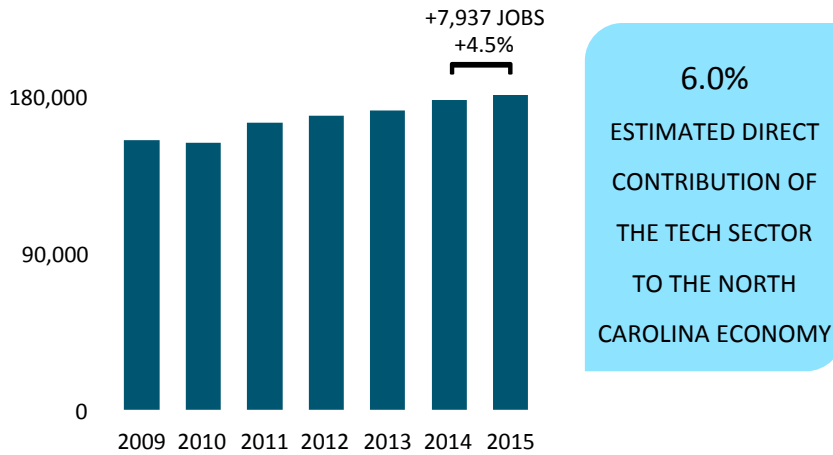
TECH INDUSTRY EMPLOYMENT	185,268
TECH BUSINESS ESTABLISHMENTS	15,531
TECH INDUSTRY PAYROLL	\$16.9 B
AVERAGE WAGE IN TECH INDUSTRY	\$91,363
% OF PRIVATE SECTOR WORKERS IN TECH	5.3%
STATE RANKINGS: TECH EMPLOYMENT	14 th
STATE RANKINGS: AVERAGE TECH WAGE	19 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

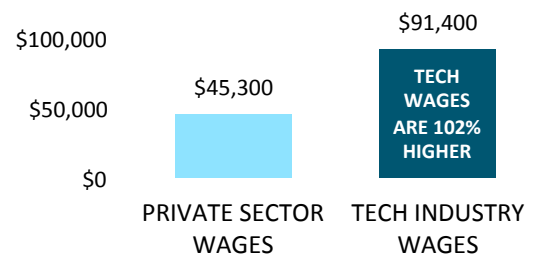
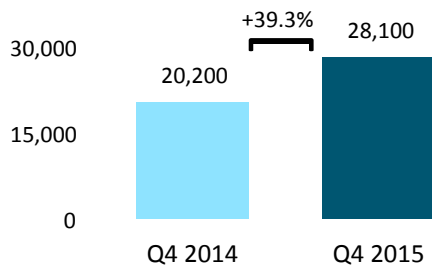


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Software Developers, Applications	22,700	4.5%
Computer User Support Specialists	20,100	3.6%
Computer Systems Analysts	17,800	4.3%
Computer and Information Systems Managers	12,500	3.2%
Software Developers, Systems Software	11,300	4.9%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)

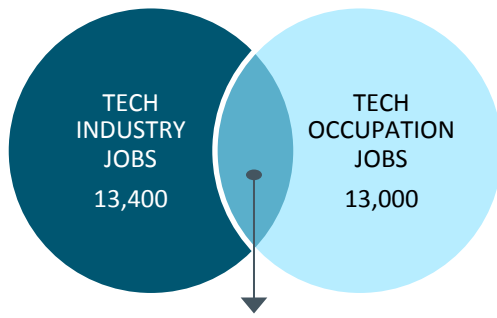


Source: Burning Glass Technologies Labor Insights



NORTH DAKOTA

STATE OF TECHNOLOGY IN NORTH DAKOTA



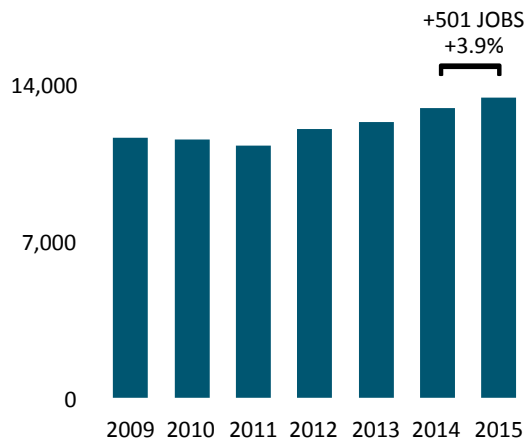
36% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	13,398
TECH BUSINESS ESTABLISHMENTS	1,209
TECH INDUSTRY PAYROLL	\$1.1 B
AVERAGE WAGE IN TECH INDUSTRY	\$79,588
% OF PRIVATE SECTOR WORKERS IN TECH	3.6%
STATE RANKINGS: TECH EMPLOYMENT	47 th
STATE RANKINGS: AVERAGE TECH WAGE	31 st

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

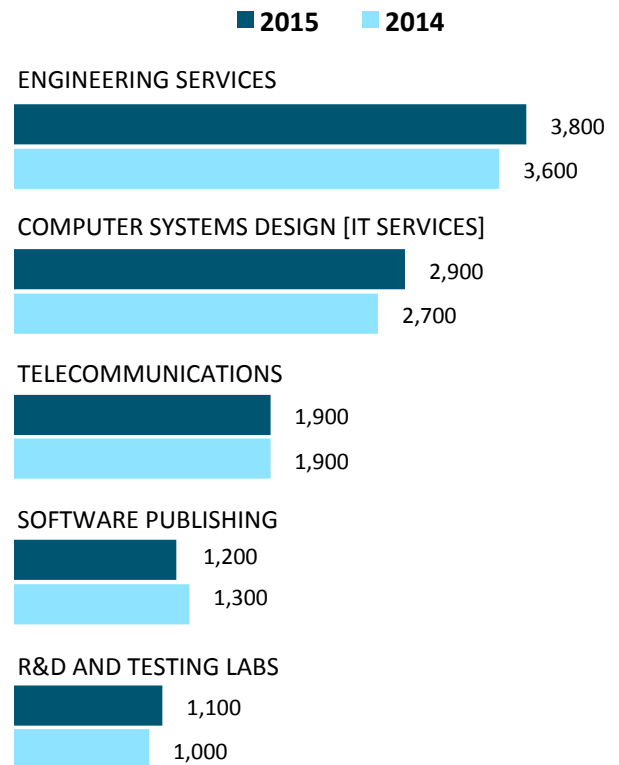
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



2.9%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE NORTH DAKOTA ECONOMY

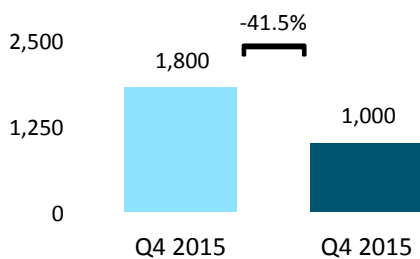
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



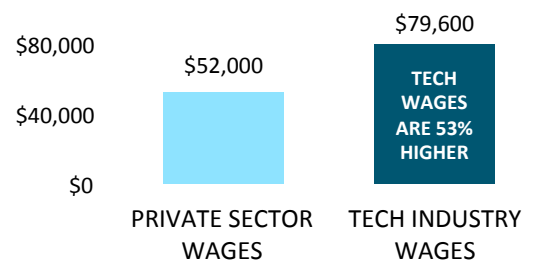
LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Computer User Support Specialists	1,600	0.9%
Software Developers, Applications	1,200	3.0%
Computer Systems Analysts	600	6.6%
Computer Occupations, Other	500	0.7%
Mechanical Engineers	500	0.7%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

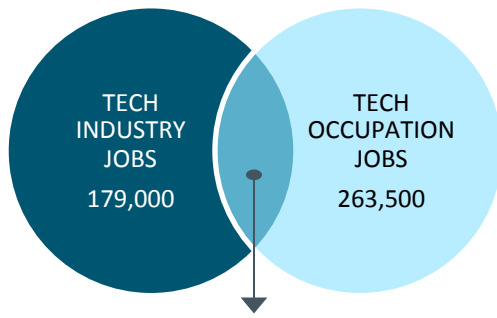


Source: Burning Glass Technologies Labor Insights



OHIO

STATE OF TECHNOLOGY IN OHIO



46% of Tech Industry Jobs Are in Tech Occupations

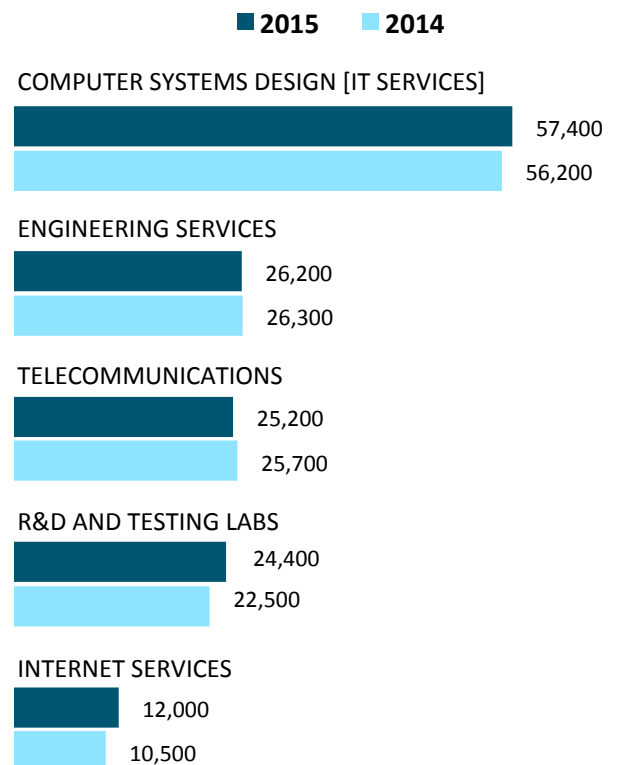
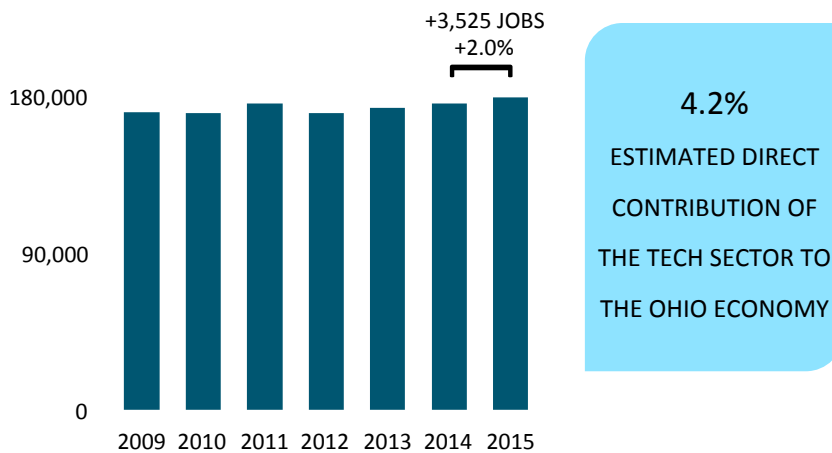
TECH INDUSTRY EMPLOYMENT	179,026
TECH BUSINESS ESTABLISHMENTS	14,705
TECH INDUSTRY PAYROLL	\$13.9 B
AVERAGE WAGE IN TECH INDUSTRY	\$77,753
% OF PRIVATE SECTOR WORKERS IN TECH	3.9%
STATE RANKINGS: TECH EMPLOYMENT	16 th
STATE RANKINGS: AVERAGE TECH WAGE	36 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

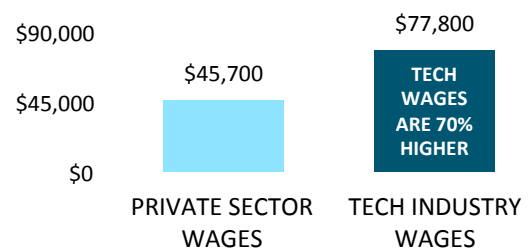
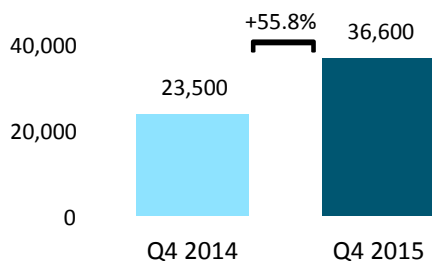


LEADING OCCUPATIONAL JOB CATEGORIES

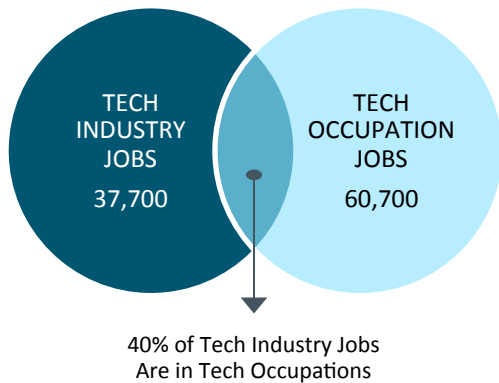
	2015	YoY % Change
Software Developers, Applications	27,400	2.0%
Computer Systems Analysts	26,800	2.0%
Computer User Support Specialists	16,900	2.5%
Network and Computer Systems Administrators	13,800	1.2%
Computer-Controlled Machine Tool Operators	13,000	2.1%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

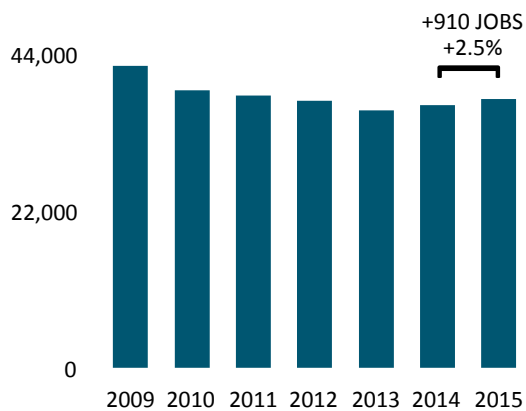


TECH INDUSTRY EMPLOYMENT	37,701
TECH BUSINESS ESTABLISHMENTS	4,025
TECH INDUSTRY PAYROLL	\$2.6 B
AVERAGE WAGE IN TECH INDUSTRY	\$68,438
% OF PRIVATE SECTOR WORKERS IN TECH	3.0%
STATE RANKINGS: TECH EMPLOYMENT	34 th
STATE RANKINGS: AVERAGE TECH WAGE	44 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

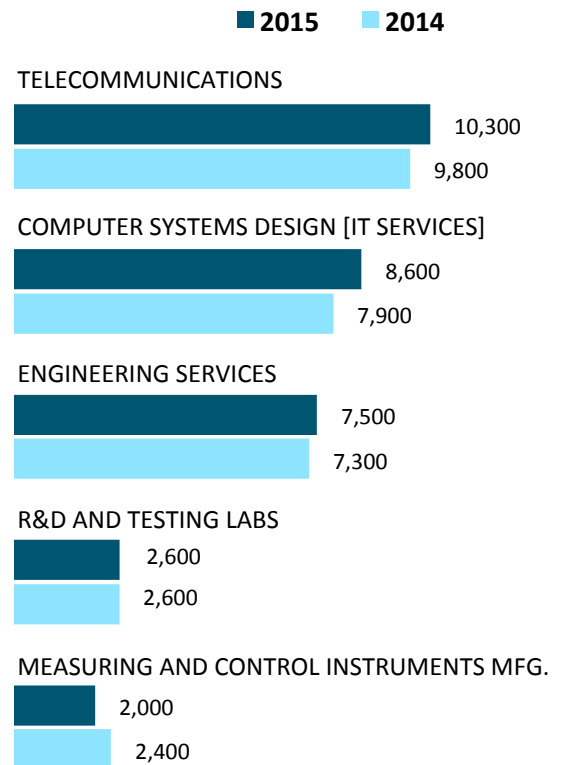
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



3.1%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE OKLAHOMA ECONOMY

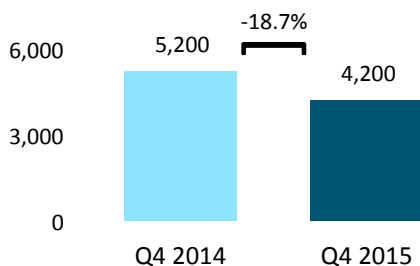
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



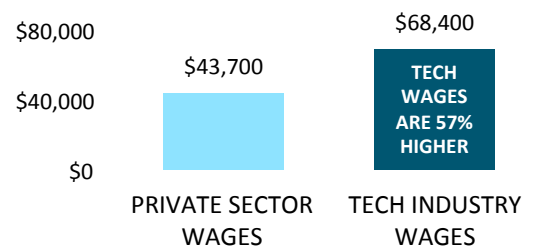
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer User Support Specialists	7,100	1.3%
Software Developers, Applications	4,400	3.2%
Computer Systems Analysts	3,200	1.7%
Computer and Information Systems Managers	3,000	0.7%
Computer-Controlled Machine Tool Operators	2,600	-3.7%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

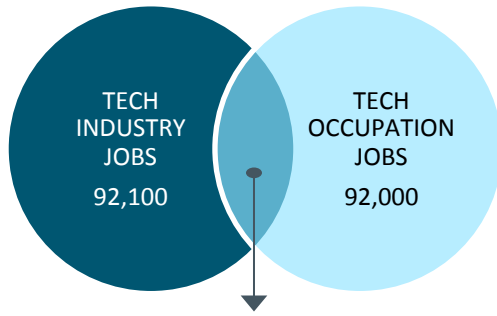


Source: Burning Glass Technologies Labor Insights



OREGON

STATE OF TECHNOLOGY IN OREGON



48% of Tech Industry Jobs Are in Tech Occupations

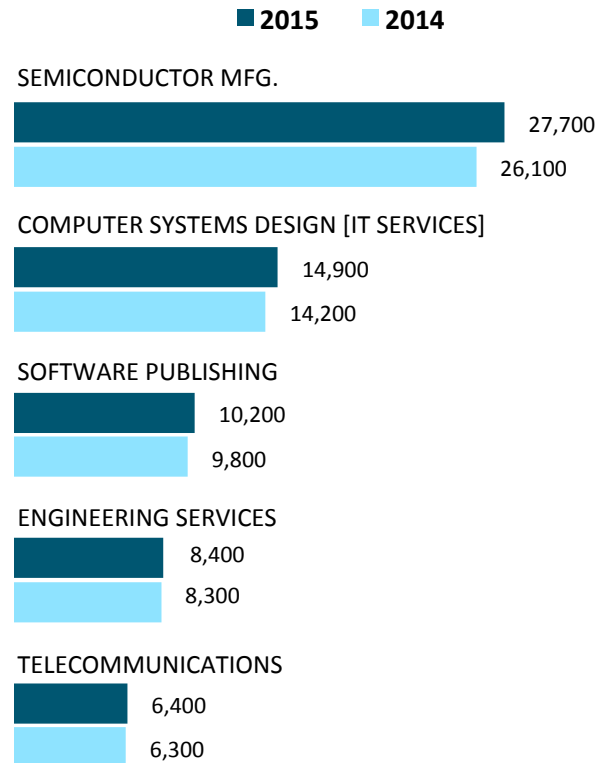
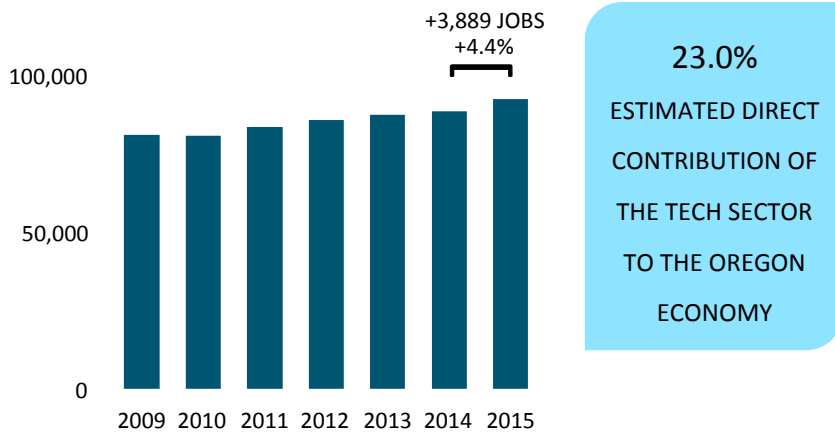
TECH INDUSTRY EMPLOYMENT	92,109
TECH BUSINESS ESTABLISHMENTS	6,368
TECH INDUSTRY PAYROLL	\$9.7 B
AVERAGE WAGE IN TECH INDUSTRY	\$105,263
% OF PRIVATE SECTOR WORKERS IN TECH	6.1%
STATE RANKINGS: TECH EMPLOYMENT	21 st
STATE RANKINGS: AVERAGE TECH WAGE	10 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

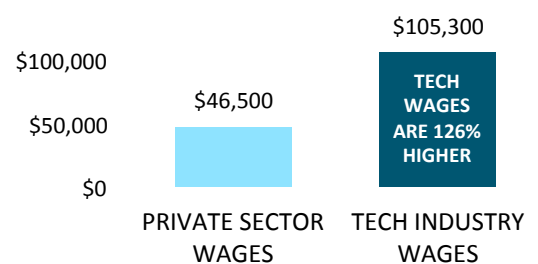
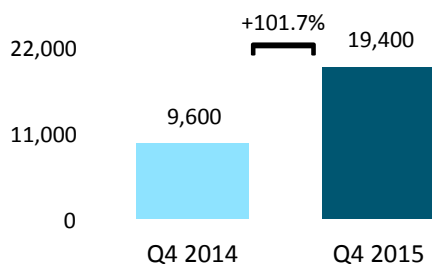


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Computer User Support Specialists	7,900	4.1%
Software Developers, Applications	7,700	5.5%
Computer Occupations, Other	5,600	2.3%
Computer Systems Analysts	5,000	6.8%
Software Developers, Systems Software	4,900	4.8%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)

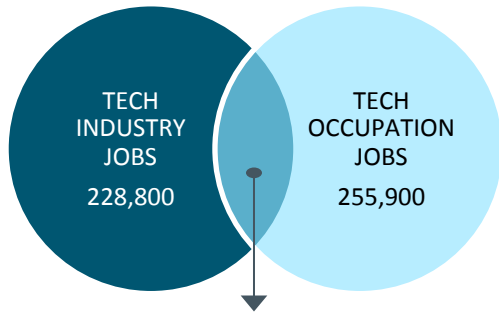


Source: Burning Glass Technologies Labor Insights



PENNSYLVANIA

STATE OF TECHNOLOGY IN PENNSYLVANIA



41% of Tech Industry Jobs Are in Tech Occupations

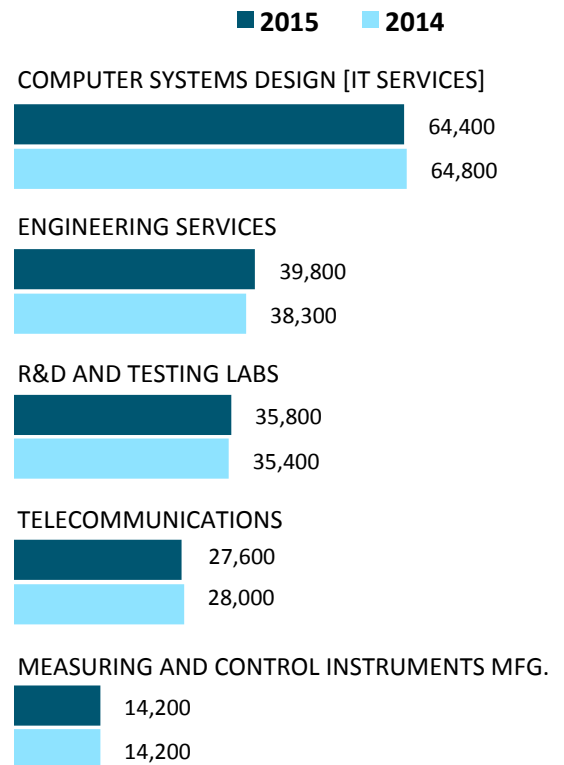
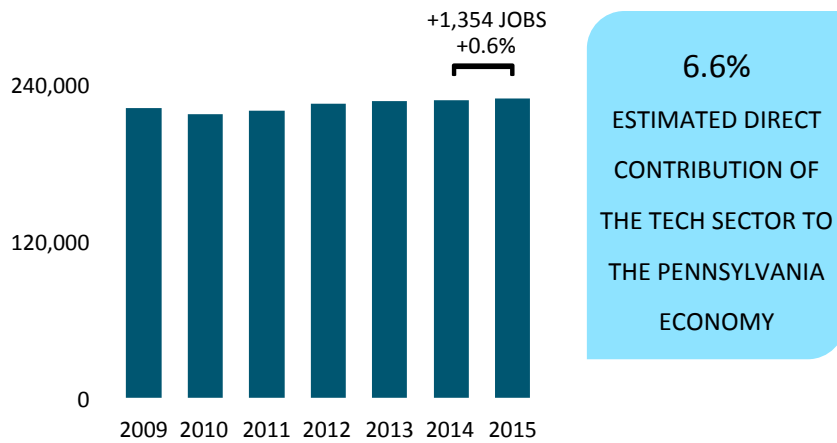
TECH INDUSTRY EMPLOYMENT	228,764
TECH BUSINESS ESTABLISHMENTS	15,576
TECH INDUSTRY PAYROLL	\$21.1 B
AVERAGE WAGE IN TECH INDUSTRY	\$92,179
% OF PRIVATE SECTOR WORKERS IN TECH	4.6%
STATE RANKINGS: TECH EMPLOYMENT	8 th
STATE RANKINGS: AVERAGE TECH WAGE	18 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

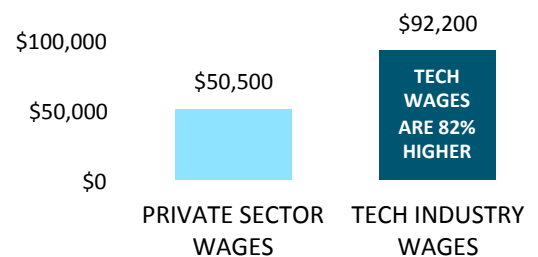
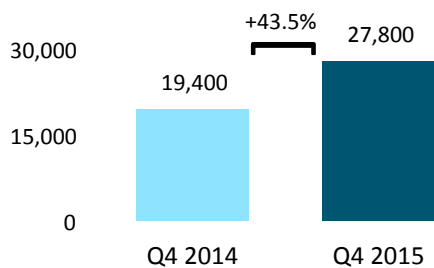


LEADING OCCUPATIONAL JOB CATEGORIES

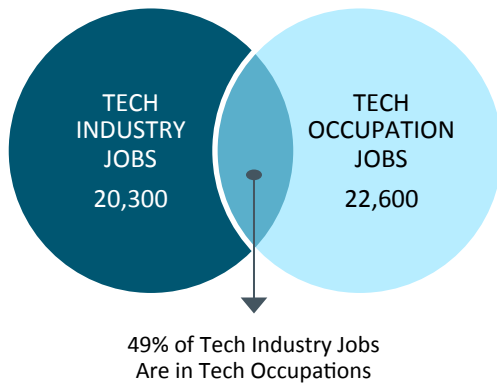
	2015	YoY % Change
Computer User Support Specialists	25,400	1.1%
Computer Systems Analysts	23,400	1.9%
Software Developers, Applications	22,800	1.8%
Network and Computer Systems Administrators	14,800	0.9%
Computer Programmers	14,300	-1.0%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

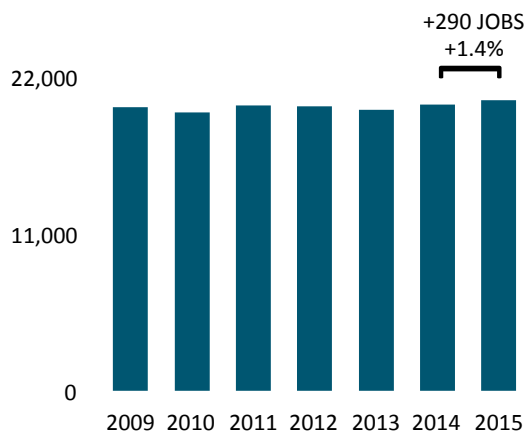


TECH INDUSTRY EMPLOYMENT	20,323
TECH BUSINESS ESTABLISHMENTS	2,274
TECH INDUSTRY PAYROLL	\$1.6 B
AVERAGE WAGE IN TECH INDUSTRY	\$81,071
% OF PRIVATE SECTOR WORKERS IN TECH	4.9%
STATE RANKINGS: TECH EMPLOYMENT	42 nd
STATE RANKINGS: AVERAGE TECH WAGE	27 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

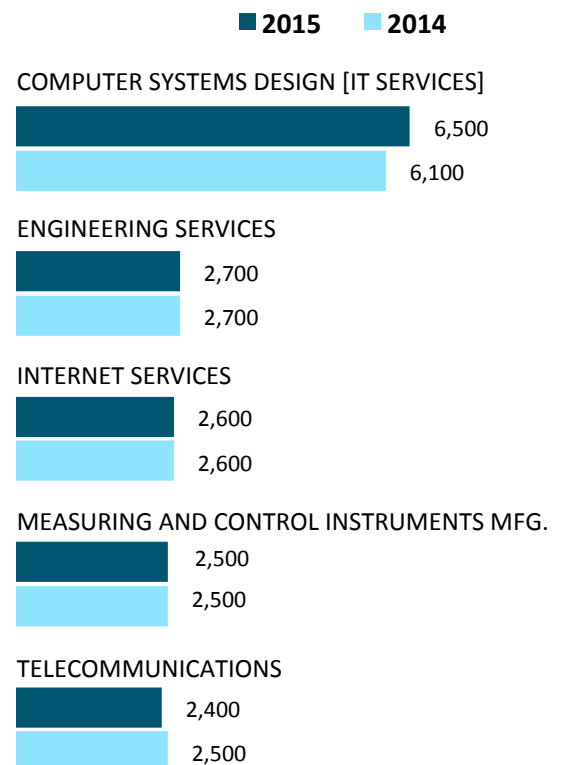
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



7.3%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE RHODE ISLAND ECONOMY

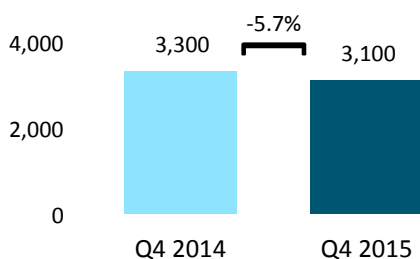
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



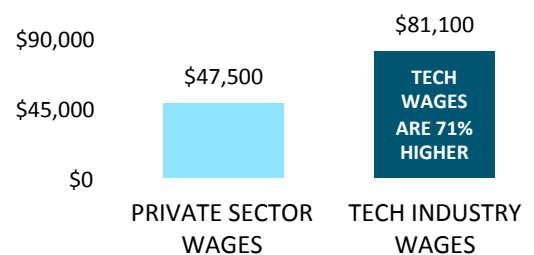
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Systems Software	1,800	3.0%
Computer User Support Specialists	1,700	3.4%
Computer Systems Analysts	1,700	4.2%
Network and Computer Systems Administrators	1,700	1.5%
Software Developers, Applications	1,600	4.8%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

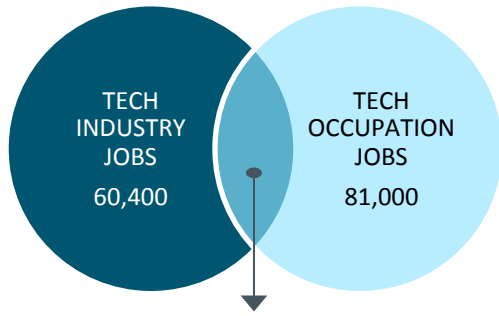


Source: Burning Glass Technologies Labor Insights



SOUTH CAROLINA

STATE OF TECHNOLOGY IN SOUTH CAROLINA



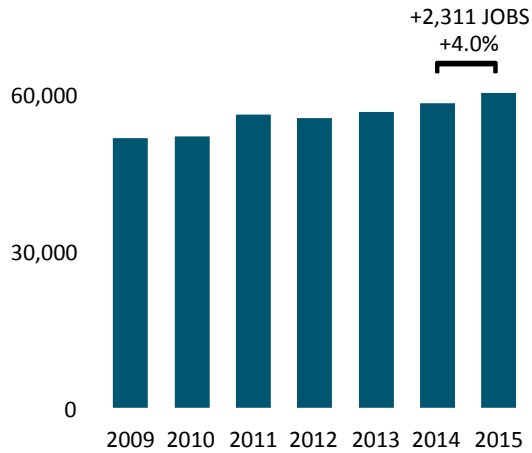
41% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	60,404
TECH BUSINESS ESTABLISHMENTS	5,999
TECH INDUSTRY PAYROLL	\$4.9 B
AVERAGE WAGE IN TECH INDUSTRY	\$81,071
% OF PRIVATE SECTOR WORKERS IN TECH	3.7%
STATE RANKINGS: TECH EMPLOYMENT	27 th
STATE RANKINGS: AVERAGE TECH WAGE	28 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

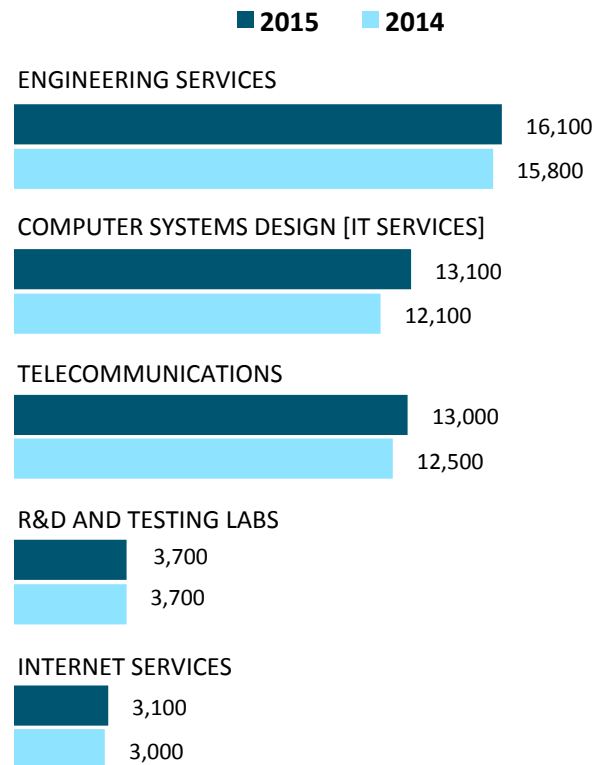
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



3.7%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE SOUTH CAROLINA ECONOMY

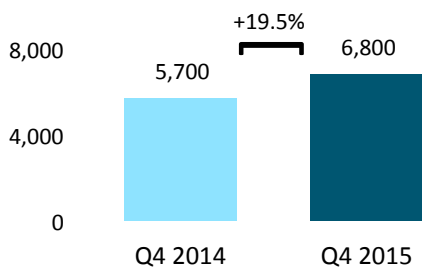
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



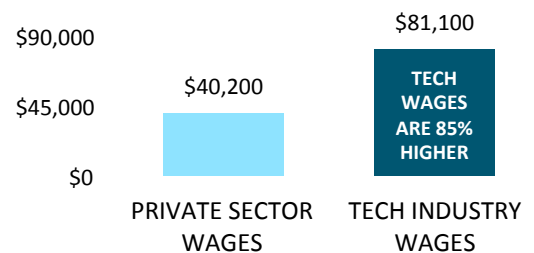
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer User Support Specialists	6,800	4.2%
Industrial Engineers	6,300	1.5%
Computer Systems Analysts	6,100	4.5%
Mechanical Engineers	5,700	1.0%
Network and Computer Systems Administrators	4,200	3.2%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

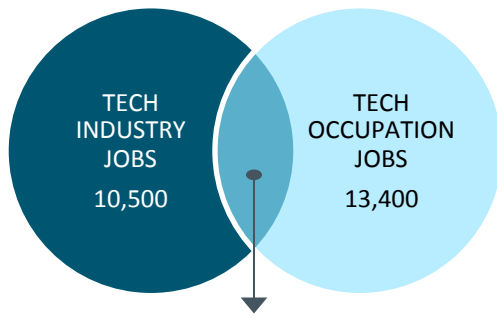


Source: Burning Glass Technologies Labor Insights



SOUTH DAKOTA

STATE OF TECHNOLOGY IN SOUTH DAKOTA



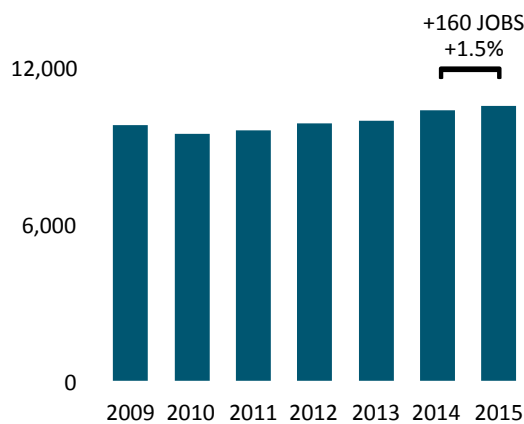
41% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	10,499
TECH BUSINESS ESTABLISHMENTS	1,280
TECH INDUSTRY PAYROLL	\$0.6 B
AVERAGE WAGE IN TECH INDUSTRY	\$59,085
% OF PRIVATE SECTOR WORKERS IN TECH	3.0%
STATE RANKINGS: TECH EMPLOYMENT	50 th
STATE RANKINGS: AVERAGE TECH WAGE	51 st

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

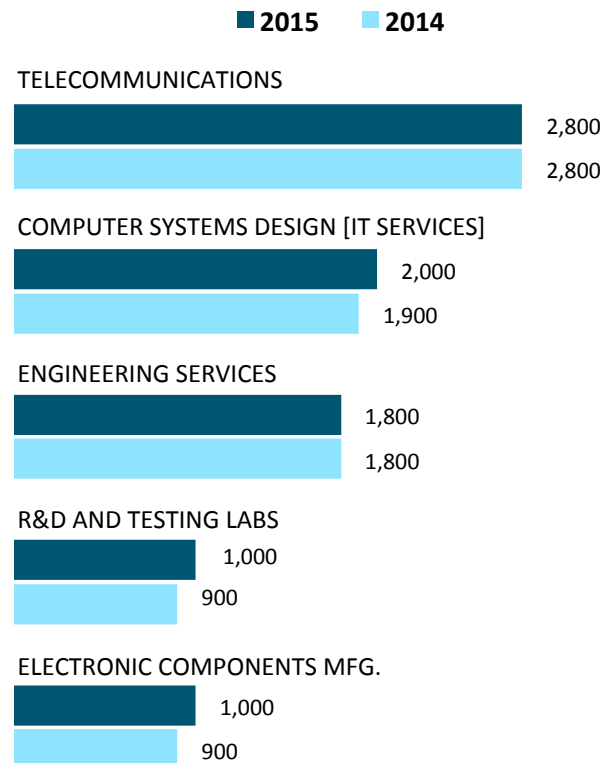
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



3.1%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE SOUTH DAKOTA ECONOMY

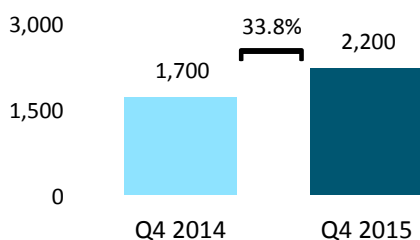
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



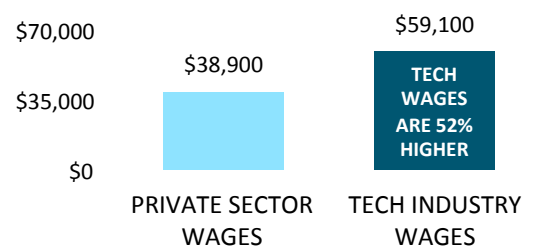
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Network and Computer Systems Administrators	1,600	0.9%
Electrical and Electronic Equipment Assemblers	1,500	1.1%
Computer User Support Specialists	1,300	2.1%
Software Developers, Applications	900	3.4%
Computer Network Support Specialists	700	0.0%

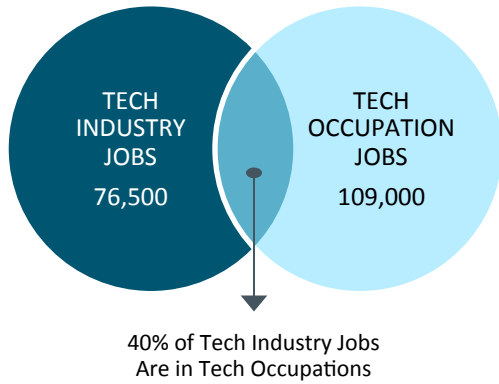
POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

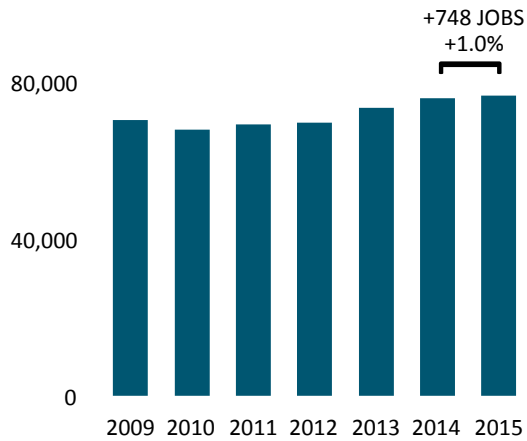


TECH INDUSTRY EMPLOYMENT	76,546
TECH BUSINESS ESTABLISHMENTS	6,967
TECH INDUSTRY PAYROLL	\$5.8 B
AVERAGE WAGE IN TECH INDUSTRY	\$76,333
% OF PRIVATE SECTOR WORKERS IN TECH	3.2%
STATE RANKINGS: TECH EMPLOYMENT	25 th
STATE RANKINGS: AVERAGE TECH WAGE	38 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

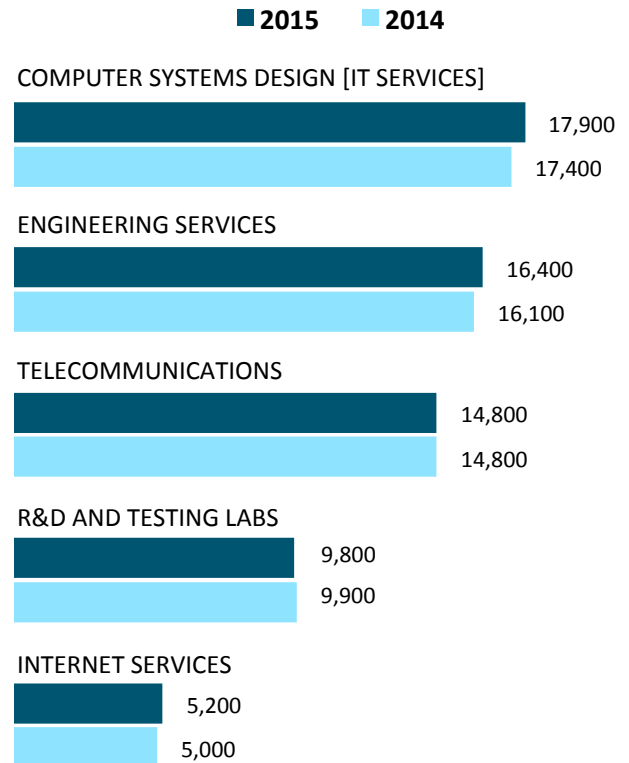
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



3.6%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE TENNESSEE ECONOMY

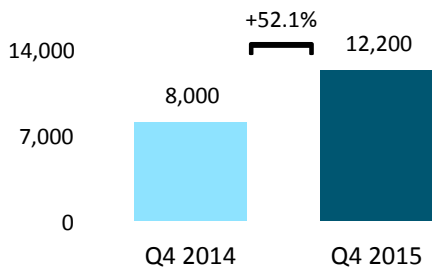
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



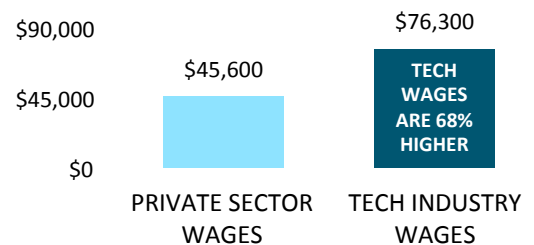
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer Systems Analysts	9,400	3.2%
Computer User Support Specialists	8,400	3.3%
Industrial Engineers	7,800	2.4%
Computer and Information Systems Managers	5,800	2.3%
Software Developers, Applications	5,600	4.1%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

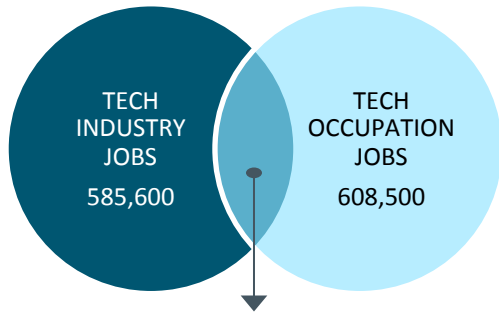


Source: Burning Glass Technologies Labor Insights



TEXAS

STATE OF TECHNOLOGY IN TEXAS



46% of Tech Industry Jobs Are in Tech Occupations

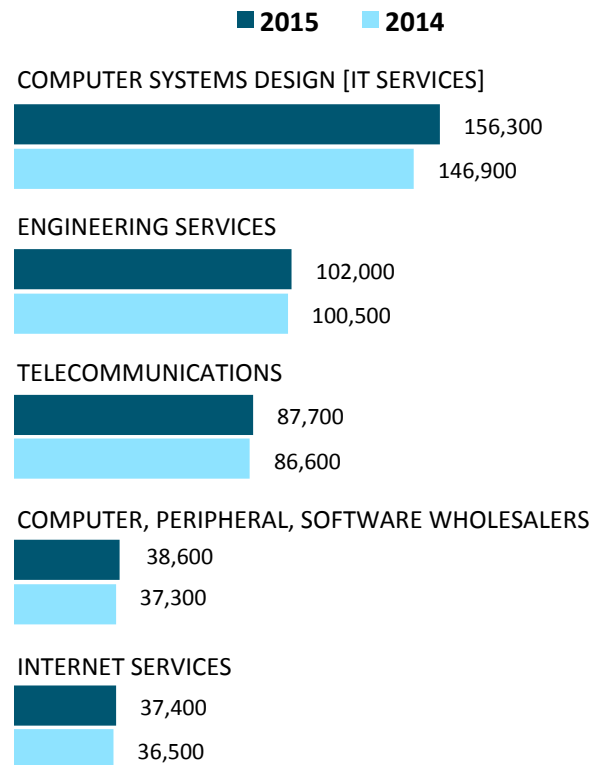
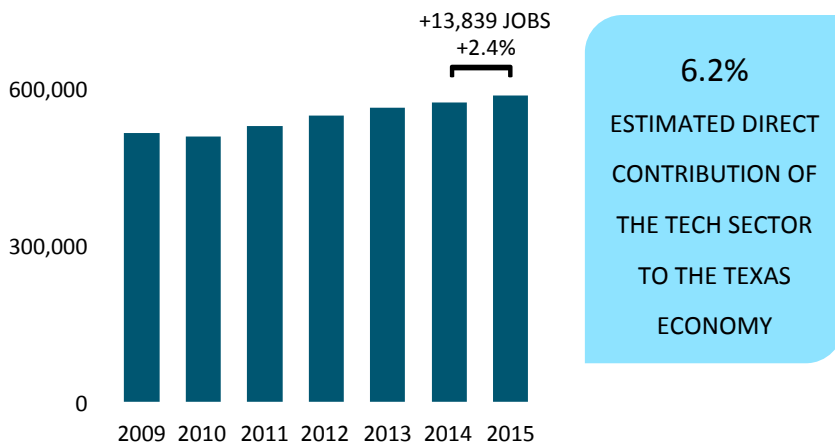
TECH INDUSTRY EMPLOYMENT	585,614
TECH BUSINESS ESTABLISHMENTS	34,144
TECH INDUSTRY PAYROLL	\$58.4 B
AVERAGE WAGE IN TECH INDUSTRY	\$99,667
% OF PRIVATE SECTOR WORKERS IN TECH	6.0%
STATE RANKINGS: TECH EMPLOYMENT	2 nd
STATE RANKINGS: AVERAGE TECH WAGE	14 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

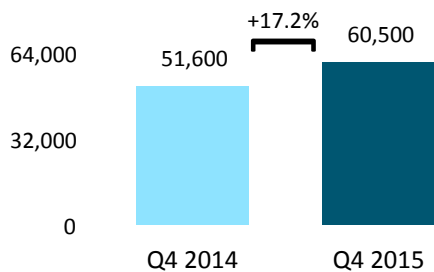
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



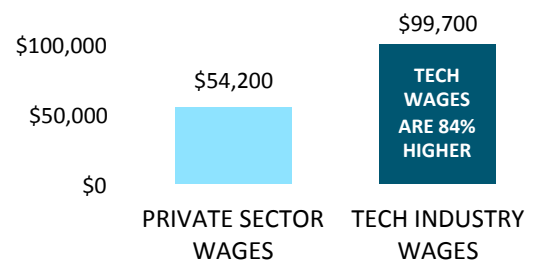
LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Computer User Support Specialists	59,900	3.0%
Computer Systems Analysts	53,600	3.4%
Software Developers, Applications	49,600	4.6%
Software Developers, Systems Software	39,100	2.6%
Network and Computer Systems Administrators	34,900	2.2%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

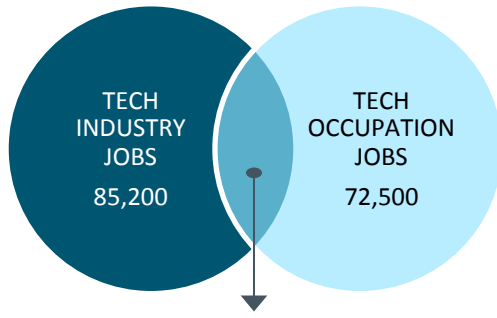


Source: Burning Glass Technologies Labor Insights



UTAH

STATE OF TECHNOLOGY IN UTAH



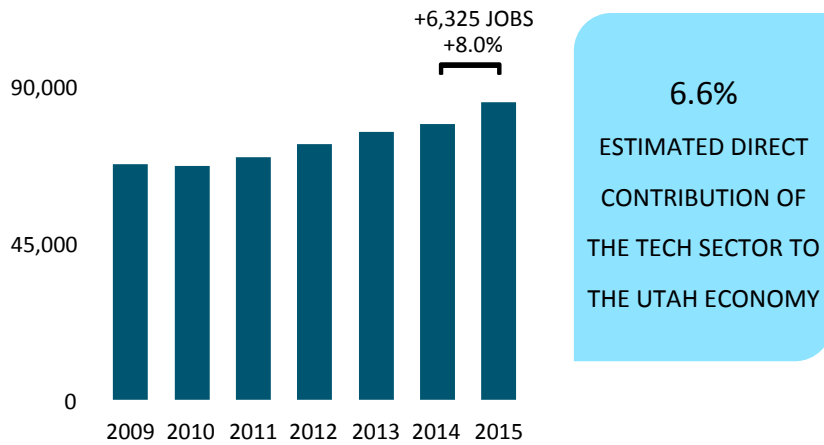
43% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	85,235
TECH BUSINESS ESTABLISHMENTS	5,972
TECH INDUSTRY PAYROLL	\$6.6 B
AVERAGE WAGE IN TECH INDUSTRY	\$77,970
% OF PRIVATE SECTOR WORKERS IN TECH	7.6%
STATE RANKINGS: TECH EMPLOYMENT	22 nd
STATE RANKINGS: AVERAGE TECH WAGE	35 th

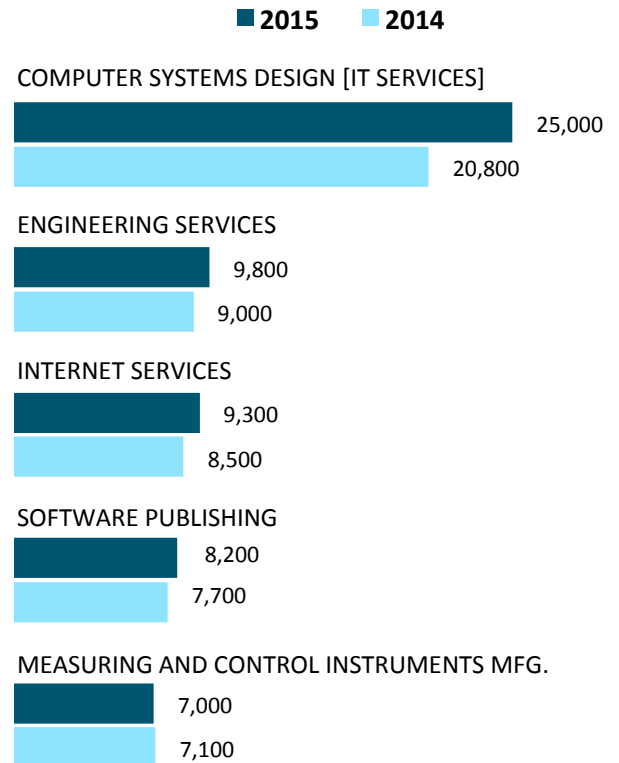
Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



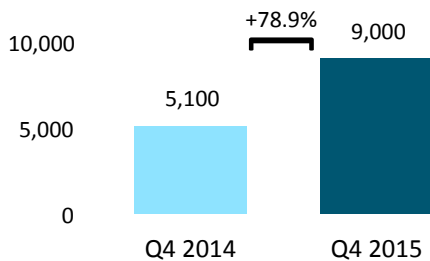
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



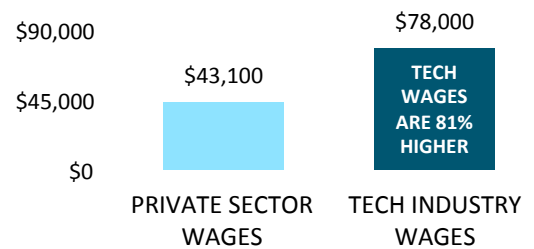
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Software Developers, Applications	8,300	11.4%
Computer User Support Specialists	7,300	8.6%
Computer Programmers	4,300	9.0%
Computer Systems Analysts	4,100	12.8%
Mechanical Engineers	3,700	3.7%

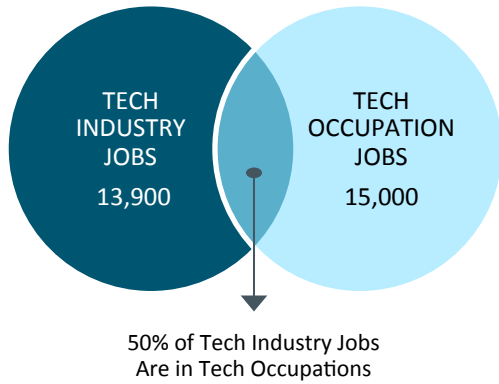
POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

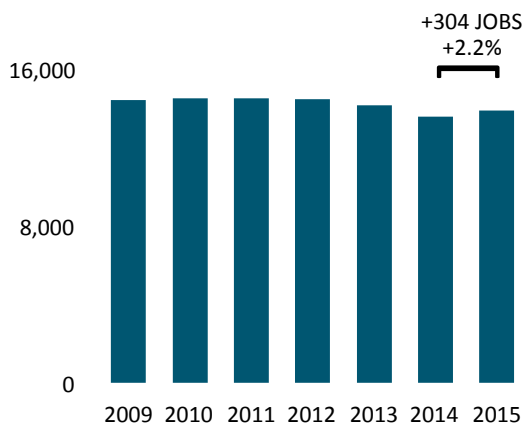


TECH INDUSTRY EMPLOYMENT	13,863
TECH BUSINESS ESTABLISHMENTS	1,412
TECH INDUSTRY PAYROLL	\$1.1 B
AVERAGE WAGE IN TECH INDUSTRY	\$78,878
% OF PRIVATE SECTOR WORKERS IN TECH	5.4%
STATE RANKINGS: TECH EMPLOYMENT	46 th
STATE RANKINGS: AVERAGE TECH WAGE	34 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

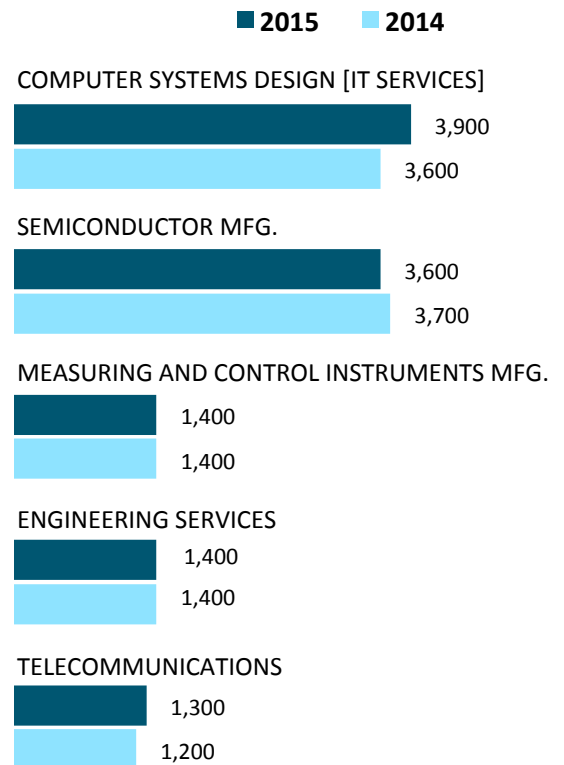
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



6.5%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE VERMONT ECONOMY

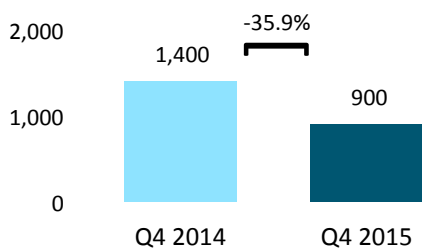
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



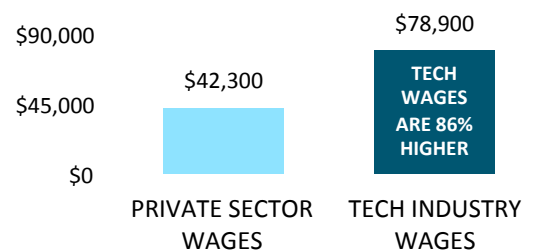
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Network and Computer Systems Administrators	1,500	1.3%
Computer User Support Specialists	1,300	3.0%
Industrial Engineers	1,200	-1.1%
Computer-Controlled Machine Tool Operators	1,100	0.0%
Software Developers, Applications	800	5.6%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

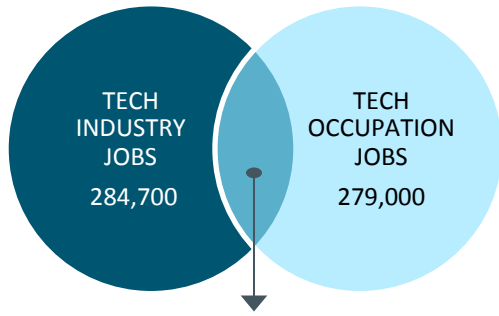


Source: Burning Glass Technologies Labor Insights



VIRGINIA

STATE OF TECHNOLOGY IN VIRGINIA



55% of Tech Industry Jobs Are in Tech Occupations

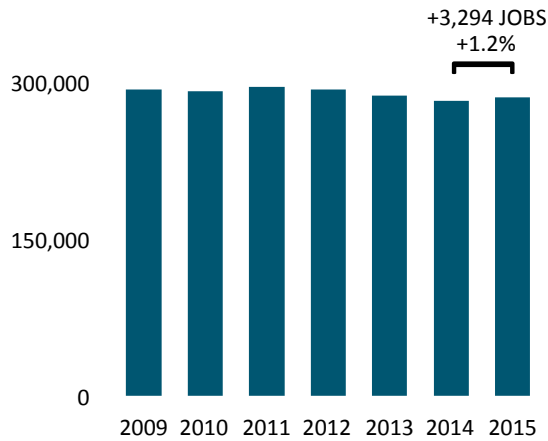
TECH INDUSTRY EMPLOYMENT	284,681
TECH BUSINESS ESTABLISHMENTS	19,568
TECH INDUSTRY PAYROLL	\$31.0 B
AVERAGE WAGE IN TECH INDUSTRY	\$109,038
% OF PRIVATE SECTOR WORKERS IN TECH	9.5%
STATE RANKINGS: TECH EMPLOYMENT	6 th
STATE RANKINGS: AVERAGE TECH WAGE	6 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

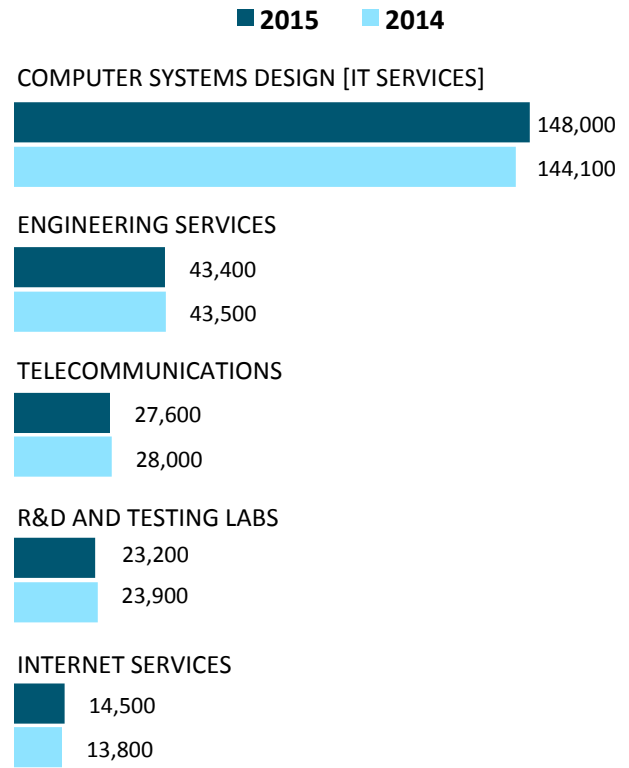
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



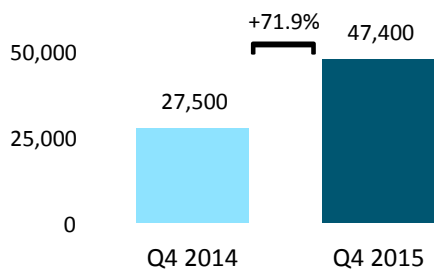
8.8%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE VIRGINIA ECONOMY



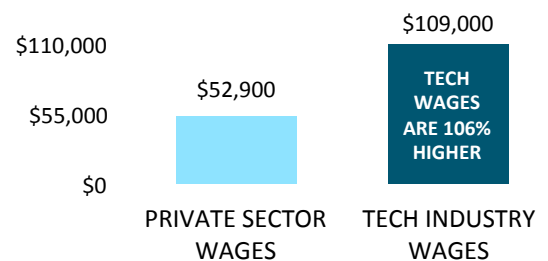
LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Software Developers, Applications	38,000	2.2%
Computer Systems Analysts	27,700	2.3%
Software Developers, Systems Software	26,300	1.8%
Computer User Support Specialists	21,400	2.4%
Network and Computer Systems Administrators	19,400	0.7%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

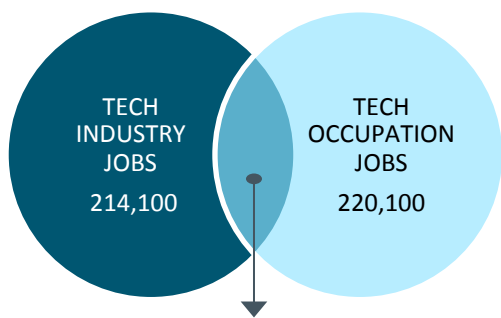


Source: Burning Glass Technologies Labor Insights



WASHINGTON

STATE OF TECHNOLOGY IN WASHINGTON



51% of Tech Industry Jobs Are in Tech Occupations

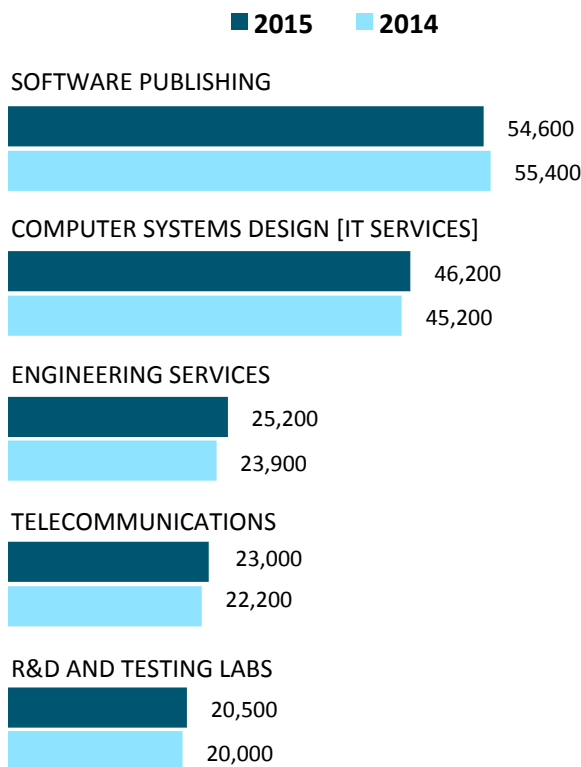
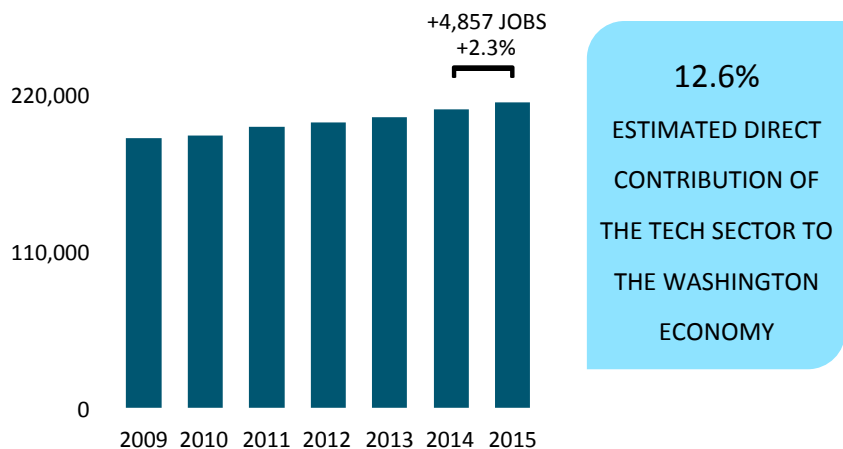
TECH INDUSTRY EMPLOYMENT	214,065
TECH BUSINESS ESTABLISHMENTS	12,175
TECH INDUSTRY PAYROLL	\$27.7 B
AVERAGE WAGE IN TECH INDUSTRY	\$129,359
% OF PRIVATE SECTOR WORKERS IN TECH	8.2%
STATE RANKINGS: TECH EMPLOYMENT	9 th
STATE RANKINGS: AVERAGE TECH WAGE	2 nd

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

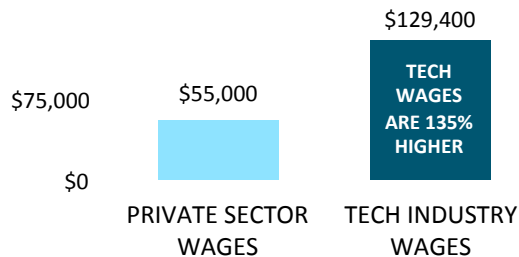
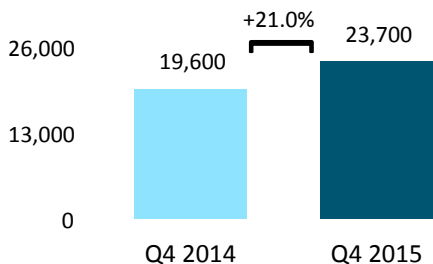


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Software Developers, Applications	47,100	0.9%
Computer Systems Analysts	16,500	2.8%
Computer User Support Specialists	14,600	3.7%
Computer Programmers	13,600	0.0%
Software Developers, Systems Software	10,300	2.5%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

TECH INDUSTRY WAGES (AVERAGE WAGES)

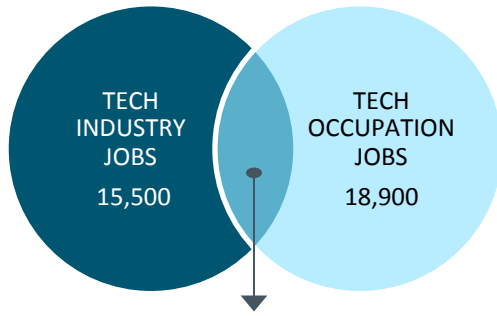


Source: Burning Glass Technologies Labor Insights



WEST VIRGINIA

STATE OF TECHNOLOGY IN WEST VIRGINIA



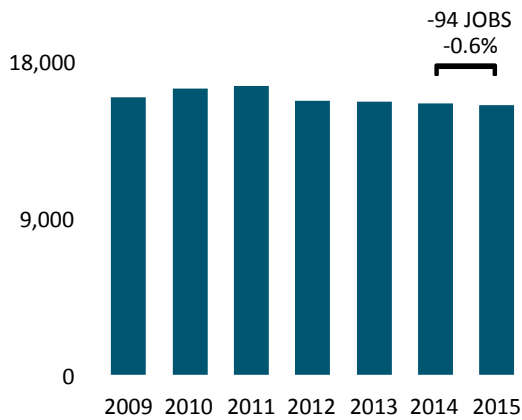
35% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	15,471
TECH BUSINESS ESTABLISHMENTS	1,858
TECH INDUSTRY PAYROLL	\$1.0 B
AVERAGE WAGE IN TECH INDUSTRY	\$64,299
% OF PRIVATE SECTOR WORKERS IN TECH	2.8%
STATE RANKINGS: TECH EMPLOYMENT	44 th
STATE RANKINGS: AVERAGE TECH WAGE	49 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

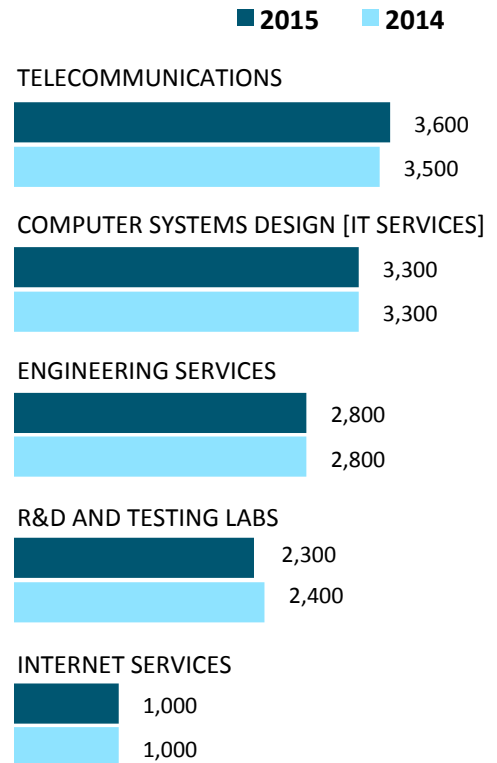
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



2.9%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE WEST VIRGINIA ECONOMY

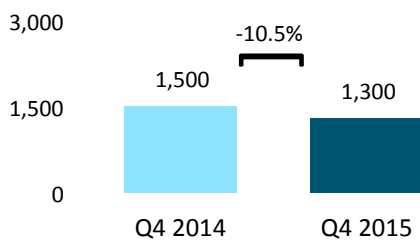
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



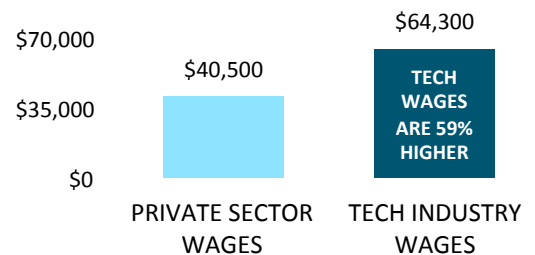
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer Occupations, Other	2,000	-6.6%
Computer User Support Specialists	1,700	1.4%
Software Developers, Systems Software	1,300	-0.3%
Network and Computer Systems Administrators	900	0.7%
Computer Systems Analysts	800	3.4%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)

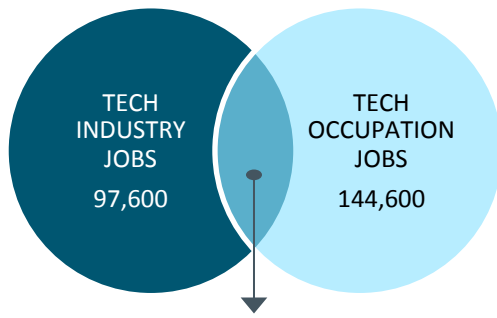


Source: Burning Glass Technologies Labor Insights



WISCONSIN

STATE OF TECHNOLOGY IN WISCONSIN



46% of Tech Industry Jobs Are in Tech Occupations

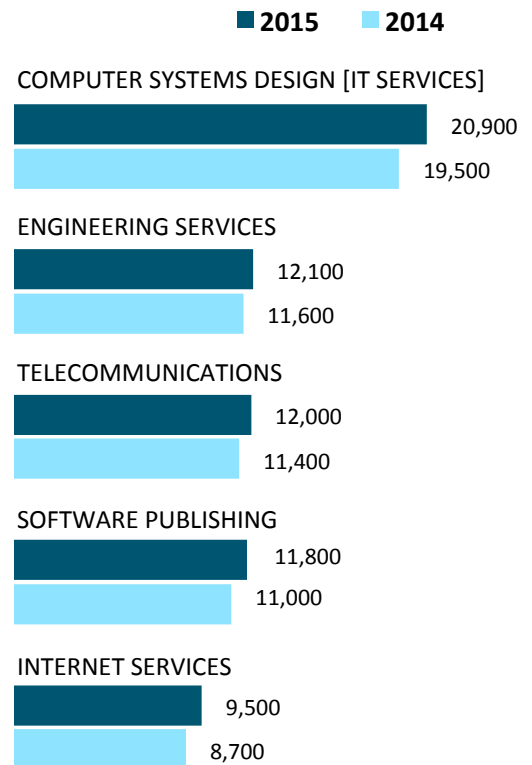
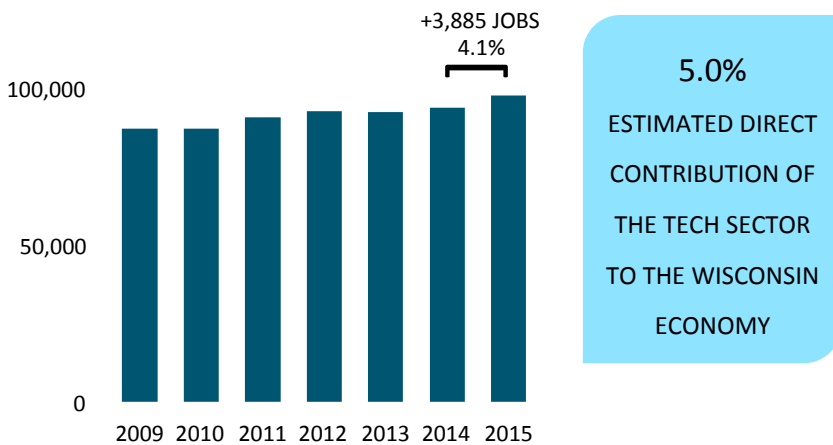
TECH INDUSTRY EMPLOYMENT	97,602
TECH BUSINESS ESTABLISHMENTS	5,970
TECH INDUSTRY PAYROLL	\$7.6 B
AVERAGE WAGE IN TECH INDUSTRY	\$77,591
% OF PRIVATE SECTOR WORKERS IN TECH	4.0%
STATE RANKINGS: TECH EMPLOYMENT	20 th
STATE RANKINGS: AVERAGE TECH WAGE	37 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS

LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)

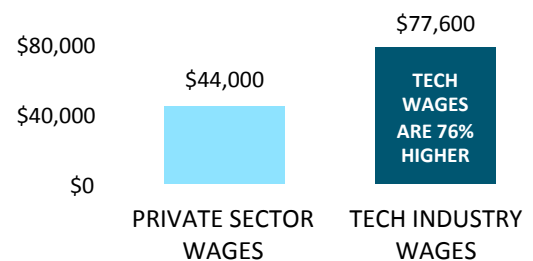
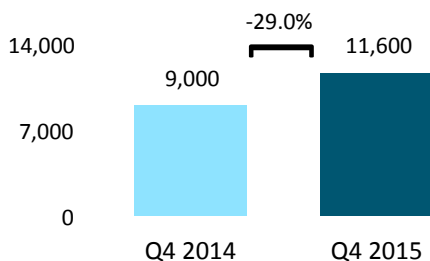


LEADING OCCUPATIONAL JOB CATEGORIES

	2015	YoY % Change
Computer Systems Analysts	12,900	5.0%
Software Developers, Applications	11,300	5.9%
Computer-Controlled Machine Tool Operators	10,000	1.6%
Computer User Support Specialists	10,000	4.4%
Mechanical Engineers	8,400	1.3%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)

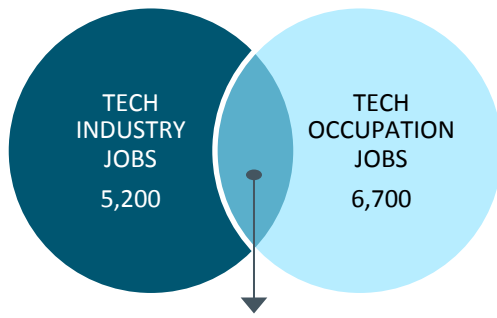
TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

WYOMING

STATE OF TECHNOLOGY IN WYOMING



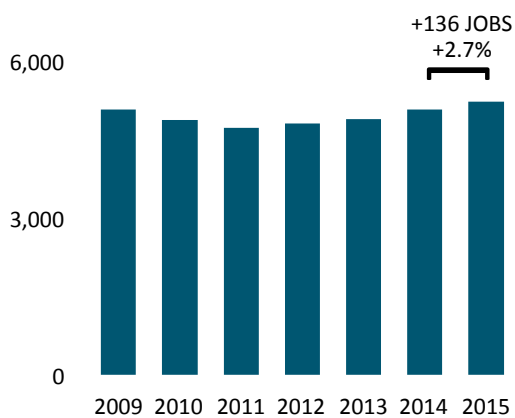
36% of Tech Industry Jobs Are in Tech Occupations

TECH INDUSTRY EMPLOYMENT	5,211
TECH BUSINESS ESTABLISHMENTS	927
TECH INDUSTRY PAYROLL	\$0.3 B
AVERAGE WAGE IN TECH INDUSTRY	\$66,855
% OF PRIVATE SECTOR WORKERS IN TECH	2.4%
STATE RANKINGS: TECH EMPLOYMENT	51 st
STATE RANKINGS: AVERAGE TECH WAGE	46 th

Primary Sources: EMSI | U.S. Bureau of Labor Statistics | U.S. Bureau of Economic Analysis

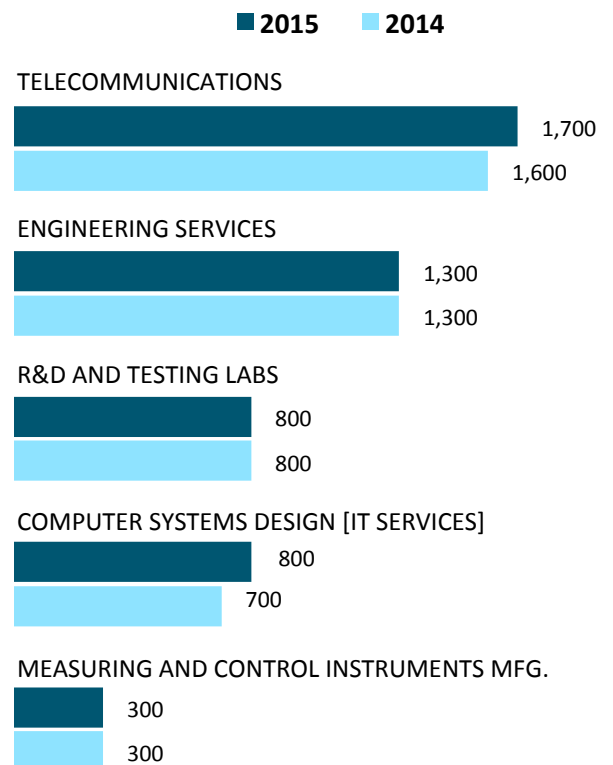
All data are estimates for the 2015 time period, except where specified as 2014 or earlier

TECH INDUSTRY EMPLOYMENT TRENDS



1.5%
ESTIMATED DIRECT CONTRIBUTION OF THE TECH SECTOR TO THE WYOMING ECONOMY

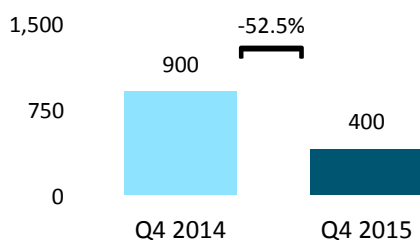
LEADING TECH INDUSTRY SECTORS (BY EMPLOYMENT)



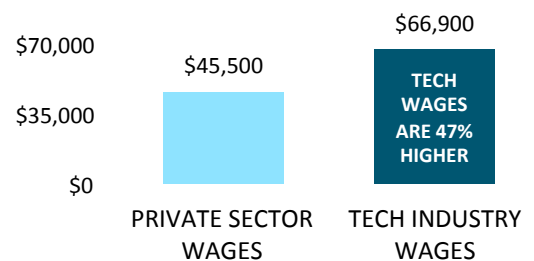
LEADING OCCUPATIONAL JOB CATEGORIES

Category	2015	YoY % Change
Computer User Support Specialists	500	2.7%
Telecom Equipment Installers and Repairers	500	2.9%
Network and Computer Systems Administrators	500	0.9%
Software Developers, Applications	300	5.2%
Electrical Engineers	300	-0.6%

POSTINGS FOR TECH OCCUPATIONS JOB OPENINGS (NET)



TECH INDUSTRY WAGES (AVERAGE WAGES)



Source: Burning Glass Technologies Labor Insights

APPENDIX A – NATIONAL DATA TABLES

U.S. AVERAGE ANNUAL EMPLOYMENT IN THE TECHNOLOGY INDUSTRY, 2009 – 2015

	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	Numeric Change '14-'15	Percent Change '14-'15	
TECHNOLOGY MANUFACTURING										
Computer and Peripheral Equipment Manufacturing										
334111	Electronic Computer	92,326	88,614	89,150	89,316	90,529	95,692	101,009	5,317	5.6%
334112	Computer Storage Devices	23,014	21,544	21,549	22,028	22,388	21,905	22,767	862	3.9%
334118	Computer Peripheral Equipment	52,098	48,434	46,938	46,355	43,444	40,780	40,518	-262	-0.6%
	SUBTOTAL	167,438	158,592	157,637	157,699	156,361	158,376	164,294	5,918	3.7%
Communications Equipment Consumer Electronics Manufacturing										
334210	Telephone Apparatus	28,626	26,443	28,150	25,944	24,266	21,973	20,283	-1,690	-7.7%
334220	Radio & TV Broadcasting & Wireless Comm. Equip.	67,136	66,522	64,430	61,879	58,352	52,774	50,558	-2,216	-4.2%
334290	Other Communications Equipment	23,775	22,937	22,669	21,856	19,272	19,063	18,151	-913	-4.8%
334310	Consumer Electronics Manufacturing	22,430	20,042	19,793	20,311	19,116	19,764	18,704	-1,060	-5.4%
	SUBTOTAL	141,967	135,944	135,042	129,990	121,006	113,575	107,696	-5,879	-5.2%
Electronic Components Manufacturing										
334412	Bare Printed Circuit Boards	40,599	37,588	36,715	36,138	32,662	31,276	31,575	298	1.0%
334416	Capacitors, Resistor, Coil, Transformer, and Other	18,929	18,798	19,252	18,589	18,141	17,932	17,974	42	0.2%
334417	Electronic Connectors	17,454	18,041	19,035	18,744	18,820	19,600	19,751	151	0.8%
334418	Printed Circuit Assembly	48,822	49,118	52,238	52,706	53,498	52,826	53,348	522	1.0%
334419	Other Electronic Components	66,271	64,794	67,915	66,823	63,629	65,809	65,793	-17	0.0%
	SUBTOTAL	192,075	188,339	195,155	193,000	186,750	187,445	188,440	996	0.5%
Semiconductor Manufacturing										
334413	Semiconductor and Related Devices	184,987	181,668	188,358	189,651	185,942	16,138	16,201	63	0.4%
333242	Semiconductor Machinery	14,756	14,610	15,743	15,969	15,658	180,778	181,887	1,110	0.6%
	SUBTOTAL	199,743	196,278	204,101	205,620	201,600	196,916	198,089	1,173	0.6%
Measuring and Control Instruments Manufacturing										
334510	Electromedical and Electrotherapeutic Apparatus	59,296	58,990	59,773	57,672	55,817	55,131	56,638	1,508	2.7%
334511	Search, Detection, Navigation, and Guidance	150,415	147,519	138,691	133,607	127,518	123,448	124,359	912	0.7%
334512	Automotive Environmental Controls	18,906	18,141	17,992	17,883	18,692	18,562	18,739	178	1.0%
334513	Industrial Process Control Instruments	57,838	55,976	58,199	59,949	60,673	62,851	63,271	421	0.7%
334514	Totalizing Fluid Meter and Counting Devices	10,964	10,809	10,994	10,582	10,156	10,390	10,448	57	0.6%
334515	Electricity Measuring and Testing Instruments	41,962	40,296	41,654	40,930	38,735	37,808	37,426	-383	-1.0%
334516	Analytical Laboratory Instruments	31,209	30,484	31,465	32,266	33,726	33,681	34,011	330	1.0%
334517	Irradiation Apparatus	13,017	12,181	12,983	12,673	13,206	12,891	12,721	-170	-1.3%
334519	Other Measuring and Controlling Instruments	34,062	32,967	33,241	34,493	33,914	35,232	35,920	688	2.0%
	SUBTOTAL	417,669	407,363	404,992	400,055	392,437	389,992	393,533	3,541	0.9%
Reproducing Magnetic and Optical Media Manufacturing										
334613	Blank Magnetic & Optical Recording Media Mfg.	4,483	4,322	3,853	3,838	3,850	4,087	3,956	-131	-3.2%
334614	Software and Other Prerecorded Content Reproducing	23,296	20,683	18,551	16,498	15,182	12,999	12,092	-907	-7.0%
	SUBTOTAL	27,779	25,005	22,404	20,336	19,032	17,086	16,048	-1,037	-6.1%
Space and Defense Systems Manufacturing										
336414	Guided Missile and Space Vehicles	55,303	53,911	55,981	54,584	55,890	55,107	54,744	-363	-0.7%
336415	Guided Missile & Space Vehicles Propulsion Units & Parts	14,638	12,673	11,234	10,867	10,259	9,970	9,823	-148	-1.5%
336419	Other Guided Missile & Space Vehicle Parts & Aux. Equip.	8,033	7,964	7,263	6,749	6,888	6,274	5,743	-530	-8.5%
	SUBTOTAL	77,974	74,548	74,478	72,200	73,037	71,351	70,310	-1,041	-1.5%
	TOTAL TECH MANUFACTURING	1,224,645	1,186,069	1,193,809	1,178,900	1,150,223	1,134,740	1,138,410	3,670	0.3%

Sources: EMSI | U.S. Bureau of Labor Statistics

U.S. AVERAGE ANNUAL EMPLOYMENT IN THE TECHNOLOGY INDUSTRY, 2009 – 2015

	2009	2010	2011	2012	2013	2014	2015	Numeric Change '14-'15	Percent Change '14-'15	
TELECOMMUNICATIONS AND INTERNET SERVICES										
Telecommunications										
517110	Wired Telecommunication Carriers	635,809	598,456	587,579	580,560	602,333	604,259	606,321	2,062	0.3%
517210	Wireless Telecomm. Carriers (except Satellite)	193,663	172,040	168,557	155,685	153,634	155,470	154,444	-1,026	-0.7%
517410	Satellite Telecommunications	13,159	11,668	10,910	10,282	9,715	9,077	9,063	-15	-0.2%
517911	Telecommunication Resellers	101,323	92,508	88,781	82,589	57,615	54,696	55,904	1,208	2.2%
517919	All Other Telecommunications	29,959	28,019	24,312	25,834	26,402	27,433	28,107	674	2.5%
	SUBTOTAL	973,913	902,691	880,139	854,950	849,699	850,936	853,839	2,903	0.3%
Internet Hosting, Web Search, and Related Services										
518210	Data Processing, Hosting, and Related Services	245,885	242,412	245,196	253,734	265,532	276,773	293,444	16,671	6.0%
519130	Internet Publishing and Web Search Portals	82,111	90,986	104,923	122,935	140,908	161,267	177,459	16,192	10.0%
	SUBTOTAL	327,996	333,398	350,119	376,669	406,440	438,040	470,903	32,863	7.5%
SOFTWARE										
511210	Software Publishers	255,417	258,877	270,239	284,072	296,802	310,895	316,161	5,265	1.7%
	SUBTOTAL	255,417	258,877	270,239	284,072	296,802	310,895	316,161	5,265	1.7%
IT SERVICES										
Computer Systems Design and Related Services										
541511	Custom Computer Programming Services	613,691	626,293	666,575	699,580	740,066	772,013	820,818	48,805	6.3%
541512	Computer Systems Design Services	641,504	660,756	712,073	762,520	800,182	855,983	897,494	41,512	4.8%
541513	Computer Facilities Management Services	54,428	51,972	52,067	51,914	53,679	54,905	60,603	5,697	10.4%
541519	Other Computer Related Services	103,399	107,359	109,918	107,697	106,158	104,251	110,554	6,303	6.0%
	SUBTOTAL	1,413,022	1,446,380	1,540,633	1,621,711	1,700,085	1,787,152	1,889,470	102,317	5.7%
Computer and Electronic Repair and Maintenance										
811211	Consumer Electronics Repair and Maintenance	12,062	10,990	10,033	9,598	11,082	11,349	11,586	237	2.1%
811212	Computer and Office Machine Repair and Maintenance	39,291	38,876	40,388	41,585	41,823	43,246	44,080	834	1.9%
811213	Communication Equipment Repair and Maintenance	17,078	17,045	16,534	15,284	14,948	14,709	14,683	-26	-0.2%
811219	Other Electronic and Precision Equipment	29,375	29,987	31,464	32,169	32,036	32,679	33,468	788	2.4%
	SUBTOTAL	97,806	96,898	98,419	98,636	99,889	101,983	103,816	1,833	1.8%
Other										
611420	Computer Training	16,041	15,760	15,979	15,617	15,132	14,587	14,802	215	1.5%
423430	Computer & Peripheral Equip. & Software Wholesalers	222,269	214,774	219,913	226,307	226,153	225,351	226,412	1,061	0.5%
	SUBTOTAL	238,310	230,534	235,892	241,924	241,285	239,938	241,214	1,276	0.5%
ENGINEERING SERVICES, R&D, AND TESTING SERVICES										
541330	Engineering Services	879,000	867,547	873,746	891,117	904,762	914,343	941,282	26,938	2.9%
	SUBTOTAL	879,000	867,547	873,746	891,117	904,762	914,343	941,282	26,938	2.9%
R&D and Testing Labs										
541380	Testing Laboratories	144,514	144,193	152,220	158,350	160,798	168,226	172,411	4,186	2.5%
541711	R&D in Biotechnology	139,637	136,640	139,508	140,131	142,439	146,359	151,434	5,076	3.5%
541712	R&D in the Physical, Eng., and Life Sciences	412,726	425,890	433,044	435,072	431,258	430,096	441,924	11,828	2.8%
	SUBTOTAL	696,877	706,723	724,772	733,553	734,495	744,680	765,770	21,089	2.8%
	TOTAL TELECOMMUNICATIONS & INTERNET SERVICES	1,301,909	1,236,089	1,230,258	1,231,619	1,256,139	1,288,976	1,324,742	35,766	2.8%
	TOTAL SOFTWARE	255,417	258,877	270,239	284,072	296,802	310,895	316,161	5,265	1.7%
	TOTAL IT SERVICES	1,749,138	1,773,812	1,874,944	1,962,271	2,041,259	2,129,073	2,234,500	105,427	5.0%
	TOTAL ENGINEERING SERVICES, R&D, AND TESTING SERVICES	1,575,877	1,574,270	1,598,518	1,624,670	1,639,257	1,659,023	1,707,051	48,028	2.9%
	TOTAL TECH INDUSTRY EMPLOYMENT	6,075,178	5,998,746	6,167,768	6,281,532	6,383,680	6,522,707	6,720,863	198,156	3.0%

Sources: EMSI | U.S. Bureau of Labor Statistics

U.S. AVERAGE ANNUAL BUSINESS ESTABLISHMENTS IN THE TECHNOLOGY INDUSTRY, 2010 – 2015

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	Numeric Change '14-'15	Percent Change '14-'15
TECHNOLOGY MANUFACTURING								
Computer and Peripheral Equipment Manufacturing								
334111 Electronic Computer	650	654	675	666	670	694	24	3.6%
334112 Computer Storage Devices	203	209	220	234	242	253	11	4.6%
334118 Computer Peripheral Equipment	750	767	724	725	736	759	23	3.1%
SUBTOTAL	1,603	1,630	1,619	1,625	1,648	1,706	58	3.5%
Communications Equipment Consumer Electronics Manufacturing								
334210 Telephone Apparatus	448	436	473	469	456	439	-18	-3.8%
334220 Radio & TV Broadcasting & Wireless Comm. Equip.	1,090	1,127	1,178	1,207	1,210	1,216	6	0.5%
334290 Other Communications Equipment	638	637	633	627	630	627	-3	-0.5%
334310 Consumer Electronics Manufacturing	692	661	660	662	684	698	14	2.0%
SUBTOTAL	2,868	2,861	2,944	2,965	2,980	2,979	-1	0.0%
Electronic Components Manufacturing								
334412 Bare Printed Circuit Boards	815	771	733	706	698	683	-15	-2.1%
334416 Capacitors, Resistor, Coil, Transformer, and Other	295	473	461	450	452	455	3	0.6%
334417 Electronic Connectors	288	295	292	299	304	310	5	1.7%
334418 Printed Circuit Assembly	1,123	1,125	1,130	1,127	1,118	1,110	-9	-0.8%
334419 Other Electronic Components	1,392	1,462	1,477	1,478	1,496	1,505	9	0.6%
SUBTOTAL	3,913	4,126	4,093	4,060	4,068	4,062	-7	-0.2%
Semiconductor Manufacturing								
334413 Semiconductor and Related Devices	1,621	1,604	1,631	1,602	1,613	1,633	20	1.2%
333242 Semiconductor Machinery	229	238	240	236	242	245	3	1.2%
SUBTOTAL	1,850	1,842	1,871	1,838	1,855	1,878	23	1.2%
Measuring and Control Instruments Manufacturing								
334510 Electromedical and Electrotherapeutic Apparatus	948	1,002	1,003	1,060	1,092	1,145	53	4.8%
334511 Search, Detection, Navigation, and Guidance	953	935	937	947	949	958	9	0.9%
334512 Automotive Environmental Controls	435	441	462	461	462	468	7	1.4%
334513 Industrial Process Control Instruments	1,716	1,721	1,755	1,765	1,791	1,832	42	2.3%
334514 Totalizing Fluid Meter and Counting Devices	252	253	246	233	235	231	-4	-1.5%
334515 Electricity Measuring and Testing Instruments	1,009	1,018	1,016	1,027	1,035	1,057	22	2.2%
334516 Analytical Laboratory Instruments	708	724	739	769	779	787	8	1.0%
334517 Irradiation Apparatus	286	278	273	268	264	264	0	0.1%
334519 Other Measuring and Controlling Instruments	1,052	1,153	1,163	1,148	1,163	1,176	14	1.2%
SUBTOTAL	7,359	7,525	7,594	7,678	7,767	7,917	150	1.9%
Reproducing Magnetic and Optical Media Manufacturing								
334613 Reproducing Magnetic and Optical Media Manufacturing	1,007	946	891	840	828	816	-12	-1.4%
SUBTOTAL	1,007	946	891	840	828	816	-12	-1.4%
Space and Defense Systems Manufacturing								
336414 Guided Missile and Space Vehicles	144	137	141	139	144	151	7	5.1%
336415 Guided Missile & Space Vehicles Propulsion Units & Parts	62	62	61	61	59	56	-3	-4.7%
336419 Other Guided Missile & Space Vehicle Parts & Aux. Equip.	69	67	66	64	64	65	1	1.2%
SUBTOTAL	275	266	268	264	266	272	5	2.0%
TOTAL TECH MANUFACTURING BUSINESS ESTABLISHMENTS	18,875	19,196	19,280	19,270	19,413	19,630	217	1.1%

Sources: EMSI | U.S. Bureau of Labor Statistics

U.S. AVERAGE ANNUAL BUSINESS ESTABLISHMENTS IN THE TECHNOLOGY INDUSTRY, 2010 – 2015

	2010	2011	2012	2013	2014	2015	Numeric Change '14-'15	Percent Change '14-'15	
TELECOMMUNICATIONS AND INTERNET SERVICES									
Telecommunications									
517110	Wired Telecommunication Carriers	27,015	25,814	24,711	23,468	23,227	22,418	-809	-3.5%
517210	Wireless Telecomm. Carriers (except Satellite)	9,204	8,841	9,123	8,827	8,699	8,325	-374	-4.3%
517410	Satellite Telecommunications	917	891	850	804	798	777	-21	-2.6%
517911	Telecommunication Resellers	6,378	6,007	5,713	4,812	4,775	4,770	-5	-0.1%
517919	All Other Telecommunications	2,102	2,116	2,114	2,258	2,358	2,463	105	4.5%
	SUBTOTAL	45,616	43,669	42,511	40,169	39,857	38,753	-1,104	-2.8%
Internet Hosting, Web Search, and Related Services									
518210	Data Processing, Hosting, and Related Services	14,398	14,685	14,730	15,253	15,843	16,760	917	5.8%
519130	Internet Publishing and Web Search Portals	8,207	9,088	10,168	11,120	11,577	12,318	741	6.4%
	SUBTOTAL	22,605	23,773	24,898	26,373	27,420	29,078	1,658	6.0%
SOFTWARE									
511210	Software Publishers	10,592	11,100	11,929	13,030	13,870	15,533	1,663	12.0%
	SUBTOTAL	10,592	11,100	11,929	13,030	13,870	15,533	1,663	12.0%
IT SERVICES									
Computer Systems Design and Related Services									
541511	Custom Computer Programming Services	83,693	87,759	93,236	98,446	101,154	105,197	4,043	4.0%
541512	Computer Systems Design Services	90,829	95,082	100,788	106,048	108,625	112,459	3,834	3.5%
541513	Computer Facilities Management Services	2,679	2,788	2,933	3,091	3,215	3,438	223	6.9%
541519	Other Computer Related Services	14,595	14,665	14,740	14,837	15,130	15,667	537	3.5%
	SUBTOTAL	191,796	200,294	211,697	222,422	228,124	236,761	8,637	3.8%
Computer and Electronic Repair and Maintenance									
811211	Consumer Electronics Repair and Maintenance	2,154	2,076	2,012	2,008	2,014	2,023	9	0.4%
811212	Computer and Office Machine Repair and Maintenance	7,121	7,235	7,249	7,183	7,216	7,258	42	0.6%
811213	Communication Equipment Repair and Maintenance	1,677	1,612	1,642	1,717	1,741	1,768	27	1.6%
811219	Other Electronic and Precision Equipment	5,203	5,306	5,334	5,473	5,549	5,593	44	0.8%
	SUBTOTAL	16,155	16,229	16,237	16,381	16,520	16,642	122	0.7%
Other									
611420	Computer Training	2,624	2,592	2,614	2,585	2,608	2,648	40	1.5%
423430	Computer & Peripheral Equip. & Software Wholesalers	12,215	11,885	12,251	12,047	11,955	11,806	-149	-1.2%
	SUBTOTAL	14,839	14,477	14,865	14,632	14,563	14,454	-109	-0.7%
ENGINEERING SERVICES, R&D, AND TESTING SERVICES									
541330	Engineering Services	67,688	68,081	68,871	69,608	70,318	70,849	531	0.8%
	SUBTOTAL	67,688	68,081	68,871	69,608	70,318	70,849	531	0.8%
R&D and Testing Labs									
541380	Testing Laboratories	8,820	8,946	9,033	9,077	9,169	9,293	124	1.4%
541711	R&D in Biotechnology	5,972	6,231	6,543	6,734	6,918	7,212	294	4.2%
541712	R&D in the Physical, Eng., and Life Sciences	13,526	13,849	14,290	14,610	14,874	15,261	387	2.6%
	SUBTOTAL	28,318	29,026	29,866	30,421	30,961	31,766	805	2.6%
TOTAL TELECOMMUNICATIONS & INTERNET SERVICES									
TOTAL SOFTWARE									
TOTAL IT SERVICES									
TOTAL ENGINEERING SERVICES, R&D, AND TESTING SERVICES									
TOTAL TECH BUSINESS ESTABLISHMENTS									
		416,484	425,845	440,154	452,306	461,046	473,466	12,420	2.7%

Sources: EMSI | U.S. Bureau of Labor Statistics

U.S. AVERAGE ANNUAL WAGES IN THE TECHNOLOGY INDUSTRY, 2009 – 2015

(adjusted for inflation to 2015 dollars)

		<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	Numeric Change '14-'15	Percent Change '14-'15
TECHNOLOGY MANUFACTURING										
Computer and Peripheral Equipment Manufacturing										
334111	Electronic Computer	\$145,711	\$178,493	\$176,106	\$188,800	\$178,257	\$184,969	\$188,702	\$3,733	2.0%
334112	Computer Storage Devices	\$114,668	\$128,491	\$120,892	\$137,171	\$129,832	\$133,396	\$133,904	\$508	0.4%
334118	Computer Peripheral Equipment	\$102,368	\$105,776	\$109,800	\$107,964	\$107,053	\$108,774	\$111,591	\$2,817	2.6%
Communications Equipment Consumer Electronics Manufacturing										
334210	Telephone Apparatus	\$109,798	\$122,150	\$128,788	\$117,607	\$126,265	\$125,409	\$119,262	-\$6,147	-4.9%
334220	Radio & TV Broadcasting & Wireless Comm. Equip.	\$94,860	\$97,355	\$97,367	\$100,191	\$100,829	\$106,430	\$107,010	\$580	0.5%
334290	Other Communications Equipment	\$89,056	\$85,673	\$87,060	\$87,297	\$78,248	\$78,201	\$77,472	-\$729	-0.9%
334310	Consumer Electronics Manufacturing	\$79,278	\$82,514	\$80,992	\$81,617	\$84,049	\$90,029	\$90,997	\$968	1.1%
Electronic Components Manufacturing										
334412	Bare Printed Circuit Boards	\$57,519	\$60,044	\$60,605	\$58,891	\$59,970	\$59,846	\$60,520	\$674	1.1%
334416	Capacitors, Resistor, Coil, Transformer, and Other	\$49,815	\$53,887	\$52,420	\$50,969	\$50,742	\$54,451	\$54,662	\$211	0.4%
334417	Electronic Connectors	\$57,454	\$61,480	\$58,780	\$63,583	\$68,822	\$64,541	\$63,994	-\$547	-0.8%
334418	Printed Circuit Assembly	\$51,891	\$54,727	\$53,850	\$51,997	\$52,852	\$53,364	\$53,853	\$489	0.9%
334419	Other Electronic Components	\$63,200	\$66,696	\$67,858	\$68,430	\$66,981	\$69,956	\$70,193	\$237	0.3%
Semiconductor Manufacturing										
333242	Semiconductor and Related Devices	\$114,447	\$136,411	\$145,578	\$134,877	\$140,096	\$149,506	\$151,452	\$1,946	1.3%
334413	Semiconductor Machinery	\$110,061	\$121,491	\$127,903	\$123,852	\$126,902	\$135,258	\$137,714	\$2,456	1.8%
Measuring and Control Instruments Manufacturing										
334510	Electromedical and Electrotherapeutic Apparatus	\$92,712	\$94,568	\$93,319	\$94,917	\$94,172	\$96,327	\$98,437	\$2,110	2.2%
334511	Search, Detection, Navigation, and Guidance	\$103,448	\$104,537	\$104,051	\$106,555	\$107,478	\$108,110	\$107,902	-\$208	-0.2%
334512	Automotive Environmental Controls	\$66,422	\$69,426	\$71,237	\$72,852	\$72,373	\$72,679	\$72,646	-\$33	0.0%
334513	Industrial Process Control Instruments	\$75,476	\$78,796	\$78,823	\$78,849	\$77,732	\$79,437	\$79,501	\$64	0.1%
334514	Totalizing Fluid Meter and Counting Devices	\$62,295	\$64,790	\$67,518	\$66,570	\$67,898	\$67,053	\$67,313	\$260	0.4%
334515	Electricity Measuring and Testing Instruments	\$100,152	\$107,224	\$105,214	\$100,708	\$98,362	\$102,392	\$102,268	-\$124	-0.1%
334516	Analytical Laboratory Instruments	\$90,891	\$101,366	\$102,471	\$93,915	\$94,146	\$96,779	\$92,724	-\$4,055	-4.2%
334517	Irradiation Apparatus	\$98,279	\$99,412	\$100,634	\$98,171	\$100,932	\$103,676	\$104,217	\$541	0.5%
334519	Other Measuring and Controlling Instruments	\$68,537	\$70,973	\$73,855	\$72,340	\$71,409	\$72,988	\$73,495	\$507	0.7%
Reproducing Magnetic and Optical Media Manufacturing										
334613	Blank Magnetic and Optical Recording Media Mfg. Software and Other Prerecorded Content	\$115,170	\$122,803	\$124,073	\$175,470	\$130,052	\$139,894	\$144,260	\$4,366	3.1%
334614	Reproducing	\$77,923	\$81,319	\$86,274	\$88,044	\$88,517	\$85,665	\$88,103	\$2,438	2.8%
Space and Defense Systems Manufacturing										
336414	Guided Missile and Space Vehicles	\$116,092	\$116,120	\$118,260	\$118,490	\$121,151	\$124,766	\$125,464	\$698	0.6%
336415	Guided Missile and Space Vehicles Propulsion Units and Parts	\$88,673	\$95,188	\$91,200	\$89,282	\$92,117	\$92,597	\$92,082	-\$515	-0.6%
336419	Other Guided Missile and Space Vehicle Parts and Auxiliary Equip.	\$96,129	\$97,673	\$98,254	\$96,467	\$96,320	\$97,516	\$99,041	\$1,525	1.6%
TOTAL TECHNOLOGY MANUFACTURING AVERAGE WAGE		\$94,899	\$101,797	\$103,009	\$103,414	\$103,378	\$106,891	\$108,122	\$1,231	1.2%

Sources: EMSI | U.S. Bureau of Labor Statistics

U.S. AVERAGE ANNUAL WAGES IN THE TECHNOLOGY INDUSTRY, 2009 – 2015

(adjusted for inflation to 2015 dollars)

		2009	2010	2011	2012	2013	2014	2015	Numeric Change '14-'15	Percent Change '14-'15
TELECOMMUNICATIONS AND INTERNET SERVICES										
Telecommunications										
517110	Wired Telecommunication Carriers	\$78,244	\$80,169	\$80,082	\$81,036	\$81,372	\$81,501	\$81,113	-\$388	-0.5%
517210	Wireless Telecomm. Carriers (except Satellite)	\$75,093	\$68,652	\$71,089	\$72,885	\$73,506	\$74,626	\$74,133	-\$493	-0.7%
517410	Satellite Telecommunications	\$90,981	\$97,802	\$98,786	\$99,809	\$106,673	\$101,212	\$100,002	-\$1,210	-1.2%
517911	Telecommunication Resellers	\$76,718	\$79,076	\$79,861	\$78,076	\$73,636	\$74,481	\$74,384	-\$97	-0.1%
517919	All Other Telecommunications	\$93,138	\$92,912	\$97,584	\$94,354	\$99,100	\$103,987	\$101,753	-\$2,234	-2.1%
Internet Services										
518210	Data Processing, Hosting, and Related Services	\$84,567	\$86,513	\$87,165	\$87,665	\$88,742	\$92,574	\$93,949	\$1,375	1.5%
519130	Internet Publishing and Web Search Portals	\$122,789	\$132,952	\$141,852	\$148,840	\$206,766	\$193,217	\$198,880	\$5,663	2.9%
SOFTWARE										
511210	Software Publishers	\$127,797	\$135,050	\$136,031	\$135,582	\$135,606	\$141,709	\$142,548	\$839	0.6%
IT SERVICES										
Computer Systems Design and Related Services										
541511	Custom Computer Programming Services	\$101,761	\$104,430	\$103,934	\$104,369	\$104,137	\$107,789	\$108,189	\$400	0.4%
541512	Computer Systems Design Services	\$98,151	\$100,527	\$101,480	\$110,318	\$100,866	\$101,496	\$102,228	\$732	0.7%
541513	Computer Facilities Management Services	\$80,998	\$81,928	\$82,163	\$83,182	\$86,505	\$84,908	\$83,969	-\$939	-1.1%
541519	Other Computer Related Services	\$86,971	\$90,831	\$90,830	\$99,087	\$101,298	\$102,564	\$103,474	\$910	0.9%
Computer and Electronic Repair and Maintenance										
811211	Consumer Electronics Repair and Maintenance	\$41,892	\$42,110	\$41,812	\$41,468	\$41,258	\$39,375	\$39,244	-\$131	-0.3%
811212	Computer & Office Machine Repair & Maintenance	\$52,664	\$52,794	\$53,048	\$52,967	\$52,901	\$53,771	\$53,945	\$174	0.3%
811213	Communication Equipment Repair and Maintenance	\$58,233	\$58,413	\$56,641	\$59,932	\$57,946	\$59,557	\$59,025	-\$532	-0.9%
811219	Other Electronic and Precision Equipment	\$65,517	\$66,461	\$66,634	\$66,194	\$65,686	\$67,181	\$67,441	\$260	0.4%
Other										
611420	Computer Training	\$63,779	\$62,658	\$63,922	\$64,348	\$68,764	\$71,974	\$73,352	\$1,378	1.9%
423430	Computer, Peripherals, and Software Merchant Wholesalers	\$118,546	\$121,143	\$121,929	\$121,398	\$119,952	\$122,718	\$123,631	\$913	0.7%
ENGINEERING SERVICES, R&D, AND TESTING										
541330	Engineering Services	\$90,208	\$90,769	\$90,328	\$90,867	\$90,823	\$91,959	\$91,968	\$9	0.0%
R&D and Testing Labs										
541380	Testing Laboratories	\$70,714	\$69,666	\$70,021	\$70,857	\$71,069	\$71,829	\$71,766	-\$63	-0.1%
541711	R&D in Biotechnology	\$120,448	\$119,385	\$121,586	\$127,740	\$131,329	\$143,584	\$151,191	\$7,607	5.3%
541712	R&D in the Physical, Eng., and Life Sciences	\$104,850	\$107,597	\$109,129	\$112,248	\$114,389	\$117,480	\$121,919	\$4,439	3.8%
TOTAL TELECOMMUNICATIONS AND INTERNET SERVICES		\$82,132	\$84,069	\$86,025	\$88,400	\$96,252	\$97,345	\$99,202	\$1,857	1.9%
TOTAL SOFTWARE		\$127,797	\$135,050	\$136,031	\$135,582	\$135,606	\$141,709	\$142,548	\$839	0.6%
TOTAL IT SERVICES		\$98,152	\$100,544	\$100,927	\$105,105	\$101,399	\$103,330	\$103,878	\$548	0.5%
TOTAL ENGINEERING SERVICES, R&D, AND TESTING		\$94,934	\$95,873	\$96,216	\$97,822	\$98,603	\$101,089	\$102,935	\$1,846	1.8%
TOTAL U.S. TECT SECTOR AVERAGE WAGE		\$94,576	\$97,764	\$98,763	\$101,096	\$101,706	\$104,123	\$105,351	\$1,228	1.2%

Sources: EMSI | U.S. Bureau of Labor Statistics

U.S. TECH INDUSTRY EMPLOYMENT PROJECTIONS, 2014 - 2024

		2014	2024	Numeric Change	Percent Change
3341	Computer and Peripheral Equipment manufacturing	162,800	135,500	-27,300	-16.8%
3342	Communications Equipment manufacturing	93,500	69,500	-24,000	-25.7%
3343	Consumer Electronics, Audio and Video equipment mfg.	18,900	14,600	-4,300	-22.8%
3344	Semiconductor and Other Electronic Component mfg.	367,800	332,700	-35,100	-9.5%
3345	Measuring, Electromedical, and Control Instruments mfg.	388,300	353,100	-35,200	-9.1%
3346	Reproducing Magnetic and Optical media	18,900	14,000	-4,900	-25.9%
3364	Aerospace Product and Parts manufacturing	488,400	464,100	-24,300	-5.0%
5112	Software (packaged)	312,500	393,200	80,700	25.8%
517	Telecommunications	855,800	779,400	-76,400	-8.9%
518, 519	Data Processing, Hosting, and Internet services	497,200	549,200	52,000	10.5%
5413	Engineering Services	1,380,400	1,490,400	110,000	8.0%
5415	Computer Systems Design and Related IT Services	1,777,700	2,186,600	408,900	23.0%
5417	R&D Services	634,700	673,500	38,800	6.0%
8112	Electronic and Precision Equipment Repair and Maintenance	100,700	102,100	1,400	1.0%
	TOTAL TECH INDUSTRY EMPLOYMENT	7,097,600	7,557,900	460,300	6.0%
	TECH EMPLOYMENT AS A % OF TOTAL U.S. EMPLOYMENT	5.08%	5.07%		

SELECT INDUSTRY EMPLOYMENT PROJECTIONS, 2014 - 2024

		2014	2024	Numeric Change	Percent Change
23	Construction	6,138,400	6,928,800	790,400	12.9%
311	Food Manufacturing	1,480,500	1,455,100	-25,400	-1.7%
313, 314	Textile and Apparel Manufacturing	400,600	265,900	-134,700	-33.6%
325	Chemicals Manufacturing	803,900	744,100	-59,800	-7.4%
326	Plastics and Rubber Products Manufacturing	674,800	590,400	-84,400	-12.5%
336	Transportation Equipment Manufacturing	1,562,500	1,500,500	-62,000	-4.0%
42	Wholesale Trade	5,826,000	6,151,400	325,400	5.6%
44, 45	Retail Trade	15,364,500	16,129,100	764,600	5.0%
52	Finance and Insurance	5,933,200	6,339,800	406,600	6.9%
5411	Legal Services	1,119,900	1,129,400	9,500	0.8%
5412	Accounting	958,400	1,009,900	51,500	5.4%
621	Ambulatory Healthcare Services	6,644,800	8,978,200	2,333,400	35.1%
622	Hospitals (private)	4,784,300	5,179,200	394,900	8.3%
623	Nursing and Residential Care Facilities	3,261,000	3,996,700	735,700	22.6%
624	Social Assistance	3,367,300	3,698,200	330,900	9.8%
721	Accommodation Services	1,889,300	2,022,300	133,000	7.0%
722	Food Services and Drinking Places	10,717,000	11,375,000	658,000	6.1%
NA	Education	13,617,800	14,487,600	869,800	6.4%
	All Other Industry Sectors	55,267,300	57,150,000	1,882,700	3.4%
	TOTAL U.S. EMPLOYMENT	139,811,500	149,131,600	9,320,100	6.7%

Data are projections and subject to revisions. Data are rounded. Only select industries are shown. Employment statistics represented here differ from statistics used elsewhere in the report, as employment projections are based on Current Employment Statistics survey. Total employment includes public and private workers.

Sources: EMSI | U.S. Bureau of Labor Statistics

		2014	2015	Numeric Change	Percent Change
IT OCCUPATIONS					
11-3021	Computer and Information Systems Managers	334,275	344,782	10,507	3.1%
15-1111	Computer and Information Research Scientists	25,939	26,704	765	2.9%
15-1121	Computer Systems Analysts	533,919	555,465	21,546	4.0%
15-1122	Information Security Analysts	80,849	84,827	3,978	4.9%
15-1131	Computer Programmers	305,872	312,989	7,117	2.3%
15-1132	Software Developers, Applications	695,782	724,660	28,878	4.2%
15-1133	Software Developers, Systems Software	387,859	403,108	15,249	3.9%
15-1134	Web Developers	121,883	127,012	5,129	4.2%
15-1141	Database Administrators	112,426	115,512	3,086	2.7%
15-1142	Network and Computer Systems Administrators	366,438	375,273	8,835	2.4%
15-1143	Computer Network Architects	141,638	145,717	4,079	2.9%
15-1151	Computer Support Specialists	565,539	584,633	19,094	3.4%
15-1152	Computer Network Support Specialists	175,172	178,595	3,423	2.0%
15-1199	Computer Occupations, All Other	220,549	224,677	4,128	1.9%
	SUBTOTAL	4,068,140	4,203,954	135,814	3.3%
ENGINEERING OCCUPATIONS					
11-9041	Engineering Managers	180,929	184,577	3,648	2.0%
17-2011	Aerospace Engineers	70,195	70,934	739	1.1%
17-2031	Biomedical Engineers	20,631	21,516	885	4.3%
17-2061	Computer Hardware Engineers	77,517	79,947	2,430	3.1%
17-2071	Electrical Engineers	175,455	178,793	3,338	1.9%
17-2072	Electronics Engineers, Except Computer	136,070	138,007	1,937	1.4%
17-2112	Industrial Engineers	238,671	243,152	4,481	1.9%
17-2131	Materials Engineers	25,280	25,547	267	1.1%
17-2141	Mechanical Engineers	273,561	278,352	4,791	1.8%
17-2199	Engineers, All Other	127,295	129,224	1,929	1.5%
	SUBTOTAL	1,325,604	1,350,049	24,445	1.8%
ENGINEERING AND AUDIO/VIDEO TECHNICIANS					
17-3021	Aerospace Engineering and Operations Technicians	11,285	11,336	51	0.5%
17-3023	Electrical and Electronics Engineering Technicians	137,984	139,653	1,669	1.2%
17-3024	Electro-Mechanical Technicians	14,423	14,396	-27	-0.2%
17-3026	Industrial Engineering Technicians	66,086	66,762	676	1.0%
17-3027	Mechanical Engineering Technicians	47,595	48,236	641	1.3%
17-3029	Engineering Technicians, Except Drafters, All Other	68,686	69,513	827	1.2%
27-4011	Audio and Video Equipment Technicians	60,185	62,011	1,826	3.0%
27-4012	Broadcast Technicians	26,342	26,382	40	0.2%
27-4014	Sound Engineering Technicians	13,741	14,133	392	2.9%
	SUBTOTAL	446,327	452,422	6,095	1.4%
COMPUTER OPERATORS					
43-9011	Computer Operators	58,096	58,119	23	0.0%
	SUBTOTAL	58,096	58,119	23	0.0%
ELECTRICAL, ELECTRONIC, AND COMPUTER INSTALLERS AND REPAIRERS					
49-2011	Computer, Automated Teller, and Office Machine Repairers	110,453	112,238	1,785	1.6%
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairs	13,297	13,456	159	1.2%
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	213,060	216,650	3,590	1.7%
49-2091	Avionics Technicians	17,175	17,390	215	1.3%
49-2092	Electric Motor, Power Tool, and Related Repairers	16,869	16,896	27	0.2%
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	9,045	9,185	140	1.5%
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	67,025	67,628	603	0.9%
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	22,008	22,499	491	2.2%
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	11,306	11,546	240	2.1%
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	26,513	26,907	394	1.5%
49-2098	Security and Fire Alarm Systems Installers	60,577	62,890	2,313	3.8%
	SUBTOTAL	567,328	577,285	9,957	1.8%
ELECTRICAL, ELECTRONICS, AND ELECTROMECHANICAL ASSEMBLERS					
51-2021	Coil Winders, Tapers, and Finishers	14,927	14,995	68	0.5%
51-2022	Electrical and Electronic Equipment Assemblers	207,457	209,523	2,066	1.0%
51-2023	Electromechanical Equipment Assemblers	47,930	47,985	55	0.1%
	SUBTOTAL	270,314	272,503	2,189	0.8%
COMPUTER-CONTROLLED MACHINE PROGRAMMERS AND OPERATORS					
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	148,776	151,555	2,779	1.9%
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	24,957	25,737	780	3.1%
	SUBTOTAL	173,733	177,292	3,559	2.0%
	TOTAL TECH OCCUPATION EMPLOYMENT	6,909,540	7,091,621	182,081	2.6%

Sources: EMSI | U.S. Bureau of Labor Statistics

GROWTH PROJECTIONS FOR SELECT TECH OCCUPATIONS

		2014	2024	Numeric Change '14-'24	Percent Change '14-'24
IT OCCUPATIONS					
11-3021	Computer and Information Systems Managers	348,500	402,200	53,700	15.4%
15-1111	Computer and Information Research Scientists	25,600	28,300	2,700	10.5%
15-1121	Computer Systems Analysts	567,800	686,300	118,500	20.9%
15-1122	Information Security Analysts	82,900	97,700	14,800	17.9%
15-1131	Computer Programmers	328,600	302,200	-26,400	-8.0%
15-1132	Software Developers, Applications	718,400	853,700	135,300	18.8%
15-1133	Software Developers, Systems Software	395,600	447,000	51,400	13.0%
15-1134	Web Developers	148,500	188,000	39,500	26.6%
15-1141	Database Administrators	120,000	133,400	13,400	11.2%
15-1142	Network and Computer Systems Administrators	382,600	412,800	30,200	7.9%
15-1143	Computer Network Architects	146,200	158,900	12,700	8.7%
15-1151	Computer User Support Specialists	585,900	661,000	75,100	12.8%
15-1152	Computer Network Support Specialists	181,000	194,600	13,600	7.5%
15-1199	Computer Occupations, All Other*	233,000	240,800	7,800	3.3%
	SUBTOTAL	4,264,600	4,806,900	542,300	12.7%
ENGINEERING OCCUPATIONS					
11-9041	Engineering Managers	182,100	185,800	3,700	2.0%
17-2011	Aerospace Engineers	72,500	70,800	-1,700	-2.3%
17-2031	Biomedical Engineers	22,100	27,200	5,100	23.1%
17-2061	Computer Hardware Engineers	77,700	80,100	2,400	3.1%
17-2071	Electrical Engineers	178,400	180,200	1,800	1.0%
17-2072	Electronics Engineers, Except Computer	137,400	135,500	-1,900	-1.4%
17-2112	Industrial Engineers	241,100	243,200	2,100	0.9%
17-2131	Materials Engineers	25,300	25,600	300	1.2%
17-2141	Mechanical Engineers	277,500	292,100	14,600	5.3%
17-2199	Engineers, All Other	136,900	142,300	5,400	3.9%
	SUBTOTAL	1,351,000	1,382,800	31,800	2.4%
ENGINEERING TECHNICIANS AND A/V TECHNICIANS					
17-3021	Aerospace Engineering and Operations Technicians	11,400	11,800	400	3.5%
17-3023	Electrical and Electronics Engineering Technicians	139,400	136,600	-2,800	-2.0%
17-3024	Electro-Mechanical Technicians	14,700	14,800	100	0.7%
17-3026	Industrial Engineering Technicians	66,500	63,500	-3,000	-4.5%
17-3027	Mechanical Engineering Technicians	48,400	49,300	900	1.9%
17-3029	Engineering Technicians, Except Drafters, All Other	70,100	69,900	-200	-0.3%
27-4011	Audio and Video Equipment Technicians	70,900	79,400	8,500	12.0%
27-4012	Broadcast Technicians	30,100	28,200	-1,900	-6.3%
27-4014	Sound Engineering Technicians	16,100	17,400	1,300	8.1%
	SUBTOTAL	467,600	470,900	3,300	0.7%
TOTAL TECH OCCUPATION EMPLOYMENT PROJECTION		7,198,400	7,781,300	582,900	8.1%
TOTAL U.S. EMPLOYMENT PROJECTION		150,539,900	160,328,800	9,788,900	6.5%

Data are projections and subject to revisions. Data are rounded. Only select industries are shown. Employment statistics represented here differ from statistics used elsewhere in the report, as employment projections are based on Current Employment Statistics survey. Total employment includes public and private workers. SOC Codes are the government coding system for occupations.

*includes videogame designer and business intelligence analyst occupations

Sources: U.S. Bureau of Labor Statistics

	Count of Tech Sector <u>Male Workers</u>	Count of Tech Sector <u>Female Workers</u>	% of Tech Sector <u>Male Workers</u>	% of Tech Sector <u>Female Workers</u>
TECHNOLOGY MANUFACTURING				
Computer and Peripheral Equipment Manufacturing	113,014	51,280	68.8%	31.2%
Communications Equipment Consumer Electronics Manufacturing	74,553	33,143	69.2%	30.8%
Electronic Components Manufacturing	112,414	76,026	59.7%	40.3%
Semiconductor Manufacturing	139,839	58,250	70.6%	29.4%
Measuring and Control Instruments Manufacturing	262,034	131,500	66.6%	33.4%
Reproducing Magnetic and Optical Media Manufacturing	10,306	5,742	64.2%	35.8%
Space and Defense Systems Manufacturing	53,714	16,595	76.4%	23.6%
SUBTOTAL	765,874	372,536	67.3%	32.7%
TELECOMMUNICATIONS AND INTERNET SERVICES				
Telecommunications				
Wired Telecommunication Carriers	404,015	202,306	66.6%	33.4%
Wireless Telecomm. Carriers (except Satellite)	90,409	64,035	58.5%	41.5%
Satellite Telecommunications	6,416	2,646	70.8%	29.2%
Telecommunication Resellers	34,795	21,110	62.2%	37.8%
All Other Telecommunications	18,027	10,080	64.1%	35.9%
SUBTOTAL	553,662	300,176	64.8%	35.2%
Internet Hosting, Web Search, and Related Services				
Data Processing, Hosting, and Related Services	162,263	131,180	55.3%	44.7%
Internet Publishing and Web Search Portals	106,039	71,421	59.8%	40.2%
SUBTOTAL	268,302	202,601	57.0%	43.0%
SOFTWARE				
Software Publishers	211,583	104,578	66.9%	33.1%
SUBTOTAL	211,583	104,578	66.9%	33.1%
IT SERVICES				
Computer Systems Design and Related Services				
Custom Computer Programming Services	550,473	270,346	67.1%	32.9%
Computer Systems Design Services	599,759	297,735	66.8%	33.2%
Computer Facilities Management Services	38,745	21,858	63.9%	36.1%
Other Computer Related Services	74,050	36,504	67.0%	33.0%
SUBTOTAL	1,263,027	626,442	66.8%	33.2%
Computer and Electronic Repair and Maintenance				
Consumer Electronics Repair and Maintenance	8,480	3,105	73.2%	26.8%
Computer and Office Machine Repair and Maintenance	33,018	11,062	74.9%	25.1%
Communication Equipment Repair and Maintenance	10,869	3,814	74.0%	26.0%
Other Electronic and Precision Equipment	25,306	8,162	75.6%	24.4%
SUBTOTAL	77,673	26,143	74.8%	25.2%
Other				
Computer Training	6,831	7,971	46.1%	53.9%
Computer & Peripheral Equip. & Software Wholesalers	149,007	77,405	65.8%	34.2%
SUBTOTAL	155,839	85,375	64.6%	35.4%
ENGINEERING SERVICES, R&D, AND TESTING SERVICES				
Engineering Services	683,362	257,920	72.6%	27.4%
SUBTOTAL	683,362	257,920	72.6%	27.4%
R&D and Testing Labs				
Testing Laboratories	125,533	46,879	72.8%	27.2%
R&D in Biotechnology	82,784	68,650	54.7%	45.3%
R&D in the Physical, Eng., and Life Sciences	261,731	180,193	59.2%	40.8%
SUBTOTAL	470,047	295,722	61.4%	38.6%
TOTAL TECH MANUFACTURING	765,874	372,536	67.3%	32.7%
TOTAL TELECOMMUNICATIONS & INTERNET SERVICES	821,964	502,778	62.0%	38.0%
TOTAL SOFTWARE	211,583	104,578	66.9%	33.1%
TOTAL IT SERVICES	1,496,539	737,960	67.0%	33.0%
TOTAL ENGINEERING SERVICES, R&D, AND TESTING SERVICES	1,153,409	553,642	67.6%	32.4%
TOTAL TECH EMPLOYMENT BY GENDER	4,449,370	2,271,493	66.2%	33.8%

Sources: EMSI | U.S. Bureau of Labor Statistics

LEADING TECH SECTORS FOR SELF-EMPLOYED AND SOLE PROPRIETOR TECH WORKERS. IN 2015, THESE CATEGORIES ACCOUNTED FOR 97% OF ALL TECH SECTOR SELF-EMPLOYED AND SOLE PROPRIETOR TECH WORKERS.

<u>NAICS</u>	<u>TECH SECTOR</u>	<u>2014 Self-Employed or Sole Proprietor Workers</u>	<u>2015 Self-Employed or Sole Proprietor Workers</u>	<u>Numerical Change</u>	<u>Percent Change</u>
541511	Custom Computer Programming Services	215,081	222,352	7,270	3.4%
541512	Computer Systems Design Services	157,532	158,754	1,222	0.8%
541330	Engineering Services	116,342	116,719	377	0.3%
517110	Wired Telecommunications Carriers	105,744	105,459	-285	-0.3%
518210	Data Processing, Hosting, and Related Services	76,337	77,993	1,656	2.2%
511210	Software Publishers	46,042	47,939	1,897	4.1%
519130	Internet Publishing and Broadcasting and Web Search Portals	46,305	47,891	1,586	3.4%
541519	Other Computer Related Services	35,470	34,794	-677	-1.9%
541712	R&D in the Physical, Engineering, and Life Sciences	32,868	33,317	450	1.4%
811212	Computer and Office Machine Repair and Maintenance	29,599	30,184	585	2.0%
517210	Wireless Telecommunications Carriers (except Satellite)	24,362	23,519	-842	-3.5%
541513	Computer Facilities Management Services	21,739	23,247	1,508	6.9%
611420	Computer Training	18,284	17,346	-938	-5.1%
811219	Other Electronic & Precision Equipment Repair & Maintenance	16,650	16,935	285	1.7%
517919	All Other Telecommunications	11,977	11,957	-21	-0.2%
517911	Telecommunications Resellers	11,322	11,930	608	5.4%
541711	Research & Development in Biotechnology	9,919	10,166	247	2.5%
811211	Consumer Electronics Repair and Maintenance	9,590	9,376	-214	-2.2%
811213	Communication Equipment Repair and Maintenance	7,205	7,266	61	0.8%
541380	Testing Laboratories	5,471	5,516	45	0.8%
TOTAL SELF-EMPLOYED OR SOLE PROPRIETOR		997,838	1,012,662	14,823	1.5%

<u>SOC</u>	<u>TECH OCCUPATION</u>	<u>Q4 2014 Postings</u>	<u>Q4 2015 Posting</u>	<u>Numeric Change</u>	<u>Percent Change</u>
15-1132	Software Developers, Applications	173,856	231,204	57,348	33.0%
15-1199	Computer Occupations, All Other *	168,862	200,986	32,124	19.0%
17-2000	NET: Engineers **	79,179	104,503	25,324	32.0%
15-1121	Computer Systems Analysts	58,638	68,625	9,987	17.0%
15-1141	Database Administrators	31,842	44,920	13,078	41.1%
15-1142	Network and Computer Systems Administrators	32,310	44,412	12,102	37.5%
15-1151	Computer User Support Specialists	31,184	43,415	12,231	39.2%
15-1134	Web Developers	30,686	42,612	11,926	38.9%
15-1131	Computer Programmers	25,322	31,772	6,450	25.5%
15-1133	Software Developers, Systems Software	20,576	28,181	7,605	37.0%
15-1122	Information Security Analysts	17,488	25,865	8,377	47.9%
49-2000	NET: Electronics and Computer Installers and Repairers	17,821	22,767	4,946	27.8%
17-3000	NET: Electronics Technicians **	15,757	19,997	4,240	26.9%
15-1143	Computer Network Architects	11,839	16,901	5,062	42.8%
11-3021	Computer and Information Systems Managers	9,888	12,233	2,345	23.7%
51-4000	Computer-Controlled Machine Operators	4,612	6,868	2,256	48.9%
15-1111	Computer and Information Research Scientists	3,698	5,633	1,935	52.3%
51-2000	Electrical and Electronic Equipment Assemblers	4,398	5,414	1,016	23.1%
15-1152	Computer Network Support Specialists	2,894	4,913	2,019	69.8%
43-9011	Computer Operators	687	1,191	504	73.4%
TOTAL JOB POSTINGS FOR TECH OCCUPATIONS		741,537	962,412	220,875	29.80%

*The Computer Occupations, All Other category includes positions such as software quality assurance engineers, computer system engineers/architects, business intelligence analysts, IT project managers, data warehousing specialists, videogame designer, and other computer or software related positions.

**NET refers to the summation of occupations using the Cyberstates grouping for that category.

See Methodology section of this report for background on the use of job posting data.

Source: Burning Glass Technologies Labor Insights

THE BUREAU OF LABOR STATISTICS DOES NOT CATEGORIZE ITS DATA IN ANY WAY CONDUCIVE TO PRECISELY DEFINING KNOWLEDGE WORKER. THE TABLE BELOW SIMPLY PROVIDES EXAMPLES OF THE TYPES OF OCCUPATIONS THAT TEND TO USE TECHNOLOGY AND INFORMATION INTENSELY.

<u>SOC</u>	<u>OCCUPATION</u>	<u>2014</u>	<u>2015</u>	<u>Numeric Change</u>	<u>Percent Change</u>
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	635,928	650,919	14,991	2.4%
11-9000	Other Management Occupations	1,896,772	1,937,377	40,605	2.1%
13-1000	Business Operations Specialists	4,330,291	4,435,931	105,639	2.4%
13-2000	Accountants, Financial Analysts, and related	2,616,780	2,683,513	66,733	2.6%
15-2000	Mathematicians, Statisticians, Operational Researchers, and related	146,125	151,944	5,820	4.0%
19-1000	Life Scientists	287,540	293,889	6,348	2.2%
19-2000	Physical Scientists	279,661	284,300	4,639	1.7%
19-3000	Social Scientists and Related Workers	244,183	249,254	5,071	2.1%
19-4000	Life, Physical, and Social Science Technicians	360,709	366,352	5,643	1.6%
23-2000	Legal Support Workers	390,762	396,241	5,479	1.4%
25-4010	Archivists, curators, museum technicians	26,076	26,518	442	1.7%
25-4021	Librarians	129,722	130,907	1,185	0.9%
25-4031	Library Technicians	92,961	93,865	904	1.0%
25-9011	Audio-Visual and Multimedia Collections Specialists	8,685	8,683	-2	0.0%
27-1014	Multimedia Artists and Animators	28,932	30,021	1,088	3.8%
27-1024	Graphic Designers	197,644	201,707	4,063	2.1%
27-3042	Technical Writers	48,431	49,816	1,385	2.9%
27-4099	Media and Communication Equipment Workers, All Other	17,729	18,111	382	2.2%
29-2071	Medical Records and Health Information Technicians	186,042	191,309	5,267	2.8%
41-4011	Sales Representatives, Wholesale and Mfg., Technical and Scientific	340,841	347,285	6,444	1.9%
41-9031	Sales Engineers	69,411	70,871	1,460	2.1%
43-9020	Data entry and information processing	291,584	288,059	-3,525	-1.2%
43-9031	Desktop Publishers	12,834	12,729	-105	-0.8%
	TOTAL	12,639,643	12,919,598	279,955	2.2%

Sources: EMSI | U.S. Bureau of Labor Statistics

APPENDIX B – STATE DATA TABLES

TECH SECTOR EMPLOYMENT BY STATE

APPENDIX B.1

AVERAGE ANNUAL EMPLOYMENT IN THE TECHNOLOGY INDUSTRY BY STATE, 2009 - 2015

	2009	2010	2011	2012	2013	2014	2015	Numeric Change 2014-15	Percent Change 2014-15
United States Total	6,107,313	6,029,421	6,167,767	6,281,469	6,383,672	6,522,707	6,720,863	198,156	3.0%
Alabama	84,433	81,498	79,806	79,547	79,197	78,921	79,375	454	0.6%
Alaska	10,704	10,466	10,687	11,040	11,002	10,886	10,717	-169	-1.6%
Arizona	125,409	124,833	128,136	129,927	133,249	133,816	135,755	1,939	1.4%
Arkansas	26,952	26,544	27,132	26,090	26,485	25,923	26,637	714	2.8%
California	982,636	974,081	997,726	1,027,877	1,054,860	1,090,502	1,149,988	59,486	5.5%
Colorado	175,188	170,511	175,190	176,629	180,222	184,154	187,242	3,088	1.7%
Connecticut	68,735	66,114	67,634	67,738	68,122	72,271	73,148	877	1.2%
Delaware	18,610	18,241	20,351	20,804	21,524	21,303	21,004	-299	-1.4%
District of Columbia	33,514	35,051	35,988	35,512	35,031	36,204	36,293	89	0.2%
Florida	295,263	288,802	291,343	292,133	294,598	300,397	311,807	11,410	3.8%
Georgia	179,812	178,985	179,283	185,025	191,429	198,422	205,736	7,314	3.7%
Hawaii	15,428	15,062	14,947	15,136	15,287	15,210	15,199	-11	-0.1%
Idaho	31,090	30,597	31,071	30,568	29,971	30,709	32,634	1,925	6.3%
Illinois	215,978	211,577	217,095	222,607	227,289	233,845	234,514	669	0.3%
Indiana	75,660	75,694	76,567	78,077	78,220	79,639	82,196	2,557	3.2%
Iowa	42,863	42,844	44,081	44,427	44,869	45,758	46,724	966	2.1%
Kansas	56,525	51,456	51,250	51,582	54,023	55,394	57,554	2,160	3.9%
Kentucky	48,724	48,166	48,969	49,361	49,442	49,713	51,557	1,844	3.7%
Louisiana	46,817	44,560	43,364	43,957	45,143	46,259	49,151	2,892	6.3%
Maine	15,152	15,122	14,256	15,006	15,430	15,703	16,120	417	2.7%
Maryland	180,632	180,379	181,511	180,712	179,439	180,557	181,320	763	0.4%
Massachusetts	263,565	262,389	267,151	272,380	277,605	282,916	294,615	11,699	4.1%
Michigan	160,131	162,949	171,293	181,682	187,996	194,727	202,669	7,942	4.1%
Minnesota	128,544	126,732	129,857	132,030	134,523	136,459	141,934	5,475	4.0%
Mississippi	21,378	20,944	20,857	21,146	21,115	21,748	22,132	384	1.8%
Missouri	96,967	92,762	93,760	100,390	102,261	106,946	107,365	419	0.4%
Montana	11,326	11,577	12,058	12,075	12,379	12,273	12,811	538	4.4%
Nebraska	30,903	30,538	30,684	31,372	32,130	32,332	33,562	1,230	3.8%
Nevada	28,450	27,332	27,199	27,822	28,108	29,147	30,306	1,159	4.0%
New Hampshire	37,984	37,113	38,029	38,340	38,813	39,784	40,185	401	1.0%
New Jersey	211,437	205,370	204,990	205,637	205,052	208,649	208,581	-68	0.0%
New Mexico	50,440	50,007	49,977	48,383	47,493	46,460	46,723	263	0.6%
New York	316,011	312,451	325,202	336,091	340,712	354,071	369,533	15,462	4.4%
North Carolina	154,759	152,965	164,568	168,678	171,387	177,331	185,268	7,937	4.5%
North Dakota	11,586	11,513	11,249	11,993	12,295	12,897	13,398	501	3.9%
Ohio	170,582	169,932	175,391	170,064	172,986	175,501	179,026	3,525	2.0%
Oklahoma	42,350	38,880	38,172	37,407	36,060	36,791	37,701	910	2.5%
Oregon	80,951	80,434	83,221	85,675	87,154	88,220	92,109	3,889	4.4%
Pennsylvania	221,668	216,794	219,345	224,540	226,575	227,410	228,764	1,354	0.6%
Rhode Island	19,877	19,503	19,961	19,926	19,696	20,033	20,323	290	1.4%
South Carolina	51,572	51,895	55,951	55,362	56,485	58,093	60,404	2,311	4.0%
South Dakota	9,759	9,437	9,564	9,822	9,939	10,339	10,499	160	1.5%
Tennessee	70,127	67,890	69,009	69,522	73,389	75,798	76,546	748	1.0%
Texas	513,326	506,383	526,751	546,048	561,099	571,775	585,614	13,839	2.4%
Utah	67,583	67,057	69,512	73,262	76,815	78,910	85,235	6,325	8.0%
Vermont	14,407	14,477	14,510	14,456	14,156	13,559	13,863	304	2.2%
Virginia	292,695	291,045	294,877	292,543	286,569	281,387	284,681	3,294	1.2%
Washington	188,872	190,386	196,546	200,023	203,322	209,208	214,065	4,857	2.3%
West Virginia	15,911	16,412	16,560	15,703	15,650	15,565	15,471	-94	-0.6%
Wisconsin	87,015	86,945	90,432	92,469	92,213	93,717	97,602	3,885	4.1%
Wyoming	5,074	4,873	4,722	4,805	4,880	5,075	5,211	136	2.7%

Sources: EMSI | U.S. Bureau of Labor Statistics

TECH SECTOR BUSINESS ESTABLISHMENTS BY STATE

APPENDIX B.2

AVERAGE ANNUAL ESTABLISHMENTS IN THE TECHNOLOGY INDUSTRY BY STATE, 2009 - 2015

	2009	2010	2011	2012	2013	2014	2015	Numeric Change 2014-15	Percent Change 2014-15
United States Total	411,028	416,894	425,840	440,149	452,303	461,043	473,461	12,418	2.7%
Alabama	4,959	5,064	5,191	5,279	5,431	5,580	5,642	62	1.1%
Alaska	864	857	855	873	881	879	881	2	0.2%
Arizona	7,543	7,778	8,030	8,198	8,208	8,418	8,537	119	1.4%
Arkansas	2,588	2,615	2,683	2,811	2,970	3,016	3,068	52	1.7%
California	45,603	44,856	44,352	45,662	46,293	48,304	50,378	2,074	4.3%
Colorado	13,318	13,429	13,575	14,016	14,425	14,382	14,847	465	3.2%
Connecticut	5,617	5,658	5,698	5,884	6,083	6,173	6,272	99	1.6%
Delaware	1,876	1,928	2,022	2,114	2,246	2,337	2,446	109	4.7%
District of Columbia	2,639	2,771	2,890	3,063	2,959	2,976	3,142	166	5.6%
Florida	26,871	27,340	27,347	28,633	29,355	29,739	30,168	429	1.4%
Georgia	15,147	15,378	15,828	15,868	16,261	16,438	16,960	522	3.2%
Hawaii	1,730	1,713	1,714	1,783	1,894	1,950	1,934	-16	-0.8%
Idaho	2,305	2,311	2,339	2,393	2,515	2,629	2,744	115	4.4%
Illinois	20,072	20,861	21,773	22,617	23,534	24,200	25,403	1,203	5.0%
Indiana	6,882	6,975	7,279	7,488	7,632	7,742	7,773	31	0.4%
Iowa	3,361	3,314	3,328	3,539	3,791	3,930	4,108	178	4.5%
Kansas	3,916	3,957	4,158	4,023	4,149	4,229	4,354	125	3.0%
Kentucky	4,002	4,286	4,309	4,542	5,007	5,119	5,419	300	5.9%
Louisiana	4,291	4,481	4,432	4,672	4,877	4,980	4,829	-151	-3.0%
Maine	2,098	2,115	2,235	2,369	2,388	2,336	2,388	52	2.2%
Maryland	11,940	12,409	12,879	13,591	13,959	13,807	13,879	72	0.5%
Massachusetts	13,087	13,546	14,340	14,303	14,411	14,572	15,325	753	5.2%
Michigan	10,134	10,411	10,515	11,188	11,388	11,341	11,186	-155	-1.4%
Minnesota	8,541	8,499	8,777	9,130	9,023	9,187	9,418	231	2.5%
Mississippi	2,311	2,257	2,327	2,443	2,670	2,776	2,892	116	4.2%
Missouri	6,620	6,626	6,636	6,873	7,250	7,385	7,662	277	3.8%
Montana	1,636	1,679	1,720	1,758	1,837	1,874	1,952	78	4.2%
Nebraska	2,452	2,515	2,553	2,669	2,816	2,892	3,052	160	5.5%
Nevada	3,616	3,610	3,817	4,117	4,436	4,550	4,734	184	4.0%
New Hampshire	3,384	3,377	3,452	3,623	3,753	3,832	3,941	109	2.8%
New Jersey	15,577	15,957	15,796	15,352	15,271	15,476	15,545	69	0.4%
New Mexico	2,606	2,679	2,775	2,815	2,878	2,904	2,953	49	1.7%
New York	22,265	22,089	22,060	22,181	22,956	23,290	23,674	384	1.6%
North Carolina	10,699	12,069	13,133	13,960	14,593	15,000	15,531	531	3.5%
North Dakota	833	871	929	1,002	1,090	1,142	1,209	67	5.9%
Ohio	12,595	12,824	13,378	13,683	14,167	14,359	14,705	346	2.4%
Oklahoma	3,783	3,724	3,766	3,843	3,870	3,927	4,025	98	2.5%
Oregon	5,199	5,256	5,419	5,609	5,920	6,078	6,368	290	4.8%
Pennsylvania	13,966	13,944	14,372	14,936	14,774	15,142	15,576	434	2.9%
Rhode Island	1,968	1,986	2,008	2,124	2,204	2,229	2,274	45	2.0%
South Carolina	4,615	4,585	4,841	5,124	5,676	5,796	5,999	203	3.5%
South Dakota	1,035	1,079	1,129	1,189	1,246	1,263	1,280	17	1.3%
Tennessee	5,606	5,639	5,850	6,228	6,571	6,673	6,967	294	4.4%
Texas	29,525	29,986	30,802	31,773	32,603	33,215	34,144	929	2.8%
Utah	4,920	4,975	5,106	5,372	5,650	5,793	5,972	179	3.1%
Vermont	1,190	1,164	1,233	1,294	1,336	1,358	1,412	54	4.0%
Virginia	18,073	18,080	18,310	18,919	19,314	19,520	19,568	48	0.2%
Washington	9,513	9,688	9,781	10,145	10,878	11,475	12,175	700	6.1%
West Virginia	1,465	1,542	1,610	1,664	1,754	1,789	1,858	69	3.9%
Wisconsin	5,440	5,372	5,721	5,908	6,290	6,141	5,970	-171	-2.8%
Wyoming	825	826	833	856	886	903	927	24	2.7%

Sources: EMSI | U.S. Bureau of Labor Statistics

TECH SECTOR AVERAGE ANNUAL WAGES BY STATE

APPENDIX B.3

AVERAGE ANNUAL WAGES IN THE TECHNOLOGY INDUSTRY BY STATE, 2008 - 2014

(adjusted for inflation to 2015 dollars)

	2009	2010	2011	2012	2013	2014	2015	Numeric Change	Percent Change
United States Overall	\$94,576	\$97,764	\$98,763	\$101,096	\$101,706	\$104,123	\$105,351	\$1,228	1.2%
Alabama	\$77,441	\$78,416	\$78,748	\$78,974	\$79,089	\$80,119	\$80,031	-\$88	-0.1%
Alaska	\$78,827	\$79,701	\$80,140	\$77,411	\$78,011	\$80,516	\$80,045	-\$471	-0.6%
Arizona	\$90,295	\$92,826	\$93,958	\$93,917	\$93,903	\$95,638	\$95,617	-\$21	0.0%
Arkansas	\$78,801	\$65,768	\$66,862	\$65,258	\$67,730	\$67,413	\$67,637	\$224	0.3%
California	\$116,157	\$125,532	\$129,188	\$138,074	\$140,063	\$145,241	\$149,335	\$4,094	2.8%
Colorado	\$100,436	\$103,152	\$102,534	\$103,212	\$103,752	\$106,563	\$106,350	-\$213	-0.2%
Connecticut	\$94,325	\$97,928	\$98,024	\$97,705	\$99,356	\$101,270	\$102,391	\$1,121	1.1%
Delaware	\$92,295	\$97,728	\$97,214	\$99,239	\$101,763	\$107,836	\$106,644	-\$1,192	-1.1%
District of Columbia	\$105,881	\$106,880	\$105,433	\$106,249	\$107,691	\$108,851	\$108,439	-\$412	-0.4%
Florida	\$78,356	\$79,461	\$80,235	\$81,545	\$81,849	\$82,677	\$82,566	-\$111	-0.1%
Georgia	\$89,035	\$89,903	\$91,313	\$91,952	\$90,864	\$91,041	\$90,175	-\$866	-1.0%
Hawaii	\$79,671	\$79,290	\$78,624	\$79,412	\$79,300	\$80,087	\$79,318	-\$769	-1.0%
Idaho	\$78,342	\$82,175	\$80,386	\$79,352	\$85,439	\$91,869	\$90,415	-\$1,454	-1.6%
Illinois	\$88,976	\$89,959	\$91,661	\$93,517	\$93,342	\$95,121	\$95,062	-\$59	-0.1%
Indiana	\$69,215	\$69,874	\$70,700	\$70,056	\$72,952	\$71,276	\$71,781	\$505	0.7%
Iowa	\$66,842	\$69,676	\$70,507	\$71,493	\$72,909	\$73,415	\$73,451	\$36	0.0%
Kansas	\$78,134	\$79,202	\$78,167	\$80,486	\$81,376	\$82,116	\$79,382	-\$2,734	-3.3%
Kentucky	\$63,882	\$62,863	\$63,681	\$64,680	\$64,761	\$66,293	\$66,565	\$272	0.4%
Louisiana	\$69,811	\$71,657	\$70,607	\$72,119	\$72,603	\$74,201	\$74,815	\$614	0.8%
Maine	\$67,670	\$70,730	\$71,415	\$68,628	\$70,126	\$71,369	\$71,304	-\$65	-0.1%
Maryland	\$101,188	\$102,766	\$102,824	\$105,077	\$103,353	\$104,059	\$104,659	\$600	0.6%
Massachusetts	\$113,103	\$121,656	\$121,877	\$123,401	\$122,918	\$126,277	\$127,875	\$1,598	1.3%
Michigan	\$84,397	\$84,261	\$85,144	\$83,739	\$83,469	\$84,114	\$84,844	\$730	0.9%
Minnesota	\$86,579	\$88,523	\$89,205	\$89,085	\$91,329	\$92,396	\$93,479	\$1,083	1.2%
Mississippi	\$59,581	\$59,934	\$59,527	\$60,278	\$60,182	\$60,934	\$60,397	-\$537	-0.9%
Missouri	\$84,610	\$85,712	\$84,763	\$85,558	\$83,056	\$83,922	\$84,836	\$914	1.1%
Montana	\$61,862	\$62,272	\$63,087	\$69,905	\$64,406	\$66,480	\$66,826	\$346	0.5%
Nebraska	\$71,042	\$69,664	\$70,514	\$70,183	\$70,921	\$70,628	\$70,922	\$294	0.4%
Nevada	\$79,648	\$79,492	\$79,757	\$80,429	\$80,466	\$82,159	\$81,894	-\$265	-0.3%
New Hampshire	\$92,520	\$95,749	\$95,040	\$94,978	\$96,267	\$100,774	\$100,682	-\$92	-0.1%
New Jersey	\$106,650	\$108,005	\$108,782	\$112,403	\$113,874	\$115,484	\$118,490	\$3,006	2.6%
New Mexico	\$81,585	\$82,486	\$81,909	\$82,596	\$81,308	\$83,014	\$81,743	-\$1,271	-1.5%
New York	\$97,918	\$100,874	\$101,335	\$102,091	\$103,137	\$108,062	\$109,193	\$1,131	1.0%
North Carolina	\$88,346	\$91,189	\$89,264	\$90,624	\$91,074	\$90,887	\$91,363	\$476	0.5%
North Dakota	\$60,871	\$65,274	\$67,803	\$71,682	\$75,136	\$78,768	\$79,588	\$820	1.0%
Ohio	\$76,817	\$77,662	\$77,525	\$77,038	\$76,807	\$77,587	\$77,753	\$166	0.2%
Oklahoma	\$61,596	\$63,883	\$64,150	\$68,182	\$67,864	\$68,532	\$68,438	-\$94	-0.1%
Oregon	\$89,977	\$95,713	\$98,241	\$100,235	\$97,936	\$102,831	\$105,263	\$2,432	2.4%
Pennsylvania	\$90,223	\$91,110	\$90,998	\$92,188	\$92,163	\$92,262	\$92,179	-\$83	-0.1%
Rhode Island	\$77,219	\$78,221	\$77,896	\$77,809	\$78,139	\$80,012	\$81,071	\$1,059	1.3%
South Carolina	\$71,497	\$72,694	\$70,994	\$73,030	\$73,475	\$73,854	\$74,309	\$455	0.6%
South Dakota	\$56,712	\$56,408	\$58,064	\$58,413	\$57,208	\$58,324	\$59,085	\$761	1.3%
Tennessee	\$75,076	\$76,743	\$77,282	\$78,626	\$76,173	\$76,463	\$76,333	-\$130	-0.2%
Texas	\$95,079	\$96,073	\$97,424	\$97,849	\$98,145	\$99,417	\$99,667	\$250	0.3%
Utah	\$74,676	\$75,390	\$75,967	\$75,987	\$75,565	\$78,354	\$77,970	-\$384	-0.5%
Vermont	\$80,375	\$79,010	\$78,823	\$78,161	\$79,344	\$78,849	\$78,878	\$29	0.0%
Virginia	\$105,269	\$107,791	\$107,754	\$107,062	\$107,689	\$108,525	\$109,038	\$513	0.5%
Washington	\$110,419	\$113,872	\$115,733	\$120,643	\$121,871	\$128,790	\$129,359	\$569	0.4%
West Virginia	\$63,898	\$65,455	\$64,224	\$64,712	\$63,815	\$64,145	\$64,299	\$154	0.2%
Wisconsin	\$72,053	\$72,346	\$72,299	\$72,484	\$74,998	\$76,710	\$77,591	\$881	1.1%
Wyoming	\$60,829	\$62,817	\$63,442	\$62,840	\$63,711	\$66,528	\$66,855	\$327	0.5%

Sources: EMSI | U.S. Bureau of Labor Statistics

GROSS STATE PRODUCT (GSP) BY STATE

TECH STATE GSP BY SECTORS FOR 2013

(Millions of current U.S. dollars)

	Computer and Electronics Manufacturing	Publishing industries and Software	Telecom and Broadcasting	Data Processing and Internet Services	Computer Systems Design Services	Total Tech GSP	All Industry Sectors Total GSP	Tech Sector as a % of Total GSP
United States Total	259,746	200,821	398,546	81,006	232,193	1,172,312	16,549,228	7.1%
Alabama	991	1,018	3,282	168	2,457	7,916	193,374	4.1%
Alaska	22	91	1,080	36	153	1,382	57,132	2.4%
Arizona	8,367	1,580	4,304	1,177	2,982	18,410	274,328	6.7%
Arkansas	327	583	6,043	162	924	8,039	116,403	6.9%
California	71,147	32,391	59,903	29,022	40,370	232,833	2,215,726	10.5%
Colorado	4,931	5,617	14,379	1,500	6,468	32,895	286,812	11.5%
Connecticut	1,747	2,181	8,275	543	3,435	16,181	242,878	6.7%
Delaware	512	166	1,645	192	539	3,054	60,260	5.1%
District of Columbia	22	1,950	3,133	627	2,525	8,257	111,891	7.4%
Florida	6,255	6,602	20,742	3,306	8,198	45,103	799,616	5.6%
Georgia	2,122	6,096	19,024	1,425	7,194	35,861	452,897	7.9%
Hawaii	37	250	1,124	71	557	2,039	74,156	2.7%
Idaho	2,864	334	672	154	308	4,332	60,641	7.1%
Illinois	6,132	6,050	13,849	2,637	9,542	38,210	715,239	5.3%
Indiana	2,380	1,992	3,723	380	2,458	10,933	307,614	3.6%
Iowa	1,682	1,491	1,928	572	951	6,624	164,409	4.0%
Kansas	1,047	1,097	4,501	232	1,319	8,196	140,428	5.8%
Kentucky	1,006	720	3,408	478	1,206	6,818	181,811	3.8%
Louisiana	331	535	2,559	186	699	4,310	245,000	1.8%
Maine	499	314	650	79	417	1,959	53,244	3.7%
Maryland	4,171	2,202	10,525	892	9,609	27,399	336,365	8.1%
Massachusetts	15,331	12,516	5,828	2,702	11,704	48,081	437,424	11.0%
Michigan	1,743	3,953	5,898	887	5,015	17,496	431,680	4.1%
Minnesota	7,453	4,305	5,943	1,162	4,211	23,074	306,593	7.5%
Mississippi	199	298	1,649	101	396	2,643	102,822	2.6%
Missouri	1,301	2,286	7,715	1,862	3,778	16,942	272,810	6.2%
Montana	50	176	670	56	305	1,257	42,722	2.9%
Nebraska	410	728	1,188	656	1,160	4,142	107,088	3.9%
Nevada	499	550	1,434	292	764	3,539	128,037	2.8%
New Hampshire	2,130	1,175	1,158	233	1,162	5,858	67,485	8.7%
New Jersey	3,830	5,877	14,925	2,045	10,540	37,217	533,966	7.0%
New Mexico	2,648	296	1,476	56	457	4,933	89,110	5.5%
New York	9,672	22,841	49,220	8,129	14,128	103,990	1,325,405	7.8%
North Carolina	9,376	4,050	7,302	1,858	4,825	27,411	458,282	6.0%
North Dakota	164	544	569	50	201	1,528	51,866	2.9%
Ohio	2,531	5,076	8,005	1,442	6,207	23,261	557,028	4.2%
Oklahoma	745	838	2,837	205	747	5,372	176,101	3.1%
Oregon	39,445	2,962	2,248	619	1,668	46,942	204,109	23.0%
Pennsylvania	4,757	5,394	22,010	1,753	8,029	41,943	636,833	6.6%
Rhode Island	505	437	1,876	359	656	3,833	52,555	7.3%
South Carolina	892	1,127	3,039	362	1,259	6,679	181,345	3.7%
South Dakota	203	164	829	17	162	1,375	44,653	3.1%
Tennessee	1,297	1,698	4,629	707	1,909	10,240	286,877	3.6%
Texas	25,945	10,121	36,434	4,928	18,445	95,873	1,554,870	6.2%
Utah	1,827	2,265	1,711	873	2,100	8,776	133,909	6.6%
Vermont	718	274	411	46	408	1,857	28,635	6.5%
Virginia	1,788	3,719	10,825	2,240	21,166	39,738	451,946	8.8%
Washington	4,619	29,564	8,385	2,394	5,881	50,843	402,535	12.6%
West Virginia	116	370	1,077	92	343	1,998	70,078	2.9%
Wisconsin	2,943	3,855	4,103	1,014	2,181	14,096	280,669	5.0%
Wyoming	17	102	403	27	74	623	41,570	1.5%

Note: These top level sectors are a proxy for the tech sector; they do not perfectly align to the *Cyberstates* definition of tech industry. Sources U.S. Bureau of Economic Analysis

Rank	State	Tech Industry Workers Employed at Firms	Self-Employed or Self Proprietor Tech Workers	Total Tech Industry Employment	Self-Employed as % of Total
1.	Nevada	30,306	9,928	40,234	24.7%
2.	Wyoming	5,211	1,523	6,734	22.6%
3.	Montana	12,811	3,195	16,006	20.0%
4.	Hawaii	15,199	3,626	18,825	19.3%
5.	Tennessee	76,546	18,190	94,736	19.2%
6.	Maine	16,120	3,639	19,759	18.4%
7.	Oklahoma	37,701	8,289	45,990	18.0%
8.	Mississippi	22,132	4,809	26,941	17.9%
9.	Florida	311,807	66,609	378,416	17.6%
10.	Arkansas	26,637	5,509	32,146	17.1%
11.	South Carolina	60,404	11,905	72,309	16.5%
12.	Louisiana	49,151	9,425	58,576	16.1%
13.	Connecticut	73,148	13,804	86,952	15.9%
14.	West Virginia	15,471	2,866	18,337	15.6%
15.	Indiana	82,196	14,964	97,160	15.4%
16.	New Jersey	208,581	37,378	245,959	15.2%
17.	Ohio	179,026	31,617	210,643	15.0%
18.	Alaska	10,717	1,887	12,604	15.0%
19.	Oregon	92,109	16,163	108,272	14.9%
20.	Idaho	32,634	5,700	38,334	14.9%
21.	Georgia	205,736	35,786	241,522	14.8%
22.	South Dakota	10,499	1,768	12,267	14.4%
23.	Vermont	13,863	2,329	16,192	14.4%
24.	New York	369,533	61,693	431,226	14.3%
25.	Kentucky	51,557	8,606	60,163	14.3%
26.	Arizona	135,755	22,308	158,063	14.1%
27.	Utah	85,235	13,799	99,034	13.9%
28.	Rhode Island	20,323	3,229	23,552	13.7%
29.	New Hampshire	40,185	6,362	46,547	13.7%
30.	Illinois	234,514	37,008	271,522	13.6%
31.	North Carolina	185,268	28,976	214,244	13.5%
32.	Texas	585,614	88,710	674,324	13.2%
33.	Pennsylvania	228,764	33,874	262,638	12.9%
34.	California	1,149,988	169,129	1,319,117	12.8%
35.	Wisconsin	97,602	14,299	111,901	12.8%
36.	Colorado	187,242	27,293	214,535	12.7%
37.	Iowa	46,724	6,732	53,456	12.6%
38.	Maryland	181,320	26,093	207,413	12.6%
39.	Delaware	21,004	2,968	23,972	12.4%
40.	Washington	214,065	29,907	243,972	12.3%
41.	Michigan	202,669	28,137	230,806	12.2%
42.	Missouri	107,365	14,853	122,218	12.2%
43.	Alabama	79,375	10,649	90,024	11.8%
44.	Kansas	57,554	7,608	65,162	11.7%
45.	Nebraska	33,562	4,189	37,751	11.1%
46.	Minnesota	141,934	16,570	158,504	10.5%
47.	New Mexico	46,723	5,243	51,966	10.1%
48.	Virginia	284,681	28,883	313,564	9.2%
49.	North Dakota	13,398	1,345	14,743	9.1%
50.	Massachusetts	294,615	28,868	323,483	8.9%
51.	District of Columbia	36,293	3,117	39,410	7.9%
TOTAL		6,720,863	1,041,358	7,762,221	13.4%

Sources: EMSI | U.S. Bureau of Labor Statistics

TECH PATENTS GRANTED BY STATE

SUMMATION OF PATENTS GRANTED BY THE U.S. PATENT AND TRADEMARK OFFICE IN THE FOLLOWING CATEGORIES: ELECTRICAL COMPUTERS, DIGITAL PROCESSING AND DATA SYSTEMS, INFORMATION SECURITY, ERROR/FAULT HANDLING, SEMICONDUCTOR DEVICES, AND TELECOMMUNICATIONS

Rank	State	2013	2014	Numeric Change	Percent Change
1.	California	19,660	22,417	2,757	14.0%
2.	Texas	4,381	4,538	157	3.6%
3.	Washington	3,834	4,183	349	9.1%
4.	New York	3,695	3,902	207	5.6%
5.	Massachusetts	2,418	2,632	214	8.9%
6.	New Jersey	2,290	2,448	158	6.9%
7.	North Carolina	1,525	1,580	55	3.6%
8.	Illinois	1,512	1,548	36	2.4%
9.	Florida	1,194	1,257	63	5.3%
10.	Michigan	1,146	1,199	53	4.6%
11.	Georgia	1,186	1,188	2	0.2%
12.	Colorado	1,062	1,175	113	10.6%
13.	Oregon	999	1,141	142	14.2%
14.	Arizona	958	1,062	104	10.9%
15.	Minnesota	1,108	1,042	-66	-6.0%
16.	Virginia	889	988	99	11.1%
17.	Pennsylvania	881	953	72	8.2%
18.	Maryland	573	621	48	8.4%
19.	Idaho	543	561	18	3.3%
20.	Kansas	661	538	-123	-18.6%
21.	Ohio	470	488	18	3.8%
22.	Connecticut	503	484	-19	-3.8%
23.	Utah	368	395	27	7.3%
24.	Vermont	355	357	2	0.6%
25.	Missouri	306	335	29	9.5%
26.	New Hampshire	281	306	25	8.9%
27.	Indiana	258	281	23	8.9%
28.	Wisconsin	249	276	27	10.8%
29.	Iowa	189	210	21	11.1%
30.	Nevada	166	174	8	4.8%
31.	Alabama	102	128	26	25.5%
32.	New Mexico	115	123	8	7.0%
33.	Tennessee	128	111	-17	-13.3%
34.	Nebraska	95	107	12	12.6%
35.	South Carolina	100	95	-5	-5.0%
36.	Kentucky	79	77	-2	-2.5%
37.	Delaware	105	74	-31	-29.5%
38.	District of Columbia	64	73	9	14.1%
39.	Maine	60	58	-2	-3.3%
40.	Rhode Island	49	56	7	14.3%
41.	Wyoming	38	50	12	31.6%
42.	Louisiana	30	43	13	43.3%
43.	Hawaii	40	40	0	0.0%
44.	Oklahoma	51	39	-12	-23.5%
45.	North Dakota	28	28	0	0.0%
46.	Arkansas	13	25	12	92.3%
47.	West Virginia	16	20	4	25.0%
48.	Mississippi	18	15	-3	-16.7%
49.	Montana	18	13	-5	-27.8%
50.	South Dakota	21	9	-12	-57.1%
51.	Alaska	5	5	0	0.0%
	TOTAL	54,835	59,468	4,633	8.4%

Sources: U.S. Patent and Trademark Office

SOURCE: THE MONEYTREE™ REPORT BY PRICEWATERHOUSECOOPERS AND THE NATIONAL VENTURE CAPITAL ASSOCIATION BASED ON DATA FROM THOMSON REUTERS

The data includes investments across all industry sectors. The tech sector accounted for more than 50% of the total in 2015, with software the single largest category and IT Services the 5th largest category. The data excludes debt, buyouts, recapitalizations, secondary purchases, IPOs, and investments in other forms of private equity that do not involve cash such as services-in-kind and venture leasing. See www.NVCA.org for more details.

(Millions of dollars)

Rank	State	2014	2015	Percent Change
1.	California	\$29,351.9	\$33,666.8	14.7%
2.	New York	\$4,419.2	\$6,230.6	41.0%
3.	Massachusetts	\$4,655.7	\$5,713.6	22.7%
4.	Washington	\$1,344.5	\$1,210.8	-9.9%
5.	Texas	\$1,426.8	\$1,170.8	-17.9%
6.	Illinois	\$1,052.8	\$1,119.0	6.3%
7.	New Jersey	\$375.5	\$966.1	157.3%
8.	Georgia	\$491.6	\$836.1	70.1%
9.	Maryland	\$371.4	\$820.0	120.8%
10.	Colorado	\$817.4	\$782.6	-4.3%
11.	Utah	\$794.7	\$719.5	-9.5%
12.	North Carolina	\$348.7	\$675.5	93.7%
13.	Pennsylvania	\$787.4	\$638.2	-19.0%
14.	Florida	\$864.9	\$460.8	-46.7%
15.	Connecticut	\$563.9	\$446.7	-20.8%
16.	Virginia	\$476.9	\$422.6	-11.4%
17.	Minnesota	\$359.8	\$371.7	3.3%
18.	Michigan	\$223.9	\$328.4	46.7%
19.	Ohio	\$300.6	\$262.7	-12.6%
20.	Missouri	\$170.1	\$257.2	51.2%
21.	Oregon	\$188.9	\$226.5	19.9%
22.	Tennessee	\$152.7	\$193.8	26.9%
23.	District Of Columbia	\$242.2	\$172.0	-29.0%
24.	New Hampshire	\$112.8	\$125.7	11.5%
25.	Nebraska	\$41.5	\$120.0	188.9%
26.	Arkansas	\$251.9	\$113.5	-54.9%
27.	Delaware	\$28.7	\$98.2	242.1%
28.	Maine	\$18.7	\$88.2	372.3%
29.	Wisconsin	\$71.9	\$87.9	22.2%
30.	New Mexico	\$21.9	\$73.8	236.5%
31.	Idaho	\$1.9	\$63.0	3263.6%
32.	Kansas	\$51.4	\$56.2	9.3%
33.	Indiana	\$49.8	\$54.9	10.3%
34.	South Carolina	\$47.7	\$53.7	12.5%
35.	Alabama	\$10.9	\$39.1	258.9%
36.	Oklahoma	\$13.6	\$29.8	119.5%
37.	Vermont	\$39.4	\$23.0	-41.6%
38.	Kentucky	\$20.9	\$22.6	8.0%
39.	Rhode Island	\$124.1	\$16.3	-86.9%
40.	Iowa	\$22.0	\$12.3	-44.1%
41.	Nevada	\$45.3	\$12.2	-73.0%
42.	Arizona	\$19.9	\$10.4	-47.8%
43.	Louisiana	\$47.5	\$10.1	-78.7%
44.	South Dakota	\$3.0	\$7.1	135.0%
45.	Montana	\$0.0	\$1.5	NA
46.	North Dakota	\$7.5	\$0.1	-99.3%
	TOTAL	\$50,835.7	\$58,811.2	15.7%

According to NVCA, there were no venture capital investments in the states of Alaska, Hawaii, Mississippi, West Virginia, Wyoming during 2015.

Source: The MoneyTree™ Report by PricewaterhouseCoopers and the National Venture Capital Association based on data from Thomson Reuters

THIS DATA DEPICTS THE RATIO OF JOB POSTINGS FOR TECH OCCUPATION JOBS TO THE BASE OF TECH OCCUPATION EMPLOYMENT. IT PROVIDES A MEANS TO PUT THE NUMBER OF JOB POSTINGS INTO CONTEXT.

<u>Rank</u>	<u>State</u>	<u>Number of Tech Occupation Jobs, 2015</u>	<u>Number of Postings for Tech Occupation Job Openings, Q4 2015</u>	<u>Job Postings as Percent of the Number of Tech Occupation Jobs</u>
	United States	7,091,617	955,939	13.5%
1.	District of Columbia	54,110	17,519	32.4%
2.	Delaware	19,956	4,705	23.6%
3.	Oregon	92,046	19,804	21.5%
4.	Virginia	279,001	47,581	17.1%
5.	South Dakota	13,449	2,293	17.0%
6.	New York	382,258	63,994	16.7%
7.	Colorado	159,246	25,682	16.1%
8.	New Jersey	210,930	33,903	16.1%
9.	Georgia	212,116	33,749	15.9%
10.	Connecticut	92,361	14,547	15.8%
11.	California	996,133	156,282	15.7%
12.	Maryland	181,935	27,593	15.2%
13.	Arizona	145,384	21,825	15.0%
14.	Illinois	280,435	40,609	14.5%
15.	Massachusetts	232,698	33,241	14.3%
16.	Ohio	263,506	37,544	14.2%
17.	North Carolina	203,746	28,672	14.1%
18.	Arkansas	41,322	5,760	13.9%
19.	Iowa	62,554	8,677	13.9%
20.	Rhode Island	22,643	3,114	13.8%
21.	Nevada	32,885	4,516	13.7%
22.	Michigan	260,231	34,326	13.2%
23.	Utah	72,493	9,163	12.6%
24.	Minnesota	164,475	20,649	12.6%
25.	Florida	314,448	39,475	12.6%
26.	Tennessee	108,961	12,580	11.5%
27.	Washington	220,119	24,310	11.0%
28.	Pennsylvania	255,872	28,020	11.0%
29.	Alaska	10,916	1,182	10.8%
30.	Nebraska	39,529	4,028	10.2%
31.	Kentucky	63,323	6,438	10.2%
32.	Montana	13,046	1,321	10.1%
33.	Texas	608,536	61,436	10.1%
34.	Maine	21,459	2,154	10.0%
35.	Louisiana	52,666	5,260	10.0%
36.	Hawaii	17,850	1,628	9.1%
37.	Missouri	130,285	11,669	9.0%
38.	Kansas	60,794	5,384	8.9%
39.	Idaho	26,593	2,343	8.8%
40.	South Carolina	81,029	7,050	8.7%
41.	New Hampshire	37,016	3,125	8.4%
42.	Wisconsin	144,615	12,078	8.4%
43.	North Dakota	12,977	1,080	8.3%
44.	Indiana	132,307	10,367	7.8%
45.	New Mexico	36,749	2,866	7.8%
46.	Alabama	93,430	6,964	7.5%
47.	Mississippi	31,769	2,321	7.3%
48.	Oklahoma	60,707	4,405	7.3%
49.	West Virginia	18,934	1,354	7.2%
50.	Wyoming	6,730	465	6.9%
51.	Vermont	15,044	888	5.9%

Source: Burning Glass Technologies Labor Insights

TECH INDUSTRY EMPLOYMENT, 2015

Rank	State	Employment
	United States	6,720,863
1.	California	1,149,988
2.	Texas	585,614
3.	New York	369,533
4.	Florida	311,807
5.	Massachusetts	294,615
6.	Virginia	284,681
7.	Illinois	234,514
8.	Pennsylvania	228,764
9.	Washington	214,065
10.	New Jersey	208,581
11.	Georgia	205,736
12.	Michigan	202,669
13.	Colorado	187,242
14.	North Carolina	185,268
15.	Maryland	181,320
16.	Ohio	179,026
17.	Minnesota	141,934
18.	Arizona	135,755
19.	Missouri	107,365
20.	Wisconsin	97,602
21.	Oregon	92,109
22.	Utah	85,235
23.	Indiana	82,196
24.	Alabama	79,375
25.	Tennessee	76,546
26.	Connecticut	73,148
27.	South Carolina	60,404
28.	Kansas	57,554
29.	Kentucky	51,557
30.	Louisiana	49,151
31.	Iowa	46,724
32.	New Mexico	46,723
33.	New Hampshire	40,185
34.	Oklahoma	37,701
35.	District of Columbia	36,293
36.	Nebraska	33,562
37.	Idaho	32,634
38.	Nevada	30,306
39.	Arkansas	26,637
40.	Mississippi	22,132
41.	Delaware	21,004
42.	Rhode Island	20,323
43.	Maine	16,120
44.	West Virginia	15,471
45.	Hawaii	15,199
46.	Vermont	13,863
47.	North Dakota	13,398
48.	Montana	12,811
49.	Alaska	10,717
50.	South Dakota	10,499
51.	Wyoming	5,211

AVERAGE TECH INDUSTRY WAGES, 2015

Rank	State	Average Wages
	United States	\$105,351
1.	California	\$149,335
2.	Washington	\$129,359
3.	Massachusetts	\$127,875
4.	New Jersey	\$118,490
5.	New York	\$109,193
6.	Virginia	\$109,038
7.	District of Columbia	\$108,439
8.	Delaware	\$106,644
9.	Colorado	\$106,350
10.	Oregon	\$105,263
11.	Maryland	\$104,659
12.	Connecticut	\$102,391
13.	New Hampshire	\$100,682
14.	Texas	\$99,667
15.	Arizona	\$95,617
16.	Illinois	\$95,062
17.	Minnesota	\$93,479
18.	Pennsylvania	\$92,179
19.	North Carolina	\$91,363
20.	Idaho	\$90,415
21.	Georgia	\$90,175
22.	Michigan	\$84,844
23.	Missouri	\$84,836
24.	Florida	\$82,566
25.	Nevada	\$81,894
26.	New Mexico	\$81,743
27.	Rhode Island	\$81,071
28.	Alaska	\$80,045
29.	Alabama	\$80,031
30.	North Dakota	\$79,588
31.	Kansas	\$79,382
32.	Hawaii	\$79,318
33.	Vermont	\$78,878
34.	Utah	\$77,970
35.	Ohio	\$77,753
36.	Wisconsin	\$77,591
37.	Tennessee	\$76,333
38.	Louisiana	\$74,815
39.	South Carolina	\$74,309
40.	Iowa	\$73,451
41.	Indiana	\$71,781
42.	Maine	\$71,304
43.	Nebraska	\$70,922
44.	Oklahoma	\$68,438
45.	Arkansas	\$67,637
46.	Wyoming	\$66,855
47.	Montana	\$66,826
48.	Kentucky	\$66,565
49.	West Virginia	\$64,299
50.	Mississippi	\$60,397
51.	South Dakota	\$59,085

Sources: EMSI | U.S. Bureau of Labor Statistics

CYBERSTATES RANKINGS BY TECH EMPLOYMENT, 2009 - 2015

	2009	2010	2011	2012	2013	2014	2015
California	1.	1.	1.	1.	1.	1.	1.
Texas	2.	2.	2.	2.	2.	2.	2.
New York	3.	3.	3.	3.	3.	3.	3.
Florida	4.	5.	5.	5.	4.	4.	4.
Massachusetts	6.	6.	6.	6.	6.	5.	5.
Virginia	5.	4.	4.	4.	5.	6.	6.
Illinois	8.	8.	8.	8.	7.	8.	7.
Pennsylvania	7.	7.	7.	7.	8.	7.	8.
Washington	10.	10.	10.	10.	10.	9.	9.
New Jersey	9.	9.	9.	9.	9.	10.	10.
Georgia	12.	12.	12.	11.	11.	11.	11.
Michigan	15.	15.	15.	12.	12.	12.	12.
Colorado	13.	13.	14.	14.	13.	13.	13.
North Carolina	16.	16.	16.	16.	16.	15.	14.
Maryland	11.	11.	11.	13.	14.	14.	15.
Ohio	14.	14.	13.	15.	15.	16.	16.
Minnesota	17.	17.	17.	17.	17.	17.	17.
Arizona	18.	18.	18.	18.	18.	18.	18.
Missouri	19.	19.	19.	19.	19.	19.	19.
Wisconsin	20.	20.	20.	20.	20.	20.	20.
Oregon	22.	22.	21.	21.	21.	21.	21.
Utah	26.	25.	24.	24.	24.	24.	22.
Indiana	23.	23.	23.	23.	23.	22.	23.
Alabama	21.	21.	22.	22.	22.	23.	24.
Tennessee	24.	24.	25.	25.	25.	25.	25.
Connecticut	25.	26.	26.	26.	26.	26.	26.
South Carolina	28.	27.	27.	27.	27.	27.	27.
Kansas	27.	28.	28.	28.	28.	28.	28.
Kentucky	30.	30.	30.	29.	29.	29.	29.
Louisiana	31.	31.	32.	32.	31.	32.	30.
Iowa	32.	32.	31.	31.	32.	31.	31.
New Mexico	29.	29.	29.	30.	30.	30.	32.
New Hampshire	34.	34.	34.	33.	33.	33.	33.
Oklahoma	33.	33.	33.	34.	34.	34.	34.
District of Columbia	35.	35.	35.	35.	35.	35.	35.
Nebraska	37.	37.	37.	36.	36.	36.	36.
Idaho	36.	36.	36.	37.	37.	37.	37.
Nevada	38.	38.	38.	38.	38.	38.	38.
Arkansas	39.	39.	39.	39.	39.	39.	39.
Mississippi	40.	40.	40.	40.	41.	41.	40.
Delaware	42.	42.	41.	41.	40.	40.	41.
Rhode Island	41.	41.	42.	42.	42.	42.	42.
Maine	45.	44.	46.	45.	44.	44.	43.
West Virginia	43.	43.	43.	43.	43.	43.	44.
Hawaii	44.	45.	44.	44.	45.	45.	45.
Vermont	46.	47.	45.	46.	46.	46.	46.
North Dakota	47.	48.	48.	48.	48.	47.	47.
Montana	48.	47.	47.	47.	47.	48.	48.
Alaska	49.	49.	49.	49.	49.	49.	49.
South Dakota	50.	50.	50.	50.	50.	50.	50.
Wyoming	51.	51.	51.	51.	51.	51.	51.

Sources: EMSI | U.S. Bureau of Labor Statistics

TECH PAYROLL, 2015

(in millions of U.S. dollars)

Rank	State	Payroll
	United States	\$708,047
1.	California	\$171,733
2.	Texas	\$58,367
3.	New York	\$40,351
4.	Massachusetts	\$37,674
5.	Virginia	\$31,041
6.	Washington	\$27,691
7.	Florida	\$25,745
8.	New Jersey	\$24,715
9.	Illinois	\$22,293
10.	Pennsylvania	\$21,087
11.	Colorado	\$19,913
12.	Maryland	\$18,977
13.	Georgia	\$18,552
14.	Michigan	\$17,195
15.	North Carolina	\$16,927
16.	Ohio	\$13,920
17.	Minnesota	\$13,268
18.	Arizona	\$12,981
19.	Oregon	\$9,696
20.	Missouri	\$9,108
21.	Wisconsin	\$7,573
22.	Connecticut	\$7,490
23.	Utah	\$6,646
24.	Alabama	\$6,352
25.	Indiana	\$5,900
26.	Tennessee	\$5,843
27.	Kansas	\$4,569
28.	South Carolina	\$4,489
29.	New Hampshire	\$4,046
30.	District of Columbia	\$3,936
31.	New Mexico	\$3,819
32.	Louisiana	\$3,677
33.	Iowa	\$3,432
34.	Kentucky	\$3,432
35.	Idaho	\$2,951
36.	Oklahoma	\$2,580
37.	Nevada	\$2,482
38.	Nebraska	\$2,380
39.	Delaware	\$2,240
40.	Arkansas	\$1,802
41.	Rhode Island	\$1,648
42.	Mississippi	\$1,337
43.	Hawaii	\$1,206
44.	Maine	\$1,149
45.	Vermont	\$1,093
46.	North Dakota	\$1,066
47.	West Virginia	\$995
48.	Alaska	\$858
49.	Montana	\$856
50.	South Dakota	\$620
51.	Wyoming	\$348

TECH ESTABLISHMENTS, 2015

Rank	State	Establishments
	United States	473,466
1.	California	50,378
2.	Texas	34,144
3.	Florida	30,168
4.	Illinois	25,403
5.	New York	23,674
6.	Virginia	19,568
7.	Georgia	16,960
8.	Pennsylvania	15,576
9.	New Jersey	15,545
10.	North Carolina	15,531
11.	Massachusetts	15,325
12.	Colorado	14,847
13.	Ohio	14,705
14.	Maryland	13,879
15.	Washington	12,175
16.	Michigan	11,186
17.	Minnesota	9,418
18.	Arizona	8,537
19.	Indiana	7,773
20.	Missouri	7,662
21.	Tennessee	6,967
22.	Oregon	6,368
23.	Connecticut	6,272
24.	South Carolina	5,999
25.	Utah	5,972
26.	Wisconsin	5,970
27.	Alabama	5,642
28.	Kentucky	5,419
29.	Louisiana	4,829
30.	Nevada	4,734
31.	Kansas	4,354
32.	Iowa	4,108
33.	Oklahoma	4,025
34.	New Hampshire	3,941
35.	District of Columbia	3,142
36.	Arkansas	3,068
37.	Nebraska	3,052
38.	New Mexico	2,953
39.	Mississippi	2,892
40.	Idaho	2,744
41.	Delaware	2,446
42.	Maine	2,388
43.	Rhode Island	2,274
44.	Montana	1,952
45.	Hawaii	1,934
46.	West Virginia	1,858
47.	Vermont	1,412
48.	South Dakota	1,280
49.	North Dakota	1,209
50.	Wyoming	927
51.	Alaska	881

TECH WORKERS AS A PERCENT OF PRIVATE SECTOR WORKERS, 2015

Rank	State	Tech as % of Private Sector
	United States	5.7%
1.	Massachusetts	9.8%
2.	Virginia	9.5%
3.	Colorado	9.0%
4.	Maryland	8.6%
5.	California	8.2%
6.	Washington	8.2%
7.	Utah	7.6%
8.	New Mexico	7.5%
9.	New Hampshire	7.3%
10.	District of Columbia	7.2%
11.	New Jersey	6.3%
12.	Oregon	6.1%
13.	Arizona	6.1%
14.	Texas	6.0%
15.	Minnesota	5.9%
16.	Idaho	5.9%
17.	Georgia	5.9%
18.	Delaware	5.7%
19.	Michigan	5.6%
20.	Vermont	5.4%
21.	North Carolina	5.3%
22.	Alabama	5.2%
23.	Kansas	5.1%
24.	Connecticut	5.1%
25.	Rhode Island	4.9%
26.	New York	4.8%
27.	Missouri	4.7%
28.	Illinois	4.7%
29.	Pennsylvania	4.6%
30.	Florida	4.5%
31.	Nebraska	4.2%
32.	Alaska	4.2%
33.	Wisconsin	4.0%
34.	Ohio	3.9%
35.	South Carolina	3.7%
36.	North Dakota	3.6%
37.	Iowa	3.6%
38.	Montana	3.5%
39.	Kentucky	3.3%
40.	Maine	3.2%
41.	Indiana	3.2%
42.	Tennessee	3.2%
43.	Louisiana	3.0%
44.	South Dakota	3.0%
45.	Oklahoma	3.0%
46.	Hawaii	2.9%
47.	West Virginia	2.8%
48.	Nevada	2.8%
49.	Arkansas	2.7%
50.	Mississippi	2.5%
51.	Wyoming	2.4%

TECH AVERAGE ANNUAL WAGES VS. PRIVATE SECTOR AVERAGE ANNUAL WAGES, 2015

Rank	State	Avg. Tech Sector Wages	Avg. Private Sector Wages	Wage Differential
	United States	\$105,351	\$51,584	104.2%
1.	California	\$149,335	\$59,491	151.0%
2.	Idaho	\$90,415	\$38,378	135.6%
3.	Washington	\$129,359	\$55,045	135.0%
4.	Oregon	\$105,263	\$46,487	126.4%
5.	Virginia	\$109,038	\$52,879	106.2%
6.	Arizona	\$95,617	\$46,629	105.1%
7.	North Carolina	\$91,363	\$45,251	101.9%
8.	New Mexico	\$81,743	\$40,713	100.8%
9.	Delaware	\$106,644	\$53,175	100.6%
10.	Colorado	\$106,350	\$53,408	99.1%
11.	Maryland	\$104,659	\$53,251	96.5%
12.	New Jersey	\$118,490	\$60,399	96.2%
13.	Massachusetts	\$127,875	\$65,465	95.3%
14.	New Hampshire	\$100,682	\$51,872	94.1%
15.	Nevada	\$81,894	\$43,405	88.7%
16.	Missouri	\$84,836	\$45,005	88.5%
17.	Alabama	\$80,031	\$42,590	87.9%
18.	Florida	\$82,566	\$44,249	86.6%
19.	Vermont	\$78,878	\$42,336	86.3%
20.	Hawaii	\$79,318	\$42,864	85.0%
21.	South Carolina	\$74,309	\$40,202	84.8%
22.	Georgia	\$90,175	\$49,019	84.0%
23.	Texas	\$99,667	\$54,187	83.9%
24.	Pennsylvania	\$92,179	\$50,511	82.5%
25.	Kansas	\$79,382	\$43,794	81.3%
26.	Utah	\$77,970	\$43,111	80.9%
27.	Minnesota	\$93,479	\$52,489	78.1%
28.	Maine	\$71,304	\$40,068	78.0%
29.	Wisconsin	\$77,591	\$44,014	76.3%
30.	Michigan	\$84,844	\$48,437	75.2%
31.	Montana	\$66,826	\$38,220	74.8%
32.	Illinois	\$95,062	\$54,629	74.0%
33.	Nebraska	\$70,922	\$40,921	73.3%
34.	Iowa	\$73,451	\$42,440	73.1%
35.	Rhode Island	\$81,071	\$47,539	70.5%
36.	Ohio	\$77,753	\$45,679	70.2%
37.	Arkansas	\$67,637	\$39,767	70.1%
38.	Tennessee	\$76,333	\$45,569	67.5%
39.	Indiana	\$71,781	\$42,874	67.4%
40.	Mississippi	\$60,397	\$36,453	65.7%
41.	Louisiana	\$74,815	\$45,884	63.1%
42.	New York	\$109,193	\$67,223	62.4%
43.	West Virginia	\$64,299	\$40,457	58.9%
44.	Kentucky	\$66,565	\$41,979	58.6%
45.	Connecticut	\$102,391	\$64,773	58.1%
46.	Oklahoma	\$68,438	\$43,662	56.7%
47.	North Dakota	\$79,588	\$51,981	53.1%
48.	South Dakota	\$59,085	\$38,928	51.8%
49.	Alaska	\$80,045	\$53,036	50.9%
50.	Wyoming	\$66,855	\$45,543	46.8%
51.	District of Columbia	\$108,439	\$79,462	36.5%

Sources: EMSI | U.S. Bureau of Labor Statistics

TECH PAYROLL AS A PERCENT OF PRIVATE SECTOR PAYROLL, 2015

<u>Rank</u>	<u>State</u>	<u>Tech Industry Payroll Concentration</u>
	United States	11.6%
1.	California	20.7%
2.	Virginia	19.5%
3.	Washington	19.3%
4.	Massachusetts	19.1%
5.	Colorado	18.0%
6.	Maryland	16.9%
7.	New Mexico	15.0%
8.	New Hampshire	14.1%
9.	Idaho	13.9%
10.	Oregon	13.9%
11.	Utah	13.7%
12.	Arizona	12.5%
13.	New Jersey	12.3%
14.	Delaware	11.4%
15.	Texas	11.0%
16.	Georgia	10.9%
17.	North Carolina	10.7%
18.	Minnesota	10.5%
19.	Vermont	10.1%
20.	District of Columbia	9.8%
21.	Alabama	9.7%
22.	Michigan	9.7%
23.	Kansas	9.3%
24.	Missouri	8.9%
25.	Rhode Island	8.4%
26.	Florida	8.3%
27.	Pennsylvania	8.3%
28.	Illinois	8.1%
29.	Connecticut	8.0%
30.	New York	7.9%
31.	Nebraska	7.3%
32.	Wisconsin	7.1%
33.	South Carolina	6.9%
34.	Ohio	6.7%
35.	Alaska	6.4%
36.	Iowa	6.2%
37.	Montana	6.2%
38.	Maine	5.7%
39.	North Dakota	5.5%
40.	Hawaii	5.5%
41.	Indiana	5.4%
42.	Tennessee	5.4%
43.	Kentucky	5.3%
44.	Nevada	5.2%
45.	Louisiana	5.0%
46.	Oklahoma	4.7%
47.	Arkansas	4.6%
48.	South Dakota	4.6%
49.	West Virginia	4.4%
50.	Mississippi	4.2%
51.	Wyoming	3.5%

TECH ESTABLISHMENTS AS A PERCENT OF PRIVATE SECTOR ESTABLISHMENTS, 2015

<u>Rank</u>	<u>State</u>	<u>Tech Establishment Concentration</u>
	United States	5.2%
1.	District of Columbia	8.7%
2.	Maryland	8.5%
3.	Colorado	8.4%
4.	Virginia	8.4%
5.	Delaware	8.3%
6.	New Hampshire	8.3%
7.	Utah	6.8%
8.	Massachusetts	6.8%
9.	Rhode Island	6.5%
10.	Nevada	6.3%
11.	Illinois	6.2%
12.	Georgia	6.2%
13.	Vermont	6.1%
14.	North Carolina	6.1%
15.	New Jersey	6.0%
16.	Minnesota	5.9%
17.	Arizona	5.9%
18.	Connecticut	5.6%
19.	Texas	5.6%
20.	New Mexico	5.6%
21.	Kansas	5.4%
22.	Ohio	5.3%
23.	Idaho	5.2%
24.	Washington	5.2%
25.	Hawaii	5.2%
26.	South Carolina	5.2%
27.	Maine	5.1%
28.	Indiana	5.1%
29.	Alabama	5.1%
30.	Michigan	4.9%
31.	Tennessee	4.8%
32.	Oregon	4.8%
33.	Florida	4.7%
34.	Kentucky	4.7%
35.	Pennsylvania	4.6%
36.	Montana	4.6%
37.	Nebraska	4.5%
38.	Alaska	4.4%
39.	Iowa	4.4%
40.	Missouri	4.3%
41.	South Dakota	4.3%
42.	Mississippi	4.3%
43.	North Dakota	4.1%
44.	West Virginia	4.0%
45.	Louisiana	4.0%
46.	Oklahoma	3.9%
47.	New York	3.9%
48.	Wyoming	3.8%
49.	Wisconsin	3.8%
50.	California	3.7%
51.	Arkansas	3.7%

Sources: EMSI | U.S. Bureau of Labor Statistics

**TECH EMPLOYMENT
PERCENT CHANGE
2014 - 2015**

Rank	State	Percent Change 2014-2015
	U.S. Tech	3.0%
	U.S. Private Sector	2.3%
1.	Utah	8.0%
2.	Idaho	6.3%
3.	Louisiana	6.3%
4.	California	5.5%
5.	North Carolina	4.5%
6.	Oregon	4.4%
7.	Montana	4.4%
8.	New York	4.4%
9.	Wisconsin	4.1%
10.	Massachusetts	4.1%
11.	Michigan	4.1%
12.	Minnesota	4.0%
13.	South Carolina	4.0%
14.	Nevada	4.0%
15.	Kansas	3.9%
16.	North Dakota	3.9%
17.	Nebraska	3.8%
18.	Florida	3.8%
19.	Kentucky	3.7%
20.	Georgia	3.7%
21.	Indiana	3.2%
22.	Arkansas	2.8%
23.	Wyoming	2.7%
24.	Maine	2.7%
25.	Oklahoma	2.5%
26.	Texas	2.4%
27.	Washington	2.3%
28.	Vermont	2.2%
29.	Iowa	2.1%
30.	Ohio	2.0%
31.	Mississippi	1.8%
32.	Colorado	1.7%
33.	South Dakota	1.5%
34.	Arizona	1.4%
35.	Rhode Island	1.4%
36.	Connecticut	1.2%
37.	Virginia	1.2%
38.	New Hampshire	1.0%
39.	Tennessee	1.0%
40.	Pennsylvania	0.6%
41.	Alabama	0.6%
42.	New Mexico	0.6%
43.	Maryland	0.4%
44.	Missouri	0.4%
45.	Illinois	0.3%
46.	District of Columbia	0.2%
47.	New Jersey	0.0%
48.	Hawaii	-0.1%
49.	West Virginia	-0.6%
50.	Delaware	-1.4%
51.	Alaska	-1.6%

**TECH EMPLOYMENT
NUMERIC CHANGE
2014 - 2015**

Rank	State	Numeric Change 2014-2015
	U.S. Tech	198,516
	U.S. Private Sector	2,690,259
1.	California	59,486
2.	New York	15,462
3.	Texas	13,839
4.	Massachusetts	11,699
5.	Florida	11,410
6.	Michigan	7,942
7.	North Carolina	7,937
8.	Georgia	7,314
9.	Utah	6,325
10.	Minnesota	5,475
11.	Washington	4,857
12.	Oregon	3,889
13.	Wisconsin	3,885
14.	Ohio	3,525
15.	Virginia	3,294
16.	Colorado	3,088
17.	Louisiana	2,892
18.	Indiana	2,557
19.	South Carolina	2,311
20.	Kansas	2,160
21.	Arizona	1,939
22.	Idaho	1,925
23.	Kentucky	1,844
24.	Pennsylvania	1,354
25.	Nebraska	1,230
26.	Nevada	1,159
27.	Iowa	966
28.	Oklahoma	910
29.	Connecticut	877
30.	Maryland	763
31.	Tennessee	748
32.	Arkansas	714
33.	Illinois	669
34.	Montana	538
35.	North Dakota	501
36.	Alabama	454
37.	Missouri	419
38.	Maine	417
39.	New Hampshire	401
40.	Mississippi	384
41.	Vermont	304
42.	Rhode Island	290
43.	New Mexico	263
44.	South Dakota	160
45.	Wyoming	136
46.	District of Columbia	89
47.	Hawaii	-11
48.	New Jersey	-68
49.	West Virginia	-94
50.	Alaska	-169
51.	Delaware	-299

Sources: EMSI | U.S. Bureau of Labor Statistics

TECH SECTOR GENDER DISTRIBUTION, 2015

Rank	State	Number of Tech Sector	
		Male Workers	Female Workers
	United States	4,449,370	2,271,493
1.	California	765,372	384,616
2.	Texas	394,856	190,758
3.	New York	238,703	130,830
4.	Florida	206,046	105,760
5.	Massachusetts	190,377	104,239
6.	Virginia	190,173	94,509
7.	Illinois	155,188	79,326
8.	Pennsylvania	151,380	77,384
9.	Georgia	131,708	74,028
10.	New Jersey	136,014	72,566
11.	Washington	145,075	68,989
12.	North Carolina	117,631	67,637
13.	Michigan	139,078	63,591
14.	Maryland	118,891	62,429
15.	Colorado	128,222	59,020
16.	Ohio	120,604	58,422
17.	Minnesota	91,454	50,480
18.	Arizona	93,983	41,772
19.	Missouri	67,653	39,712
20.	Wisconsin	61,276	36,326
21.	Indiana	53,823	28,373
22.	Oregon	64,321	27,788
23.	Tennessee	49,818	26,728
24.	Alabama	52,945	26,429
25.	Connecticut	48,120	25,028
26.	Utah	61,654	23,581
27.	South Carolina	39,034	21,371
28.	Kansas	37,502	20,052
29.	Kentucky	32,957	18,600
30.	Iowa	29,712	17,012
31.	New Mexico	31,083	15,640
32.	Louisiana	33,930	15,221
33.	District of Columbia	21,963	14,330
34.	New Hampshire	26,730	13,455
35.	Oklahoma	24,855	12,846
36.	Nebraska	21,093	12,470
37.	Arkansas	17,024	9,614
38.	Idaho	23,186	9,447
39.	Nevada	20,932	9,374
40.	Mississippi	13,626	8,506
41.	Delaware	13,469	7,534
42.	Rhode Island	12,992	7,331
43.	Maine	10,442	5,678
44.	Hawaii	9,904	5,294
45.	West Virginia	10,353	5,118
46.	Montana	8,362	4,448
47.	North Dakota	9,094	4,305
48.	Vermont	9,676	4,187
49.	South Dakota	6,434	4,065
50.	Alaska	7,040	3,677
51.	Wyoming	3,614	1,597

TECH SECTOR GENDER RATIOS, 2015

Rank	State	Percent of Tech Sector	
		Male Workers	Female Workers
	United States	66.2%	33.8%
1.	District of Columbia	60.5%	39.5%
2.	South Dakota	61.3%	38.7%
3.	Mississippi	61.6%	38.4%
4.	Wisconsin	62.8%	37.2%
5.	Nebraska	62.8%	37.2%
6.	Missouri	63.0%	37.0%
7.	North Carolina	63.5%	36.5%
8.	Iowa	63.6%	36.4%
9.	Arkansas	63.9%	36.1%
10.	Kentucky	63.9%	36.1%
11.	Rhode Island	63.9%	36.1%
12.	Georgia	64.0%	36.0%
13.	Delaware	64.1%	35.9%
14.	Minnesota	64.4%	35.6%
15.	New York	64.6%	35.4%
16.	Massachusetts	64.6%	35.4%
17.	South Carolina	64.6%	35.4%
18.	Maine	64.8%	35.2%
19.	Tennessee	65.1%	34.9%
20.	Kansas	65.2%	34.8%
21.	Hawaii	65.2%	34.8%
22.	New Jersey	65.2%	34.8%
23.	Montana	65.3%	34.7%
24.	Indiana	65.5%	34.5%
25.	Maryland	65.6%	34.4%
26.	Alaska	65.7%	34.3%
27.	Connecticut	65.8%	34.2%
28.	Oklahoma	65.9%	34.1%
29.	Florida	66.1%	33.9%
30.	Pennsylvania	66.2%	33.8%
31.	Illinois	66.2%	33.8%
32.	New Hampshire	66.5%	33.5%
33.	New Mexico	66.5%	33.5%
34.	California	66.6%	33.4%
35.	Alabama	66.7%	33.3%
36.	Virginia	66.8%	33.2%
37.	West Virginia	66.9%	33.1%
38.	Ohio	67.4%	32.6%
39.	Texas	67.4%	32.6%
40.	Washington	67.8%	32.2%
41.	North Dakota	67.9%	32.1%
42.	Colorado	68.5%	31.5%
43.	Michigan	68.6%	31.4%
44.	Louisiana	69.0%	31.0%
45.	Nevada	69.1%	30.9%
46.	Arizona	69.2%	30.8%
47.	Wyoming	69.4%	30.6%
48.	Vermont	69.8%	30.2%
49.	Oregon	69.8%	30.2%
50.	Idaho	71.0%	28.9%
51.	Utah	72.3%	27.7%

Sources: EMSI | U.S. Bureau of Labor Statistics

TECH OCCUPATION GENDER DISTRIBUTION, 2015

Rank	State	Count of Tech Occupation	Count of Tech Occupation
		Male Workers	Female Workers
	United States	5,532,722	1,558,899
1.	California	777,738	218,395
2.	Texas	479,641	128,895
3.	New York	300,971	81,286
4.	Florida	246,383	68,065
5.	Virginia	213,045	65,956
6.	Illinois	216,731	63,704
7.	Ohio	207,470	56,037
8.	Pennsylvania	199,844	56,028
9.	Massachusetts	178,065	54,633
10.	Michigan	209,265	50,967
11.	Georgia	161,170	50,945
12.	North Carolina	155,828	47,918
13.	New Jersey	163,215	47,715
14.	Washington	173,677	46,442
15.	Maryland	137,631	44,304
16.	Minnesota	126,128	38,346
17.	Wisconsin	110,660	33,955
18.	Colorado	126,336	32,910
19.	Arizona	113,728	31,656
20.	Missouri	99,992	30,293
21.	Indiana	103,824	28,483
22.	Tennessee	83,994	24,966
23.	Alabama	73,265	20,165
24.	Connecticut	73,058	19,303
25.	Oregon	72,913	19,133
26.	South Carolina	63,014	18,015
27.	District of Columbia	39,147	14,962
28.	Iowa	48,451	14,103
29.	Kentucky	49,892	13,430
30.	Oklahoma	48,178	12,529
31.	Utah	60,218	12,276
32.	Kansas	48,654	12,140
33.	Nebraska	29,928	9,601
34.	Arkansas	31,816	9,506
35.	Louisiana	43,275	9,391
36.	New Hampshire	28,439	8,577
37.	Mississippi	24,219	7,550
38.	New Mexico	29,578	7,171
39.	Nevada	26,288	6,597
40.	Rhode Island	17,406	5,238
41.	Idaho	21,572	5,021
42.	Delaware	15,164	4,792
43.	Maine	16,966	4,493
44.	West Virginia	14,977	3,957
45.	Hawaii	14,182	3,667
46.	South Dakota	10,051	3,399
47.	Montana	10,044	3,002
48.	Vermont	12,125	2,918
49.	North Dakota	10,361	2,617
50.	Alaska	8,828	2,088
51.	Wyoming	5,373	1,357

TECH OCCUPATION GENDER RATIOS, 2015

Rank	State	% of Tech Occupation	% of Tech Occupation
		Male Workers	Female Workers
	United States	78.0%	22.0%
1.	District of Columbia	72.3%	27.7%
2.	South Dakota	74.7%	25.3%
3.	Maryland	75.6%	24.4%
4.	Nebraska	75.7%	24.3%
5.	Georgia	76.0%	24.0%
6.	Delaware	76.0%	24.0%
7.	Mississippi	76.2%	23.8%
8.	Virginia	76.4%	23.6%
9.	North Carolina	76.5%	23.5%
10.	Wisconsin	76.5%	23.5%
11.	Massachusetts	76.5%	23.5%
12.	Minnesota	76.7%	23.3%
13.	Missouri	76.7%	23.3%
14.	New Hampshire	76.8%	23.2%
15.	Rhode Island	76.9%	23.1%
16.	Montana	77.0%	23.0%
17.	Arkansas	77.0%	23.0%
18.	Tennessee	77.1%	22.9%
19.	Illinois	77.3%	22.7%
20.	New Jersey	77.4%	22.6%
21.	Iowa	77.5%	22.5%
22.	South Carolina	77.8%	22.2%
23.	California	78.1%	21.9%
24.	Pennsylvania	78.1%	21.9%
25.	Arizona	78.2%	21.8%
26.	Florida	78.4%	21.6%
27.	Alabama	78.4%	21.6%
28.	Indiana	78.5%	21.5%
29.	Ohio	78.7%	21.3%
30.	New York	78.7%	21.3%
31.	Kentucky	78.8%	21.2%
32.	Texas	78.8%	21.2%
33.	Washington	78.9%	21.1%
34.	Maine	79.1%	20.9%
35.	Connecticut	79.1%	20.9%
36.	West Virginia	79.1%	20.9%
37.	Oregon	79.2%	20.8%
38.	Colorado	79.3%	20.7%
39.	Oklahoma	79.4%	20.6%
40.	Hawaii	79.5%	20.5%
41.	Wyoming	79.8%	20.2%
42.	North Dakota	79.8%	20.2%
43.	Nevada	79.9%	20.1%
44.	Kansas	80.0%	20.0%
45.	Michigan	80.4%	19.6%
46.	New Mexico	80.5%	19.5%
47.	Vermont	80.6%	19.4%
48.	Alaska	80.9%	19.1%
49.	Idaho	81.1%	18.9%
50.	Louisiana	82.2%	17.8%
51.	Utah	83.1%	16.9%

Sources: EMSI | U.S. Bureau of Labor Statistics

**TECH ESTABLISHMENTS
PERCENT CHANGE
2014 - 2015**

Rank	State	Percent Change 2014-2015
	United States	2.7%
	U.S. Private Sector	1.3%
1.	Washington	6.1%
2.	North Dakota	5.9%
3.	Kentucky	5.9%
4.	District of Columbia	5.6%
5.	Nebraska	5.5%
6.	Massachusetts	5.2%
7.	Illinois	5.0%
8.	Oregon	4.8%
9.	Delaware	4.7%
10.	Iowa	4.5%
11.	Tennessee	4.4%
12.	Idaho	4.4%
13.	California	4.3%
14.	Mississippi	4.2%
15.	Montana	4.2%
16.	Nevada	4.0%
17.	Vermont	4.0%
18.	West Virginia	3.9%
19.	Missouri	3.8%
20.	North Carolina	3.5%
21.	South Carolina	3.5%
22.	Colorado	3.2%
23.	Georgia	3.2%
24.	Utah	3.1%
25.	Kansas	3.0%
26.	Pennsylvania	2.9%
27.	New Hampshire	2.8%
28.	Texas	2.8%
29.	Wyoming	2.7%
30.	Minnesota	2.5%
31.	Oklahoma	2.5%
32.	Ohio	2.4%
33.	Maine	2.2%
34.	Rhode Island	2.0%
35.	Arkansas	1.7%
36.	New Mexico	1.7%
37.	New York	1.6%
38.	Connecticut	1.6%
39.	Florida	1.4%
40.	Arizona	1.4%
41.	South Dakota	1.3%
42.	Alabama	1.1%
43.	Maryland	0.5%
44.	New Jersey	0.4%
45.	Indiana	0.4%
46.	Virginia	0.2%
47.	Alaska	0.2%
48.	Hawaii	-0.8%
49.	Michigan	-1.4%
50.	Wisconsin	-2.8%
51.	Louisiana	-3.0%

**TECH ESTABLISHMENTS
NUMERIC CHANGE
2014 - 2015**

Rank	State	Numeric Change 2014-2015
	United States	12,418
	U.S. Private Sector	120,970
1.	California	2,074
2.	Illinois	1,203
3.	Texas	929
4.	Massachusetts	753
5.	Washington	700
6.	North Carolina	531
7.	Georgia	522
8.	Colorado	465
9.	Pennsylvania	434
10.	Florida	429
11.	New York	384
12.	Ohio	346
13.	Kentucky	300
14.	Tennessee	294
15.	Oregon	290
16.	Missouri	277
17.	Minnesota	231
18.	South Carolina	203
19.	Nevada	184
20.	Utah	179
21.	Iowa	178
22.	District of Columbia	166
23.	Nebraska	160
24.	Kansas	125
25.	Arizona	119
26.	Mississippi	116
27.	Idaho	115
28.	Delaware	109
29.	New Hampshire	109
30.	Connecticut	99
31.	Oklahoma	98
32.	Montana	78
33.	Maryland	72
34.	West Virginia	69
35.	New Jersey	69
36.	North Dakota	67
37.	Alabama	62
38.	Vermont	54
39.	Maine	52
40.	Arkansas	52
41.	New Mexico	49
42.	Virginia	48
43.	Rhode Island	45
44.	Indiana	31
45.	Wyoming	24
46.	South Dakota	17
47.	Alaska	2
48.	Hawaii	-16
49.	Louisiana	-151
50.	Michigan	-155
51.	Wisconsin	-171

Sources: EMSI | U.S. Bureau of Labor Statistics

OVERALL PRIVATE SECTOR UNEMPLOYMENT RATES

	2009	2010	2011	2012	2013	2014	2015	Historic High Unempl. Rate	Historic Low Unempl. Rate
United States	9.3%	9.6%	8.9%	8.1%	7.2%	6.2%	5.3%	10.8%	2.5%
North Dakota	4.1%	3.8%	3.5%	3.1%	2.9%	2.8%	2.7%	6.2%	2.5%
Nebraska	4.7%	4.7%	4.5%	3.9%	3.9%	3.3%	2.9%	6.3%	2.3%
South Dakota	5.2%	5.1%	4.8%	4.4%	3.8%	3.4%	2.9%	5.9%	2.4%
New Hampshire	6.2%	6.1%	5.5%	5.5%	5.3%	4.3%	3.1%	7.4%	2.2%
Hawaii	6.9%	6.8%	6.5%	5.8%	4.8%	4.4%	3.2%	10.4%	2.4%
Iowa	6.2%	6.3%	5.9%	5.2%	4.6%	4.4%	3.4%	9.1%	2.4%
Colorado	8.1%	9.0%	8.6%	8.0%	6.8%	5.0%	3.5%	8.9%	2.7%
Minnesota	8.0%	7.4%	6.5%	5.6%	5.1%	4.1%	3.5%	8.9%	2.5%
Utah	7.8%	8.1%	6.9%	5.7%	4.4%	3.8%	3.5%	9.6%	2.3%
Vermont	6.9%	6.4%	5.6%	5.0%	4.4%	4.1%	3.6%	8.8%	2.6%
Idaho	7.5%	8.7%	8.3%	7.1%	6.2%	4.8%	3.9%	10.2%	2.9%
Kansas	7.1%	7.1%	6.5%	5.7%	5.4%	4.5%	3.9%	7.3%	2.9%
Maine	8.1%	8.2%	7.7%	7.3%	6.7%	5.7%	4.0%	9.0%	3.2%
Montana	6.0%	6.8%	6.6%	6.0%	5.6%	4.7%	4.0%	8.8%	2.9%
Oklahoma	6.7%	6.9%	5.9%	5.2%	5.4%	4.5%	4.1%	8.9%	2.9%
Virginia	6.9%	7.1%	6.4%	5.9%	5.5%	5.2%	4.2%	7.9%	2.1%
Wisconsin	8.7%	8.5%	7.5%	6.9%	6.7%	5.5%	4.3%	11.9%	3.0%
Wyoming	6.3%	7.0%	6.1%	5.4%	4.6%	4.3%	4.3%	9.4%	2.5%
Indiana	10.4%	10.1%	9.0%	8.4%	7.5%	6.0%	4.4%	12.6%	2.9%
Missouri	9.4%	9.3%	8.4%	6.9%	6.5%	6.1%	4.4%	10.6%	3.1%
Massachusetts	8.2%	8.3%	7.3%	6.7%	7.1%	5.8%	4.7%	10.7%	2.6%
Ohio	10.2%	10.0%	8.6%	7.2%	7.4%	5.7%	4.7%	14.0%	3.8%
Texas	7.5%	8.2%	7.9%	6.8%	6.3%	5.1%	4.7%	9.2%	4.0%
Arkansas	7.5%	7.9%	7.9%	7.3%	7.5%	6.1%	4.8%	10.3%	4.2%
New York	8.4%	8.6%	8.3%	8.5%	7.7%	6.3%	4.8%	10.4%	4.0%
Pennsylvania	7.9%	8.4%	7.9%	7.9%	7.4%	5.8%	4.8%	12.7%	4.0%
Delaware	7.9%	8.0%	7.4%	7.1%	6.7%	5.7%	5.0%	9.8%	3.0%
Florida	10.4%	11.3%	10.3%	8.6%	7.2%	6.3%	5.0%	11.2%	3.1%
Maryland	7.4%	7.8%	7.3%	6.8%	6.6%	5.8%	5.1%	8.5%	3.3%
Michigan	13.4%	12.7%	10.4%	9.1%	8.8%	7.3%	5.1%	16.5%	3.2%
New Jersey	9.0%	9.6%	9.4%	9.5%	8.2%	6.6%	5.1%	10.7%	3.5%
Rhode Island	10.9%	11.7%	11.2%	10.4%	9.5%	7.7%	5.1%	11.3%	2.9%
Connecticut	8.2%	9.3%	8.9%	8.4%	7.8%	6.6%	5.2%	10.0%	2.2%
Kentucky	10.3%	10.2%	9.5%	8.2%	8.3%	6.5%	5.3%	12.1%	4.0%
Oregon	11.1%	10.7%	9.6%	8.7%	7.7%	6.9%	5.4%	11.9%	4.7%
Georgia	9.8%	10.2%	9.9%	9.0%	8.2%	7.2%	5.5%	10.5%	3.4%
South Carolina	11.5%	11.2%	10.4%	9.1%	7.6%	6.4%	5.5%	11.8%	3.5%
Washington	9.4%	9.9%	9.2%	8.2%	7.0%	6.2%	5.5%	12.2%	4.6%
North Carolina	10.4%	10.8%	10.2%	9.5%	8.0%	6.1%	5.6%	11.3%	3.0%
Tennessee	10.5%	9.8%	9.3%	8.0%	8.2%	6.7%	5.6%	12.9%	3.7%
Arizona	9.8%	10.4%	9.4%	8.3%	8.0%	6.9%	5.8%	11.5%	3.7%
California	11.3%	12.4%	11.8%	10.5%	8.9%	7.5%	5.8%	12.2%	4.7%
Illinois	10.0%	10.4%	9.7%	8.9%	9.2%	7.1%	5.9%	13.1%	4.1%
Louisiana	6.6%	7.4%	7.3%	6.4%	6.2%	6.4%	6.1%	13.1%	3.9%
Alabama	9.8%	9.3%	8.7%	7.3%	6.5%	6.8%	6.2%	15.5%	3.8%
West Virginia	7.6%	8.4%	7.8%	7.3%	6.5%	6.5%	6.3%	18.8%	4.1%
Mississippi	9.4%	10.5%	10.5%	9.2%	8.6%	7.8%	6.4%	12.8%	5.0%
Nevada	11.7%	13.8%	13.2%	11.1%	9.8%	7.8%	6.4%	13.7%	3.7%
Alaska	7.7%	8.0%	7.6%	7.0%	6.5%	6.8%	6.5%	11.2%	6.3%
District of Columbia	9.7%	10.0%	10.1%	8.9%	8.3%	7.8%	6.6%	11.3%	4.8%
New Mexico	6.8%	7.9%	7.5%	6.9%	6.9%	6.5%	6.7%	10.5%	3.7%

Unemployment data on this page represents unemployment for the entire labor force including public and private sector.

Source: U.S. Bureau of Labor Statistics

TECH GROSS STATE PRODUCT 2013 (in millions)

Rank	State	2013
	U.S. Tech Sector	\$1,172,312
	U.S. Private Sector	\$16,549,228
1.	California	\$232,833
2.	New York	\$103,990
3.	Texas	\$95,873
4.	Washington	\$50,843
5.	Massachusetts	\$48,081
6.	Oregon	\$46,942
7.	Florida	\$45,103
8.	Pennsylvania	\$41,943
9.	Virginia	\$39,738
10.	Illinois	\$38,210
11.	New Jersey	\$37,217
12.	Georgia	\$35,861
13.	Colorado	\$32,895
14.	North Carolina	\$27,411
15.	Maryland	\$27,399
16.	Ohio	\$23,261
17.	Minnesota	\$23,074
18.	Arizona	\$18,410
19.	Michigan	\$17,496
20.	Missouri	\$16,942
21.	Connecticut	\$16,181
22.	Wisconsin	\$14,096
23.	Indiana	\$10,933
24.	Tennessee	\$10,240
25.	Utah	\$8,776
26.	District of Columbia	\$8,257
27.	Kansas	\$8,196
28.	Arkansas	\$8,039
29.	Alabama	\$7,916
30.	Kentucky	\$6,818
31.	South Carolina	\$6,679
32.	Iowa	\$6,624
33.	New Hampshire	\$5,858
34.	Oklahoma	\$5,372
35.	New Mexico	\$4,933
36.	Idaho	\$4,332
37.	Louisiana	\$4,310
38.	Nebraska	\$4,142
39.	Rhode Island	\$3,833
40.	Nevada	\$3,539
41.	Delaware	\$3,054
42.	Mississippi	\$2,643
43.	Hawaii	\$2,039
44.	West Virginia	\$1,998
45.	Maine	\$1,959
46.	Vermont	\$1,857
47.	North Dakota	\$1,528
48.	Alaska	\$1,382
49.	South Dakota	\$1,375
50.	Montana	\$1,257
51.	Wyoming	\$623

TECH GROSS STATE PRODUCT AS A PERCENT OF TOTAL STATE PRODUCT, 2013 (in millions)

Rank	State	Total Tech GSP	Total GSP	Tech as a Percent
	United States	\$1,172,312	\$16,549,228	7.1%
1.	Oregon	\$46,942	\$204,109	23.0%
2.	Washington	\$50,843	\$402,535	12.6%
3.	Colorado	\$32,895	\$286,812	11.5%
4.	Massachusetts	\$48,081	\$437,424	11.0%
5.	California	\$232,833	\$2,215,726	10.5%
6.	Virginia	\$39,738	\$451,946	8.8%
7.	New Hampshire	\$5,858	\$67,485	8.7%
8.	Maryland	\$27,399	\$336,365	8.1%
9.	Georgia	\$35,861	\$452,897	7.9%
10.	New York	\$103,990	\$1,325,405	7.8%
11.	Minnesota	\$23,074	\$306,593	7.5%
12.	District of Columbia	\$8,257	\$111,891	7.4%
13.	Rhode Island	\$3,833	\$52,555	7.3%
14.	Idaho	\$4,332	\$60,641	7.1%
15.	New Jersey	\$37,217	\$533,966	7.0%
16.	Arkansas	\$8,039	\$116,403	6.9%
17.	Arizona	\$18,410	\$274,328	6.7%
18.	Connecticut	\$16,181	\$242,878	6.7%
19.	Pennsylvania	\$41,943	\$636,833	6.6%
20.	Utah	\$8,776	\$133,909	6.6%
21.	Vermont	\$1,857	\$28,635	6.5%
22.	Missouri	\$16,942	\$272,810	6.2%
23.	Texas	\$95,873	\$1,554,870	6.2%
24.	North Carolina	\$27,411	\$458,282	6.0%
25.	Kansas	\$8,196	\$140,428	5.8%
26.	Florida	\$45,103	\$799,616	5.6%
27.	New Mexico	\$4,933	\$89,110	5.5%
28.	Illinois	\$38,210	\$715,239	5.3%
29.	Delaware	\$3,054	\$60,260	5.1%
30.	Wisconsin	\$14,096	\$280,669	5.0%
31.	Ohio	\$23,261	\$557,028	4.2%
32.	Alabama	\$7,916	\$193,374	4.1%
33.	Michigan	\$17,496	\$431,680	4.1%
34.	Iowa	\$6,624	\$164,409	4.0%
35.	Nebraska	\$4,142	\$107,088	3.9%
36.	Kentucky	\$6,818	\$181,811	3.8%
37.	South Carolina	\$6,679	\$181,345	3.7%
38.	Maine	\$1,959	\$53,244	3.7%
39.	Tennessee	\$10,240	\$286,877	3.6%
40.	Indiana	\$10,933	\$307,614	3.6%
41.	South Dakota	\$1,375	\$44,653	3.1%
42.	Oklahoma	\$5,372	\$176,101	3.1%
43.	North Dakota	\$1,528	\$51,866	2.9%
44.	Montana	\$1,257	\$42,722	2.9%
45.	West Virginia	\$1,998	\$70,078	2.9%
46.	Nevada	\$3,539	\$128,037	2.8%
47.	Hawaii	\$2,039	\$74,156	2.7%
48.	Mississippi	\$2,643	\$102,822	2.6%
49.	Alaska	\$1,382	\$57,132	2.4%
50.	Louisiana	\$4,310	\$245,000	1.8%
51.	Wyoming	\$623	\$41,570	1.5%

Source: U.S. Bureau of Economic Analysis | at the time of reporting, 2013 data was the most recent data available at the detailed state level

TOTAL TECH OCCUPATION JOBS

TECH OCCUPATIONS WITHIN THE TECH INDUSTRY, 2015

(ranked by concentration of tech occupations)

Rank	State	2015	Rank	State	Tech Occupational Jobs in Tech Industry	Total Tech Industry Jobs	Tech Occ. Jobs as a Percent
	United States	7,091,621		United States	3,100,004	6,720,863	46.1%
1.	California	996,133	1.	Virginia	155,410	284,681	54.6%
2.	Texas	608,536	2.	Alabama	40,464	79,375	51.0%
3.	New York	382,258	3.	Washington	108,566	214,065	50.7%
4.	Florida	314,448	4.	Maryland	90,529	181,320	49.9%
5.	Illinois	280,435	5.	Vermont	6,919	13,863	49.9%
6.	Virginia	279,001	6.	Michigan	98,600	202,669	48.7%
7.	Ohio	263,506	7.	Rhode Island	9,873	20,323	48.6%
8.	Michigan	260,231	8.	Minnesota	68,695	141,934	48.4%
9.	Pennsylvania	255,872	9.	Oregon	44,280	92,109	48.1%
10.	Massachusetts	232,698	10.	Colorado	89,924	187,242	48.0%
11.	Washington	220,119	11.	District of Columbia	17,385	36,293	47.9%
12.	Georgia	212,116	12.	California	550,274	1,149,988	47.9%
13.	New Jersey	210,930	13.	Arizona	64,411	135,755	47.4%
14.	North Carolina	203,746	14.	Nebraska	15,726	33,562	46.9%
15.	Maryland	181,935	15.	New Jersey	97,555	208,581	46.8%
16.	Minnesota	164,475	16.	New Hampshire	18,778	40,185	46.7%
17.	Colorado	159,246	17.	Ohio	83,095	179,026	46.4%
18.	Arizona	145,384	18.	Massachusetts	136,706	294,615	46.4%
19.	Wisconsin	144,615	19.	Wisconsin	45,158	97,602	46.3%
20.	Indiana	132,307	20.	Missouri	49,502	107,365	46.1%
21.	Missouri	130,285	21.	Texas	269,521	585,614	46.0%
22.	Tennessee	108,961	22.	Georgia	94,478	205,736	45.9%
23.	Alabama	93,430	23.	North Carolina	84,092	185,268	45.4%
24.	Connecticut	92,361	24.	Iowa	21,187	46,724	45.3%
25.	Oregon	92,046	25.	Indiana	37,048	82,196	45.1%
26.	South Carolina	81,029	26.	Arkansas	11,994	26,637	45.0%
27.	Utah	72,493	27.	Illinois	104,054	234,514	44.4%
28.	Kentucky	63,323	28.	Connecticut	32,324	73,148	44.2%
29.	Iowa	62,554	29.	Florida	135,359	311,807	43.4%
30.	Kansas	60,794	30.	Utah	36,731	85,235	43.1%
31.	Oklahoma	60,707	31.	New York	157,269	369,533	42.6%
32.	District of Columbia	54,110	32.	Maine	6,842	16,120	42.4%
33.	Louisiana	52,666	33.	Pennsylvania	94,690	228,764	41.4%
34.	Arkansas	41,322	34.	South Carolina	24,966	60,404	41.3%
35.	Nebraska	39,529	35.	Kentucky	21,214	51,557	41.1%
36.	New Hampshire	37,016	36.	South Dakota	4,316	10,499	41.1%
37.	New Mexico	36,749	37.	Montana	5,249	12,811	41.0%
38.	Nevada	32,885	38.	Tennessee	30,966	76,546	40.5%
39.	Mississippi	31,769	39.	Idaho	13,153	32,634	40.3%
40.	Idaho	26,593	40.	Oklahoma	15,195	37,701	40.3%
41.	Rhode Island	22,643	41.	Kansas	22,868	57,554	39.7%
42.	Maine	21,459	42.	New Mexico	18,327	46,723	39.2%
43.	Delaware	19,956	43.	Delaware	7,982	21,004	38.0%
44.	West Virginia	18,934	44.	Mississippi	8,410	22,132	38.0%
45.	Hawaii	17,850	45.	Hawaii	5,747	15,199	37.8%
46.	Vermont	15,044	46.	North Dakota	4,887	13,398	36.5%
47.	South Dakota	13,449	47.	Wyoming	1,895	5,211	36.4%
48.	Montana	13,046	48.	Nevada	10,768	30,306	35.5%
49.	North Dakota	12,977	49.	West Virginia	5,471	15,471	35.4%
50.	Alaska	10,916	50.	Louisiana	16,819	49,151	34.2%
51.	Wyoming	6,730	51.	Alaska	3,601	10,717	33.6%

Tech occupations are defined by

Sources: EMSI | U.S. Bureau of Labor Statistics

APPENDIX C – METHODOLOGY

CLASSIFICATION SYSTEM

Cyberstates utilizes the North American Industrial Classification System (NAICS) to define the tech industry. The NAICS is a hierarchical system, with six-digit numbers assigned to the most specific industries. The NAICS is constructed around the concept of production and is able to reflect advances in technology, including many new service-oriented businesses. Economic units with similar production processes are classified in the same industry. Because *Cyberstates* analyzes the tech industry by using industry classifications, the report in general focuses on companies and sectors, not individual occupations.

The original *Cyberstates* definition of technology was based on the Standard Industrial Classification (SIC) system. It has evolved as the U.S. government officially converted to the NAICS in 1997. NAICS was devised by the United States, Canada, and Mexico to allow industry analysis across all three nations.

NAICS codes are revised periodically to reflect the emergence of new industry sectors or sub-sectors. The *Cyberstates'* NAICS definition of the tech industry has evolved over the years to reflect these changes. Consequently, the data in this report may not be entirely comparable with previous reports.

For more information on NAICS codes, see the U.S. Census NAICS code site, <http://www.census.gov/eos/www/naics/>.

TECH INDUSTRY DEFINITION

There are a number of considerations when developing a definition of the technology industry. In some cases, NAICS codes do not perfectly reflect industry dynamics. This can be especially challenging in times of rapid innovation, when new tech sectors emerge in a short period of time. More recently, the degree to which technology has become core to so many industry sectors poses new questions. For example, a technology platform designed to facilitate the online sale of goods may have traditionally been viewed as a retailer, although given the intense use of technology, an argument could be made to classify it as a technology firm.

Conceptually, *Cyberstates* focuses on the sectors involved in making, creating, enabling, integrating, or supporting technology, whether as a product or service. At this time, *Cyberstates* does not include industry sectors categorized primarily as users of technology.

Like previous editions of *Cyberstates*, the tech manufacturing sector includes the entire 334 section of the NAICS codes and coding for space and defense and semiconductor machinery. For clarity and consistency, the Measuring and Control Instruments subsector now includes all the six-digit NAICS codes under 3345. In previous editions of this report, this sector was often subdivided, creating categories that didn't exist in the NAICS categorization.

The IT services sector now covers Computer Systems Design and Computer Training and adds Computer Wholesalers and Computer and Electronics Repair and Maintenance. With this modification, IT Services now encompasses the entire breadth of core services provided.

The Software Publisher sector replaces the previous Software Services, as Computer Systems Design, which often includes customized software services is now part of IT Services. Previously, this sector included both software publishers and computer systems design.

Finally, R&D, Testing, and Engineering Services is similar to previous editions with the one change of moving Computer Training to IT Services. With this change this sector is now more homogeneous around the technical, scientific, and engineers services within the economy.

The U.S. government's NAICS codes do not capture temporary tech workers, as all temporary employees are categorized under NAICS 561320, temporary help services. While there are well over 2 million workers in this industry, the data do not break down how many of these workers are employed by the tech industry.

Cyberstates includes 50 NAICS codes in its definition of the tech industry. Broadly these can be thought of in two broad categories: tech manufacturing and tech services. These industries sufficiently represent the technology industry within the framework provided under the NAICS system.

TECH MANUFACTURING**Computer and Peripheral Equipment**

- 334111 Electronic Computers
- 334112 Computer Storage Devices
- 334118 Computer Peripheral Equipment

Communications Equipment

- 334210 Telephone Apparatus
- 334220 Radio and TV Broadcasting and Wireless Communications Equipment
- 334290 Other Communications Equipment

Consumer Electronics

- 334310 Audio and Video Equipment

Electronic Components

- 334412 Bare Printed Circuit Boards
- 334416 Capacitor, Resistor, Coil, Transformer, and Other Inductors
- 334417 Electronic Connectors
- 334418 Printed Circuit Assembly
- 334419 Other Electronic Components

Semiconductors

- 333242 Semiconductor Machinery
- 334413 Semiconductor and Related Devices

Measuring and Control Instruments

- 334510 Electromedical and Electrotherapeutic Apparatus
- 334511 Search, Detection, Navigation, Guidance, Aeronautical, and Nautical Systems and Instruments
- 334512 Automatic Environmental Controls
- 334513 Industrial Process Control Instruments
- 334514 Totalizing Fluid Meter and Counting Devices
- 334515 Electricity Measuring and Testing Equipment
- 334516 Analytical Laboratory Instruments
- 334517 Irradiation Apparatus
- 334519 Other Measuring and Controlling Instruments

Reproducing Magnetic and Optical Media

- 334613 Manufacturing and Reproducing Magnetic and Optical Media
- 334614 Software and Other Prerecorded Content Reproducing

Space and Defense Systems

- 336414 Guided Missile and Space Vehicles
- 336415 Guided Missile and Space Vehicle Propulsion Units and Parts
- 336419 Other Guided Missile, Space Vehicle Parts, and Auxiliary Equipment

TECH SERVICES**TELECOMMUNICATIONS AND INTERNET SERVICES****Telecommunications**

- 517110 Wired Telecommunication Carriers
- 517210 Wireless Telecommunication Carriers (except Satellite)
- 517410 Satellite Telecommunications
- 517911 Telecommunication Resellers
- 517919 All Other Telecommunications

Internet Services

- 518210 Data Processing, Hosting, and Related Services
- 519130 Internet Publishing and Broadcasting, and Web Search Portals

SOFTWARE**Software Publishers**

- 511210 Software Publishers

IT SERVICES**Computer, Peripheral, and Software Wholesalers**

- 423430 Computer and Computer Peripheral Equipment and Software Merchant Wholesalers

Computer Systems Design and Related Services

- 541511 Custom Computer Programming
- 541512 Computer Systems Design
- 541513 Computer Facilities Management
- 541519 Other Computer Related Services

Computer Training

- 611420 Computer Training

Computer and Electronic Repair and Maintenance

- 811211 Consumer Electronics Repair and Maintenance
- 811212 Computer and Office Machine Repair and Maintenance
- 811213 Communication Equipment Repair and Maintenance
- 811219 Other Electronic and Precision Equipment Repair and Maintenance

ENGINEERING SERVICES, R&D, AND TESTING LABS**Engineering Services**

- 541330 Engineering Services

R&D and Testing Labs

- 541380 Testing Laboratories
- 541711 Research and Development in Biotechnology
- 541712 Research and Development in the Physical, Engineering, and Life Sciences

JOBS, WAGES, PAYROLL, AND ESTABLISHMENTS

Statistics on jobs, wages, payroll, and establishments were collected from Employment and Wages, Annual Averages, an annual series from the research consultancy Economic Modeling Specialists International (EMSI), based on data produced by the U.S. Bureau of Labor Statistics (BLS). This publication reports on average annual employment, total wages, and establishments at the state and national level. Most of these statistics originate with the Quarterly Census of Employment and Wages (QCEW) program. This series is the best and most comprehensive source of reliable data for statistical analysis at the state level.

The data from the QCEW are generated quarterly with a system-wide review with the release of the annual data (provided during the fourth quarter). Often there is a lag in the collection and reporting of the data, as BLS needs to receive the information from all 50 states, and the District of Columbia. To generate the 2015 data and provide the most recent available information at the time of production, *Cyberstates* used projection data from Economic Modeling Specialists International (EMSI) which was based on data through third or fourth quarter of 2015. All 2015 employment and payroll (and by proxy wage data) are based on these data

Given that the 2015 data was not finalized by BLS at the time of production of this report, 2015 data are preliminary and subject to revisions. Data for previous years are considered final and represent all four quarters for each of the respective years.

One of the major challenges in analyzing employment and wage data is that the BLS withholds data for industry sectors in the following instances: 1) where there are fewer than three establishments, 2) where a single establishment represents 80 percent or more of the industry's employment, or 3) when a state specifically requests to protect a company's identity. However, broader industry-level statistics (three-digit and four-digit NAICS codes versus five-digit and six-digit NAICS codes) include some totals for nondisclosed data, which *Cyberstates* uses to generate the most accurate data possible. Some state data were estimated to maintain comparability among the years. For example, if data were disclosed in 2014 but not in 2008, additional data from EMSI or more top-level data were used to fill in the data gaps to avoid artificial decreases or increases in jobs due solely to disclosure issues.

The QCEW program does not include self-employed sole proprietorships. Thus, in the government database there is a lack of data on many start-up companies, which are a critical component of today's tech industry. According to data from EMSI, there are an estimated 1.01 million tech industry workers who were self-employed or sole proprietors. Detailed state levels for this metric are available in Appendix C. Additionally, the U.S. government's NAICS codes do not allow for the collection of statistics for tech industry temporary employees, another source of employment for the tech industry.

Finally, the main focus of much of the data in this report is on the industry level, which differs significantly from occupational-level employment data. An industry represents the primary production purpose of an establishment regardless of the occupations of the people working in that establishment. Most tech industry establishments have multiple types of occupations working at that location including both technical and nontechnical occupations.

CompTIA is responsible for all content contained in this report. Any questions regarding *Cyberstates* should be directed to CompTIA Research & Market Intelligence staff at research@comptia.org.

SPECIAL NOTE REGARDING COMPARISONS WITH PREVIOUS *CYBERSTATES*

Because of the revisions to the NAICS codes in 2012 and refinements to the *Cyberstates* definition of the tech industry and tech workforce to reflect the current state of the industry, this publication is not directly comparable to previous *Cyberstates* reports. However, most of the underlying data are the same as previous reports and the individual data for many of the sectors will match for the time periods where the data are finalized. Most of the trend lines of the historical data are the same as previous reports.

EMPLOYMENT

QCEW monthly employment data represent the number of workers who were employed by tech establishments during, or received compensation for, the pay period that included the 12th day of the month. The employment numbers, with few exceptions, cover all full-time and part-time employees. These include most corporate officials, executives, supervisory personnel, professionals, clerical workers, wage earners, and piece workers. Excluded are proprietors, the self-employed, unpaid family members, and certain farm and domestic workers. The employment data used in this report are calculated by averaging the available monthly data, and as such does not represent the number of employees in a particular month.

PAYROLL AND WAGES

Payroll, or total wages, includes total compensation paid during the calendar year by tech establishments. These wages generally include bonuses, tips and other gratuities, stock options and grants, and the value of meals and lodging, where supplied. In some states, employer contributions to certain deferred compensation, such as 401(k) plans, are included in total wages. However, total wages do not cover employer contributions to health insurance, unemployment insurance, disability insurance, workers' compensation, and private pension and welfare funds. Average annual wages were calculated by dividing total annual payroll by employment. This formula was used for all wages at the national and state level, for all industry sectors, and for private sector wages.

Like employment, payroll represents the entire payroll of the establishment industry, including corporate officials, executives, and supervisory personal, whose bonuses, stock options, and wages would bring up the average wages. As such, the average wages listed in this report do not represent the average salary of an average tech worker nor does it represent the median salary. The payroll of high-earning individuals has the potential to raise the average noticeably. Also the inclusion of bonus and stock options has the potential increase wage variance from year to year.

Payroll and wages at the national and state level are adjusted for inflation to 2015 dollars using the CPI-U for all urban consumers with 1982-84 as the base year equal to 100. *Cyberstates* used the annual average CPI as the adjustment factor list in parenthesis for each year: 2008 (215.303); 2009 (214.537), 2010 (218.056), 2011 (224.939), 2012 (229.594), 2013 (232.957) and 2014 (236.736). The inflation index used for 2015 (237.017) was based on data encompassing the entire year.

BUSINESS ESTABLISHMENTS

An establishment is an economic unit, such as a factory or office that produces goods or provides services. Usually, it is a single physical location and engaged in one, or predominately one, type of economic activity for which a single industrial classification may be applied. For the vast majority of small and mid-size tech companies, an establishment can be thought of as a company. Although for larger companies that have multiple establishments, representing their numerous locations, this is not the case.

UNEMPLOYMENT RATES

The unemployment rate data for this report come from the U.S. Bureau of Labor Statistics' Current Population Survey. The data cover only private sector wages and salaried workers. Unemployment rates are subject to both sampling and nonsampling errors, as sometimes the data on which they are derived are based on a very small number of observations.

OCCUPATIONAL DATA

Starting in 2015, *Cyberstates* now includes data at the occupational employment level. The occupational employment number represents the summation of 51 occupational codes used under the Standard Occupational Classification (SOC) system. See following page for the occupations included in CompTIA's definition.

As noted previously, tech occupational jobs are not the same as tech industry jobs. Occupational data are not limited to a specific industry. The total tech occupations listed in Appendix C include workers from across multiple industries. For example, a network systems administrator or software developer in the hospitality industry would be included in the occupational data but would not be included as part of the tech industry (as hospitality falls outside of the tech sector).

On the state-by-state overview pages the relationship between the tech industry and tech occupations is shown in the Tech Industry-Occupation Comparison Venn diagram. One bubble represents the total number of tech industry jobs and the other bubble represents the total number of tech occupations. The overlap between the two bubble represents the number of tech occupations that work within the tech industry. The percent listed above the graph represents the percentage of tech occupations that make up that state's tech industry. The Venn diagrams on the state overview pages are meant to be representatives of the overlap of industry and occupational jobs and are not created to scale.

The occupational data for this report are based on the research consultancy, EMSI, compiled using their Q4 2015 dataset. This includes data from the U.S. Bureau of Labor and from the various departments of labor and workforce development for each of the states.

JOB POSTING DATA

The job posting data found within *Cyberstates* is produced by the firm Burning Glass Technologies.

Job posting data is a useful, but an imperfect proxy for job demand. Not every posting translates to a new job; hiring firms may change their plans, post multiple times for the same job, hire internally, try different approaches to find the right candidate and so forth. Also, one ad may be posted for multiple openings. Burning Glass Technologies Labor Insights addresses many of these issues, but it is impossible to eliminate all possible sources of over or undercounting.

Additionally, within a time period, there may be situations where a worker is hired, the person isn't the right fit and is let go, and a firm starts the process over again. In the aggregate there is single position, but using job posting data, it may appear there are two positions. Labor turnover – whether voluntary or involuntary, is another variable that affects the interpretation of job posting data.

CompTIA recommends using job posting data in conjunction with BLS, EMSI, and other data sources to get a more complete picture of labor supply and demand dynamics.

GENDER RATIOS

The gender ratio data for this report come from the U.S. Bureau of Labor Statistics' Current Population Survey. The data cover only private sector wages and salaried workers. Unemployment rates are subject to both sampling and nonsampling errors, as sometimes the data on which they are derived are based on a very small number of observations.

GROSS STATE PRODUCT (GSP)

To calculate the percent of each state's economy that is attributable to the tech industry, regional economic accounts from the U.S. Bureau of Labor Statistics was used, which provides gross domestic product by state for many top level NAICS sectors (Table C in the regional economic accounts data downloads).

Unfortunately, this top level data limits the tech industry sectors to the five industry sectors listed in Appendix B. This includes some sectors such as publishing and broadcasting that were not included in the *Cyberstates* definition and excludes other sectors such as engineering, R&D and testing, tech wholesalers, and computer repair and maintenance. While this is not a perfect match with the *Cyberstates* tech industry definition used in the report, it is the closest approximation available given the limitations.

The most recent data for this indicator are for 2013. GDP by state is the value added in production by the labor and capital located in a state. GDP for a state is derived as the sum of the GDP originating in all industries in the state.

ROUNDING

Many of the data points in this report are rounded. As a result, additional data often exist that are not reflected and can affect ranking, percent change, numeric change, and summations. Many of the rankings in the appendices may appear to be the same because of rounding; however, in reality they are different. In those rare instances when the data are not rounded and are indeed the same, the ranking for those cyberstates is a tie.

Throughout the report the unrounded data are used to calculate percent change, numeric change, and summations. This could result in situations where the data could appear to be inaccurate. For example, if there were 1,139 jobs in 2014 and 1,281 jobs in 2015, this would round to 1,100 in 2014 and 1,300 in 2015. However, the difference between 1,281 and 1,139 is 142, which would round to 100. Finally, while technically there are no positive and negative zeros, throughout the report when a rounding results in a zero, positive and negative signs are sometimes used to indicate the direction of the rounding.

STANDARD OCCUPATIONAL CODES INCLUDED IN COMPTIA'S DEFINITION OF TECH OCCUPATIONS

IT OCCUPATIONS

11-3021	Computer and Information Systems Managers
15-1111	Computer and Information Research Scientists
15-1121	Computer Systems Analysts
15-1122	Information Security Analysts
15-1131	Computer Programmers
15-1132	Software Developers, Applications
15-1133	Software Developers, Systems Software
15-1134	Web Developers
15-1141	Database Administrators
15-1142	Network and Computer Systems Administrators
15-1143	Computer Network Architects
15-1151	Computer Support Specialists
15-1152	Computer Network Support Specialists
15-1199	Computer Occupations, All Other (includes videogame designer, business intelligence analyst, and others)

ENGINEERING OCCUPATIONS

11-9041	Engineering Managers
17-2011	Aerospace Engineers
17-2031	Biomedical Engineers
17-2061	Computer Hardware Engineers
17-2071	Electrical Engineers
17-2072	Electronics Engineers, Except Computer
17-2112	Industrial Engineers
17-2131	Materials Engineers
17-2141	Mechanical Engineers
17-2199	Engineers, All Other

ENGINEERING AND AUDIO/VIDEO TECHNICIANS

17-3021	Aerospace Engineering and Operations Technicians
17-3023	Electrical and Electronics Engineering Technicians
17-3024	Electro-Mechanical Technicians
17-3026	Industrial Engineering Technicians
17-3027	Mechanical Engineering Technicians
17-3029	Engineering Technicians, Except Drafters, All Other
27-4011	Audio and Video Equipment Technicians
27-4012	Broadcast Technicians
27-4014	Sound Engineering Technicians

COMPUTER OPERATORS

43-9011	Computer Operators
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ELECTRICAL, ELECTRONIC, AND COMPUTER INSTALLERS AND REPAIRERS

49-2011	Computer, Automated Teller, and Office Machine Repairers
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairs
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
49-2091	Avionics Technicians
49-2092	Electric Motor, Power Tool, and Related Repairers
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles
49-2097	Electronic Home Entertainment Equipment Installers and Repairers
49-2098	Security and Fire Alarm Systems Installers

ELECTRICAL, ELECTRONICS, AND ELECTROMECHANICAL ASSEMBLERS

51-2021	Coil Winders, Tapers, and Finishers
51-2022	Electrical and Electronic Equipment Assemblers
51-2023	Electromechanical Equipment Assemblers

COMPUTER-CONTROLLED MACHINE PROGRAMMERS AND OPERATORS

51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic

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