TABLE III
COMPARISON OF WORKER CHARACTERISTICS

| | Study company | | | | |
	OLD cohort	WINDOW cohort	NEW cohort	All workers	U. S. workforce
Average age					
(years)	37.2	36.0	34.5	37.6	38.8
Gender					
Male	25.4%	23.9%	22.0%	22.1%	53.1%
Female	74.6	76.1	78.0	77.9	46.9
Ethnicity[a]					
White	77.1%	71.7%	68.8%	75.1%	74.6%
Black	12.5	16.8	18.9	14.1	11.3
Hispanic	7.1	8.2	6.7	6.6	9.5
Other	3.3	3.4	5.6	4.2	4.6
Hours					
Full-time					
(HPW > 35)	96.7%	95.6%	95.8%	94.6%	78.8%
Part-time					
(HPW < 35)	3.3	4.4	4.2	5.4	21.2
Compensation[b]					
Mean	$41,970	$38,424	$34,264	$40,180	$28,248
Median	$33,470	$30,530	$26,519	$31,333	$20,400
Geography					
East	17.0%	13.7%	16.9%	21.7%	18.9%
Midwest	38.2	34.9	31.0	32.8	24.1
South	28.2	33.0	32.0	31.3	34.7
West	14.6	16.1	19.6	13.1	22.4
Other[c]	2.0	2.3	0.6	1.1	—
Number of					
employees	N = 3286	N = 4257	N = 5812	N = 29,267	—