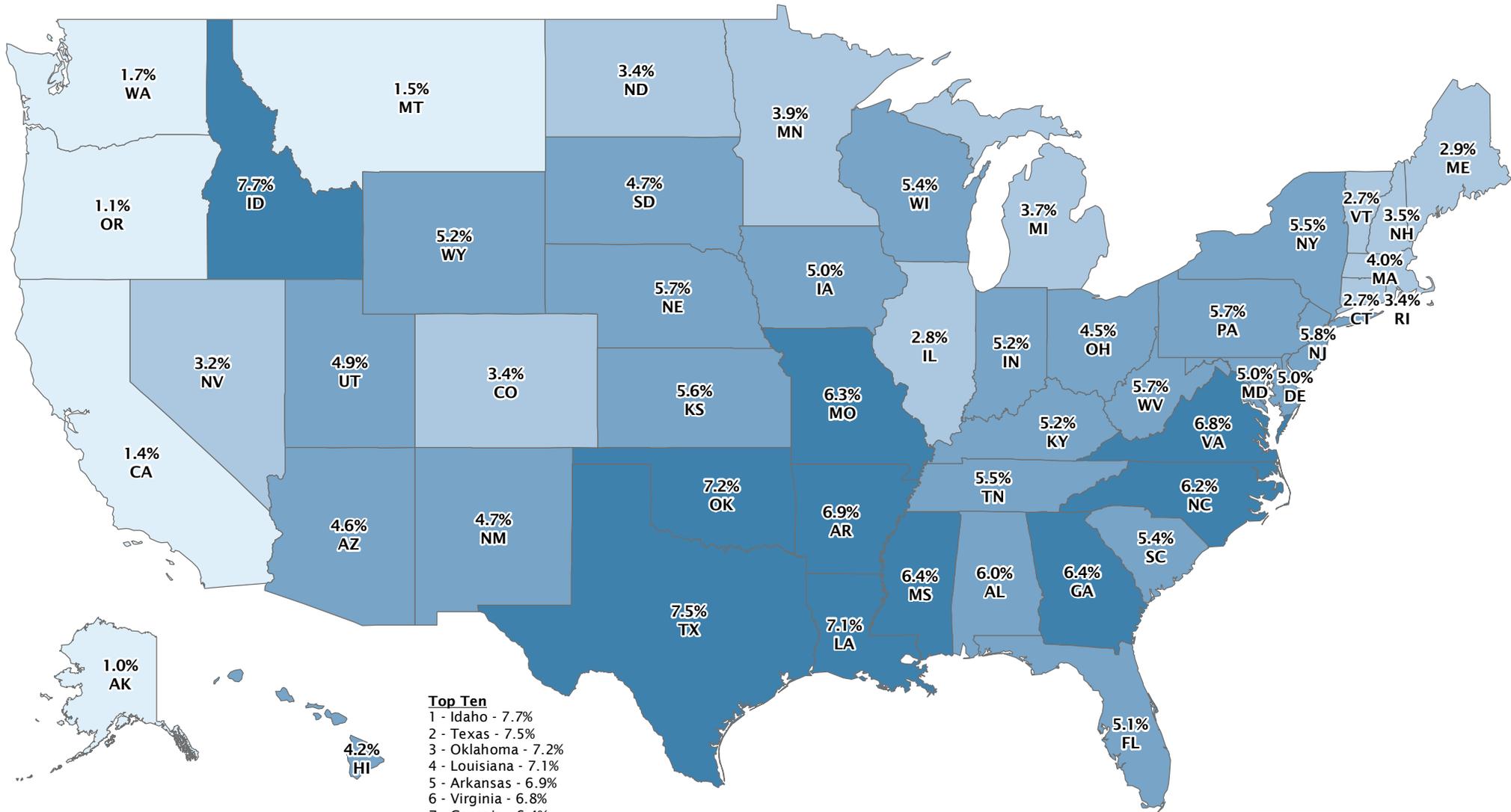


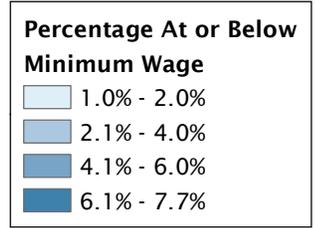
Percentage of Hourly-Paid Workers At or Below Minimum Wage

October 2013



- Top Ten**
- 1 - Idaho - 7.7%
 - 2 - Texas - 7.5%
 - 3 - Oklahoma - 7.2%
 - 4 - Louisiana - 7.1%
 - 5 - Arkansas - 6.9%
 - 6 - Virginia - 6.8%
 - 7 - Georgia - 6.4%
 - 7 - Mississippi - 6.4%
 - 9 - Missouri - 6.3%
 - 10 - North Carolina - 6.2%

25 - Iowa - 5.0%
(Iowa is tied with Delaware and Maryland)



Note: Minimum wage considered is the federal minimum wage.
For detailed information on minimum wage laws by state, go to:
<http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx>

