Table X. Table with RowSpan following ColSpan in column headers

| Education Level | Jobs |  | Median <br> Annual Wage, <br> $\mathbf{2 0 1 0}$ |
| :--- | :---: | :---: | :---: |
|  | $\mathbf{2 0 1 0}$ | $\mathbf{2 0 2 0}$ |  |
| Ph.D. | 4,400 | 5,300 | $\$ 87,500$ |
| Master's degree | 2,000 | 2,400 | $\$ 60,200$ |
| Bachelor's degree | 22,000 | 26,000 | $\$ 63,400$ |
| Associate/Certificate | 15,000 | 18,000 | $\$ 49,000$ |
| Diploma/GED or less | 99,000 | 112,000 | $\$ 28,900$ |

Above Table: 7 rows by 4 columns with 15 data cells.
Top row headers -
Row 1 Column 1 Education Level: RowSpan 2.
Row 1 Column 2 Jobs: ColSpan 2.
Row 1 Column 4 Median Annual Wage 2010: RowSpan 2.
Row 2 Column 2 Jobs 2010: no span.
Row 2 Column 3 Jobs 2020: no span.
Other row headers - no spans.

Problem:
RowSpan 2 in Row1 Column 4 displaces cell below it.
If navigating using up and down arrows only,
Row 3 column 4 is called column 5.
If navigating with CTRL + ALT + arrows,
Row 3 column 4 is inaccessible from above, left, or below (edge of table).
The rest of column 4 is unaffected.

Table Y. Table with ColSpan following RowSpan in row headers

| Education <br> Level |  | Jobs, <br> $\mathbf{2 0 1 0}$ | Jobs, <br> $\mathbf{2 0 2 0}$ | Median <br> Annual Wage, 2010 |
| :--- | :--- | :---: | :---: | :---: |
| Graduate | Ph.D. | 4,410 | 5,286 | $\$ 87,500$ |
|  | Master's degree | 1,986 | 2,417 | $\$ 60,200$ |
|  | 22,171 | 25,827 | $\$ 63,400$ |  |
| Associate/Certificate | 15,330 | 18,013 | $\$ 49,000$ |  |
| Diploma/GED or less | 99,171 | 111,993 | $\$ 28,900$ |  |

Above Table: 6 rows by 5 columns with 15 data cells.
Top row headers
Row 1 Column 1 Education Level: ColSpan 2.
Other column headers - no spans.
Row 2 Column 1 Graduate: RowSpan 2.
Row 2 Column 2 PhD: no span.
Row 3 Column 2 Master's Degree: no span.
Row 4 Column 1 Bachelor's Degree: ColSpan 2.
Row 5 Column 1: Associate/Certificate: ColSpan 2.
Row 6 Column 1 Diploma/GED: ColSpan 2.
Multiple issues to be detailed in ticket.

