

Headcount and Average Salary & Wages in the 50 States

Exhibit 1

Eight Years: 2018 to 2025

As Reported By States to U.S. Census Bureau

States Listed from Highest Premium over, to Biggest Discount below, the National Average in 2025

Rank in 2018		2018		2019		2020		2021		2022		2023 ^R		2024 ^R		2025		2025 Avg Salary	2018 to 2025	
		FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	vs. U.S. w/out CA Above / Below	Growth in Headcount	Growth in Avg Salary
	United States	4,426,402	\$ 64,722	4,476,139	\$ 66,406	4,513,373	\$ 68,904	4,392,315	\$ 70,863	4,351,571	\$ 73,848	4,438,476	\$ 78,846	4,585,228	\$ 83,269	4,698,433	\$ 87,725		6.15%	35.54%
	U.S. without CA	3,994,010	\$ 62,243	4,040,166	\$ 63,753	4,061,267	\$ 65,973	3,955,069	\$ 68,372	3,889,942	\$ 70,953	3,967,818	\$ 74,700	4,086,203	\$ 78,379	4,180,236	\$ 82,139	100.0%	4.66%	31.96%
1	California	432,392	\$ 87,618	435,973	\$ 90,995	452,106	\$ 95,236	437,246	\$ 93,389	461,629	\$ 98,247	470,658	\$ 113,798	499,025	\$ 123,309	518,197	\$ 132,785	61.7%	19.84%	51.55%
2	Connecticut	59,018	\$ 78,325	60,636	\$ 75,320	57,800	\$ 83,449	55,457	\$ 89,344	55,673	\$ 89,294	56,775	\$ 95,917	59,032	\$ 98,325	59,975	\$ 101,528	23.6%	1.62%	29.62%
5	New York	259,473	\$ 73,854	257,365	\$ 77,289	256,391	\$ 78,405	243,820	\$ 80,945	236,081	\$ 86,217	239,361	\$ 88,938	246,333	\$ 91,741	253,090	\$ 101,053	23.0%	-2.46%	36.83%
16	Oregon	73,150	\$ 67,025	74,724	\$ 70,136	75,991	\$ 71,761	75,730	\$ 76,022	75,469	\$ 79,518	80,954	\$ 84,813	85,200	\$ 91,885	87,319	\$ 97,162	18.3%	19.37%	44.96%
4	Massachusetts	103,716	\$ 74,665	104,765	\$ 77,322	105,628	\$ 79,179	101,667	\$ 80,961	101,791	\$ 83,468	105,382	\$ 87,421	109,853	\$ 93,078	113,622	\$ 96,360	17.3%	9.55%	29.06%
13	Washington	127,844	\$ 68,291	126,931	\$ 71,677	137,068	\$ 74,717	132,288	\$ 79,592	132,064	\$ 78,425	138,355	\$ 82,750	145,609	\$ 88,676	149,381	\$ 93,234	13.5%	16.85%	36.53%
23	Wisconsin	71,513	\$ 61,468	71,907	\$ 63,835	66,270	\$ 72,108	67,828	\$ 73,193	67,668	\$ 75,706	65,141	\$ 84,147	68,914	\$ 88,828	68,661	\$ 92,677	12.8%	-3.99%	50.77%
3	Rhode Island	18,583	\$ 74,893	18,476	\$ 74,494	21,167	\$ 76,517	20,259	\$ 77,460	19,995	\$ 81,070	20,282	\$ 84,161	20,828	\$ 87,986	21,235	\$ 92,381	12.5%	14.27%	23.35%
15	Illinois	121,691	\$ 67,412	123,858	\$ 72,430	125,296	\$ 75,831	121,775	\$ 75,871	123,285	\$ 78,707	123,982	\$ 82,385	126,879	\$ 86,222	133,681	\$ 91,541	11.4%	9.85%	35.79%
12	Vermont	14,295	\$ 69,101	13,962	\$ 70,999	13,727	\$ 73,400	13,405	\$ 77,250	13,411	\$ 78,457	13,706	\$ 83,686	13,959	\$ 87,720	14,152	\$ 91,206	11.0%	-1.00%	31.99%
9	Alaska	24,434	\$ 70,580	24,457	\$ 72,564	23,739	\$ 74,525	24,013	\$ 77,175	23,698	\$ 79,374	23,948	\$ 83,109	24,664	\$ 86,777	25,419	\$ 90,779	10.5%	4.03%	28.62%
10	Michigan	147,989	\$ 70,549	150,494	\$ 71,558	150,527	\$ 73,525	143,370	\$ 77,151	144,110	\$ 79,414	147,267	\$ 83,607	151,014	\$ 86,918	154,323	\$ 90,520	10.2%	4.28%	28.31%
7	Minnesota	84,653	\$ 70,659	84,464	\$ 72,750	82,860	\$ 73,216	82,388	\$ 75,753	79,699	\$ 78,588	81,598	\$ 81,915	84,904	\$ 86,307	89,211	\$ 90,475	10.1%	5.38%	28.04%
6	New Jersey	145,649	\$ 71,994	144,958	\$ 74,542	145,434	\$ 76,166	130,266	\$ 79,484	128,449	\$ 80,011	128,550	\$ 82,334	131,829	\$ 85,072	131,451	\$ 89,869	9.4%	-9.75%	24.83%
24	Utah	62,147	\$ 61,104	63,334	\$ 64,101	65,351	\$ 66,044	65,852	\$ 68,998	66,334	\$ 72,113	69,441	\$ 77,959	70,656	\$ 82,494	74,946	\$ 85,865	4.5%	20.59%	40.52%
8	Iowa	50,846	\$ 70,597	51,073	\$ 71,533	51,432	\$ 74,228	50,441	\$ 75,067	49,832	\$ 78,132	50,900	\$ 78,570	53,422	\$ 81,400	53,320	\$ 84,730	3.2%	4.87%	20.02%
11	Pennsylvania	156,034	\$ 69,764	155,458	\$ 71,847	157,325	\$ 72,852	151,556	\$ 76,265	149,935	\$ 78,622	149,130	\$ 81,584	152,707	\$ 82,714	155,618	\$ 84,556	2.9%	-0.27%	21.20%
18	Maryland	89,186	\$ 62,781	96,295	\$ 59,836	96,221	\$ 70,981	95,347	\$ 67,479	95,347	\$ 68,469	101,379	\$ 74,569	104,677	\$ 78,786	106,308	\$ 84,065	2.3%	19.20%	33.90%
19	Texas	306,994	\$ 62,303	317,331	\$ 64,094	323,338	\$ 65,750	315,992	\$ 68,754	305,599	\$ 72,260	315,144	\$ 75,982	326,032	\$ 80,176	338,023	\$ 83,943	2.2%	10.11%	34.73%
20	Nevada	29,941	\$ 62,225	30,167	\$ 66,530	29,871	\$ 64,533	29,404	\$ 65,894	28,597	\$ 68,945	28,532	\$ 70,635	29,517	\$ 75,810	31,225	\$ 83,553	1.7%	4.29%	34.28%
14	Colorado	87,119	\$ 67,641	94,784	\$ 65,435	96,760	\$ 67,851	93,586	\$ 71,033	92,763	\$ 72,532	97,695	\$ 76,810	102,623	\$ 79,719	105,147	\$ 82,984	1.0%	20.69%	22.68%
17	Ohio	134,041	\$ 63,250	135,081	\$ 63,811	134,331	\$ 65,436	140,614	\$ 70,741	138,217	\$ 72,698	138,896	\$ 76,151	140,974	\$ 79,081	145,099	\$ 82,230	0.1%	8.25%	30.01%
22	Virginia	128,190	\$ 61,711	131,313	\$ 62,742	130,965	\$ 67,026	128,951	\$ 69,554	128,811	\$ 72,189	132,988	\$ 74,048	132,603	\$ 80,317	137,425	\$ 81,857	-0.3%	7.20%	32.65%
29	New Mexico	45,265	\$ 56,661	45,449	\$ 58,970	46,422	\$ 60,828	45,730	\$ 62,558	45,200	\$ 65,412	46,080	\$ 70,852	47,170	\$ 74,050	49,672	\$ 79,884	-2.7%	9.74%	40.99%
21	New Hampshire	18,887	\$ 61,871	18,870	\$ 64,547	18,573	\$ 65,024	17,885	\$ 68,363	17,813	\$ 69,106	18,117	\$ 71,694	18,669	\$ 77,540	18,680	\$ 78,825	-4.0%	-1.10%	27.40%
25	North Carolina	143,200	\$ 60,231	149,711	\$ 60,927	150,900	\$ 62,782	147,051	\$ 65,404	140,352	\$ 67,336	141,002	\$ 72,395	141,736	\$ 74,406	147,085	\$ 77,955	-5.1%	2.71%	29.43%
	Delaware	28,376	\$ 56,704	26,681	\$ 60,731	26,720	\$ 61,975	25,595	\$ 63,497	25,268	\$ 65,779	25,630	\$ 69,713	26,618	\$ 72,892	26,863	\$ 76,904	-6.4%	-5.33%	35.62%
	Tennessee	79,617	\$ 53,654	79,714	\$ 56,422	79,985	\$ 58,070	77,400	\$ 59,676	76,419	\$ 63,390	79,354	\$ 66,473	79,717	\$ 72,880	80,876	\$ 76,657	-6.7%	1.58%	42.87%
	Arizona	72,774	\$ 58,996	74,127	\$ 60,124	75,282	\$ 61,459	73,747	\$ 63,173	73,226	\$ 68,566	76,973	\$ 72,604	82,388	\$ 74,985	80,998	\$ 76,091	-7.4%	11.30%	28.98%
	Alabama	92,633	\$ 58,473	94,647	\$ 56,444	96,699	\$ 58,385	95,042	\$ 59,961	92,883	\$ 65,468	94,032	\$ 70,045	96,871	\$ 72,922	100,062	\$ 75,761	-7.8%	8.02%	29.56%
	Wyoming	12,630	\$ 54,015	12,869	\$ 56,544	12,942	\$ 56,825	12,532	\$ 61,015	12,242	\$ 61,673	12,294	\$ 66,726	12,609	\$ 71,660	12,870	\$ 73,843	-10.1%	1.90%	36.71%
	Kentucky	83,623	\$ 52,903	80,819	\$ 55,107	80,803	\$ 56,222	79,213	\$ 57,145	76,495	\$ 60,538	78,091	\$ 64,439	80,756	\$ 68,904	80,293	\$ 73,456	-10.6%	-3.98%	38.85%
	South Dakota	14,295	\$ 54,975	14,237	\$ 54,754	14,397	\$ 56,627	14,156	\$ 59,312	13,912	\$ 63,760	13,943	\$ 66,624	14,286	\$ 70,774	14,474	\$ 73,361	-10.7%	1.25%	33.45%
	Hawaii	58,058	\$ 57,065	57,981	\$ 60,450	58,765	\$ 61,475	55,306	\$ 64,587	54,572	\$ 64,482	55,688	\$ 67,373	57,147	\$ 70,851	58,108	\$ 72,923	-11.2%	0.09%	27.79%
	North Dakota	18,015	\$ 59,984	18,048	\$ 60,250	18,175	\$ 61,563	18,394	\$ 63,616	18,527	\$ 64,430	18,438	\$ 66,005	18,697	\$ 70,559	19,183	\$ 72,669	-11.5%	6.48%	21.15%
	Maine	20,045	\$ 55,624	20,657	\$ 55,315	20,910	\$ 56,530	20,408	\$ 59,671	20,630	\$ 61,905	20,883	\$ 64,034	21,378	\$ 68,410	21,523	\$ 72,356	-11.9%	7.37%	30.08%
	Montana	23,943	\$ 48,590	24,647	\$ 49,603	21,033	\$ 58,801	20,332	\$ 64,009	19,541	\$ 64,066	21,184	\$ 66,953	21,474	\$ 70,535	21,977	\$ 72,254	-12.0%	-8.21%	48.70%
	Florida	181,085	\$ 54,410	183,036	\$ 54,936	182,957	\$ 56,148	179,628	\$ 58,065	174,894	\$ 59,894	177,265	\$ 64,393	183,219	\$ 67,934	186,109	\$ 72,067	-12.3%	2.77%	32.45%
	Indiana	90,422	\$ 53,947	90,575	\$ 55,941	90,341	\$ 58,020	88,123	\$ 59,797	86,649	\$ 61,984	89,384	\$ 65,986	90,541	\$ 73,799	92,817	\$ 71,963	-12.4%	2.65%	33.40%
	South Carolina	84,790	\$ 50,267	84,751	\$ 52,031	85,123	\$ 53,191	83,169	\$ 56,689	79,500	\$ 59,797	81,415	\$ 64,017	84,753	\$ 67,648	85,241	\$ 70,489	-14.2%	0.53%	40.23%
	Georgia	131,437	\$ 52,522	129,643	\$ 54,261	129,462	\$ 55,592	124,637	\$ 59,313	121,683	\$ 60,397	123,765	\$ 64,135	127,394	\$ 66,709	128,023	\$ 70,125	-14.6%	-2.60%	33.52%
	Oklahoma	64,429	\$ 52,960	64,235	\$ 53,488	64,295	\$ 55,485	63,024	\$ 56,337	61,400	\$ 59,202	63,089	\$ 62,932	64,113	\$ 67,167	64,968	\$ 69,750	-15.1%	0.84%	31.70%
	Idaho	24,844	\$ 62,899	24,894	\$ 64,966	24,844	\$ 66,831	24,518	\$ 66,655	24,539	\$ 69,743	25,017	\$ 69,724	25,871	\$ 66,113	26,543	\$ 68,886	-16.1%	6.84%	9.52%
	Kansas	53,534	\$ 56,484	54,459	\$ 57,706	55,966	\$ 60,159	55,148	\$ 62,219	54,884	\$ 65,791	55,031	\$ 66,321	60,683	\$ 65,727	62,464	\$ 68,263	-16.9%	16.68%	