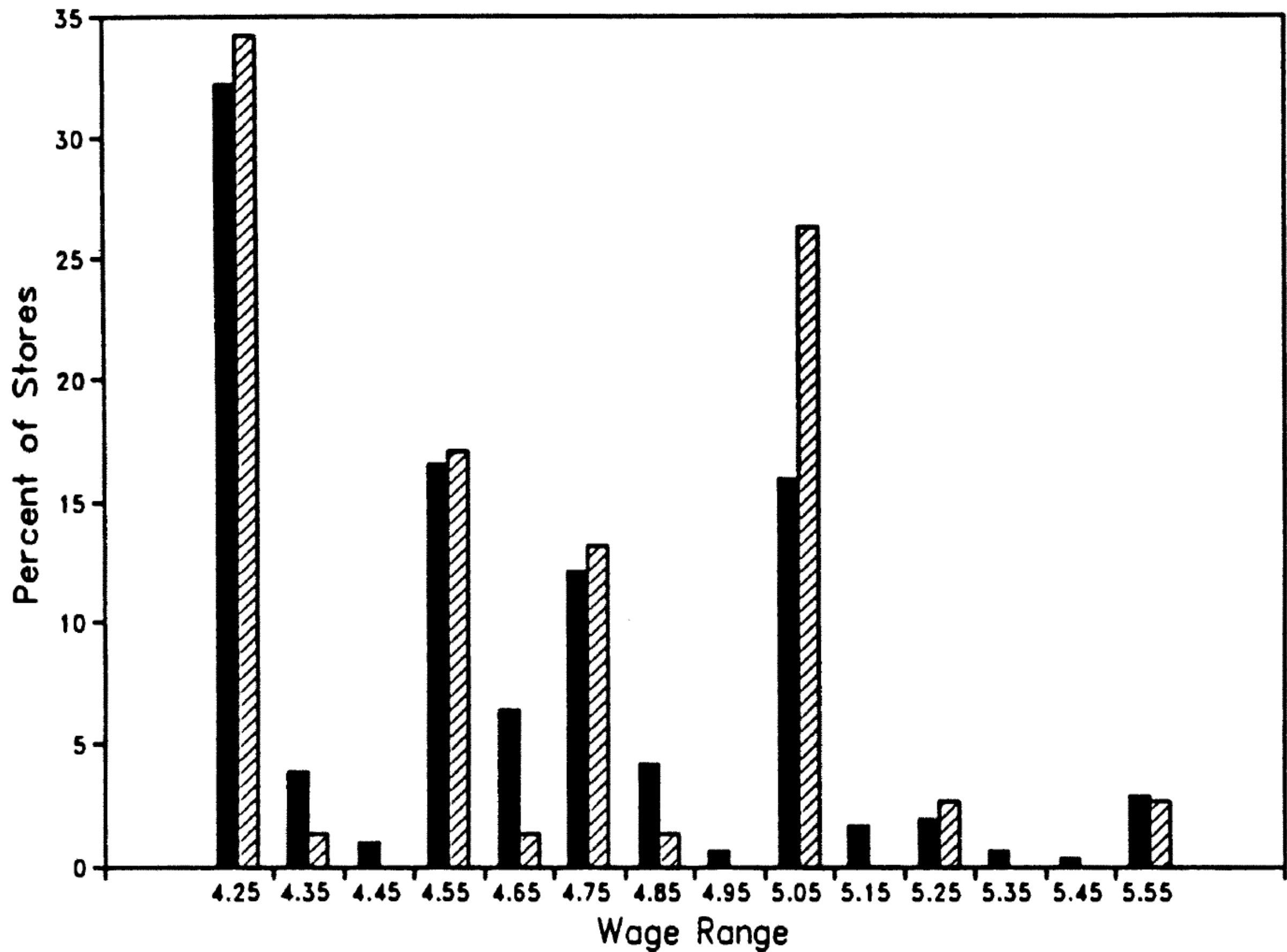
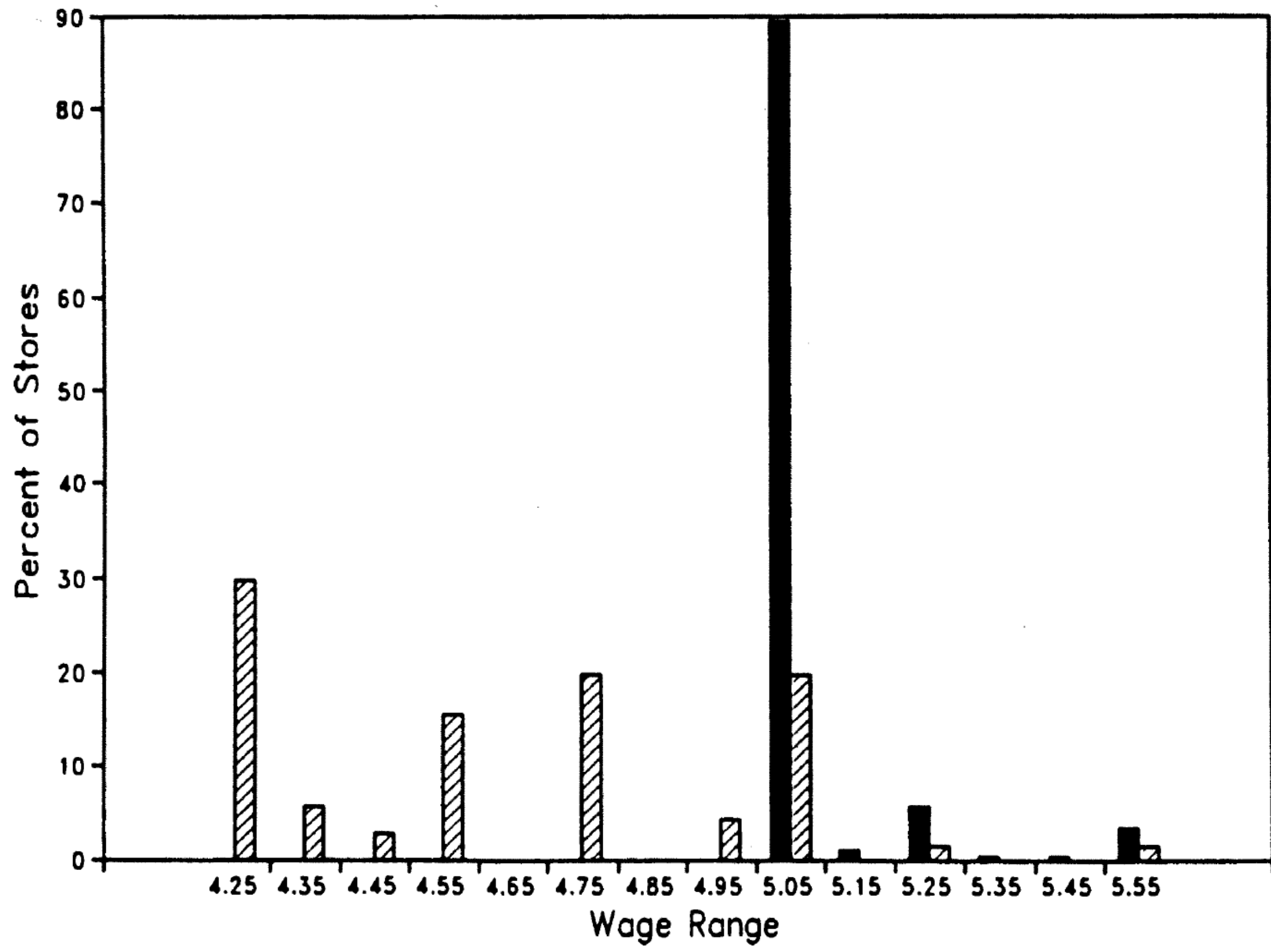


February 1992



November 1992



 New Jersey  Pennsylvania

FIGURE 1. DISTRIBUTION OF STARTING WAGE RATES