

Age	42.44 (0.24)	43.57 (0.22)	1.13** (0.33)	43.02 (0.24)	43.05 (0.22)	0.03 (0.33)
Female	0.45 (0.01)	0.46 (0.01)	0.02 (0.02)	0.46 (0.01)	0.46 (0.01)	-0.00 (0.02)
Married	0.59 (0.01)	0.63 (0.01)	0.04** (0.02)	0.61 (0.01)	0.62 (0.01)	0.00 (0.02)
Black	0.10 (0.01)	0.09 (0.01)	-0.01 (0.01)	0.10 (0.01)	0.09 (0.01)	-0.00 (0.01)
College	0.41 (0.01)	0.39 (0.01)	-0.03* (0.02)	0.40 (0.01)	0.40 (0.01)	0.00 (0.02)
Plant	0.46 (0.01)	0.62 (0.01)	0.16** (0.02)	0.54 (0.01)	0.55 (0.01)	0.01 (0.02)
Union	0.15 (0.01)	0.16 (0.01)	0.01 (0.01)	0.15 (0.01)	0.15 (0.01)	0.00 (0.01)
In Met	0.84 (0.01)	0.82 (0.01)	-0.01 (0.01)	0.83 (0.01)	0.83 (0.01)	0.00 (0.01)
Years	7.12 (0.15)	9.18 (0.16)	2.06** (0.22)	8.24 (0.16)	8.23 (0.15)	-0.01 (0.22)
Log Ea	6.54 (0.01)	6.56 (0.01)	0.03 (0.02)	6.54 (0.01)	6.55 (0.01)	0.01 (0.02)

FIGURE 1: IPW

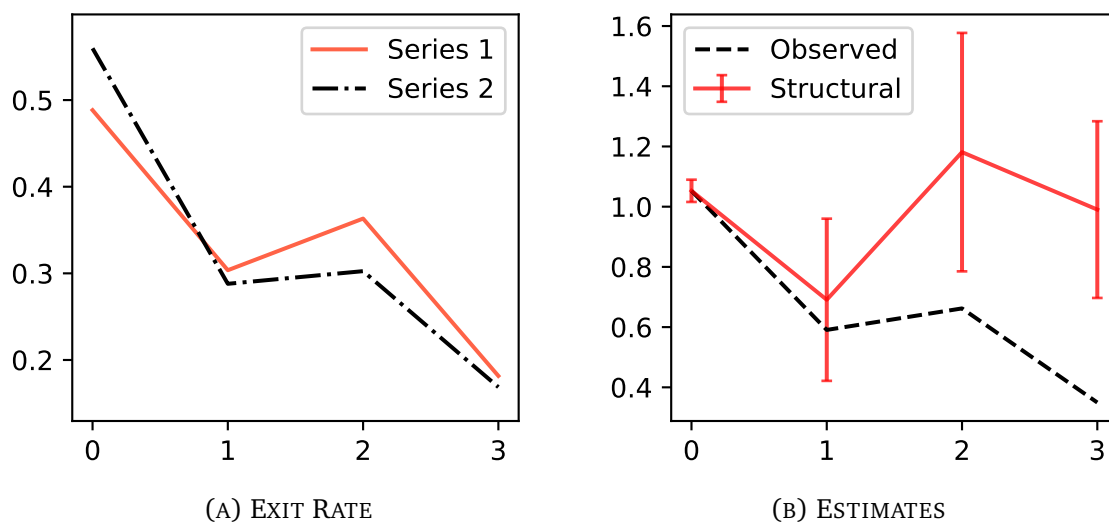


FIGURE 2: RAW

