

MEMORANDUM

MATHEMATICA
Policy Research, Inc.

TO: STC Public Use File Users

FROM: Julia Hesse

DATE: 3/27/97
STC-304

SUBJECT: Summary of data set included in the public use files

This memo documents the work we have completed on the Short Time Compensation (STC) evaluation, and lays the foundation for the public use documentation. Its primary purpose is to outline secondary variable creation.

Original Data Sources and variables

The data for STC came from five states: California ($n=1132$), Florida ($n=402$), Kansas ($n=196$), New York ($n=999$) and Washington ($n=686$) where each record is a firm. These data were compiled by the states' unemployment insurance agencies and contain quarterly-level information for 1991, 1992 and 1993. Variable names for quarterly data end in digits 1 through 12 to denote the relevant year and quarter.

Excluded Records

Various criteria were used to exclude some firms from the analysis sample for the study. We were concerned about two main types of firms: those that did not report relevant information to the states, and those that came into existence or went out of business during the three-year sample period. Firms with insufficient data for 1991 were eliminated, since many of the constructed variables used 1991 information. Therefore, if a firm did not have at least 2 quarters of nonmissing data in 1991 for total wages, taxable wages or employment information, the firm was excluded from the analysis sample.

The second reason we deleted some firm records was to ensure confidentiality of some firms for which we had administrative data.¹ A total of forty-seven firms were deleted for this reason. Since large firms are particularly likely to be identifiable, we deleted firms that had 1000 or more employees, on average, in 1991 from the extract (that is, if $EECNT91 \geq 1,000$).

¹We took two additional steps to ensure the confidentiality of firms. First, we deleted all unique identifying information (such as firm name, address, phone number, and the state-specific taxpayer identification number) from the extract. Second, we provided data on standard industrial classification (SIC) codes at only the one-digit level. Using the one-digit SIC level, rather than the more detailed two- or three-digit levels, will still allow researchers to duplicate our analysis results but will greatly help mask firm characteristics.

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Taken as a whole, we believe these three steps adequately ensure the confidentiality of firms that participated in our evaluation, while still allowing future researchers to analyze the data as thoroughly as possible.

Annual Variables

Each annual variable was calculated as either the sum or the average of the values for the quarters, depending on the information the annual variable was meant to convey. All annual variables accounted for missing quarterly data by summing the nonmissing quarterly data and dividing that sum by the number of nonmissing quarters. For example, if total wages for quarter 6 were missing, the annual value for total wages in 1992 was calculated by taking the sum for quarters 5, 7, and 8 and then dividing that sum by 3. Table 1 lists the annual variables in the public use data extract.

Table 1
Annual Variables

Annual Variable	Based on Quarterly Variables	Variable Label
AVGWAG91	AVGWAG1 - AVGWAG4	Average Wage per Worker: 1991
AVGWAG92	AVGWAG5 - AVGWAG8	Average Wage per Worker: 1992
AVGWAG93	AVGWAG9 - AVGWAG12	Average Wage per Worker: 1993
EECNT91	EECNT1 - EECNT4	Employee Count: 1991
EECNT92	EECNT5 - EECNT8	Employee Count: 1992
EECNT93	EECNT9 - EECNT12	Employee Count: 1993
EUCCHR91	EUCCHR1 - EUCCHR4	EUC Charges: 1991
EUCCHR92	EUCCHR5 - EUCCHR8	EUC Charges: 1992
EUCCHR93	EUCCHR9 - EUCCHR12	EUC Charges: 1993
HRSSTC91	HRSSTC1 - HRSSTC4	Number Hours STC: 1991
HRSSTC92	HRSSTC5 - HRSSTC8	Number Hours STC: 1992
HRSSTC93	HRSSTC9 - HRSSTC12	Number Hours STC: 1993
INDEUC91	INDEUC1 - INDEUC4	Sum of EUC Charges: 1991
INDEUC92	INDEUC5 - INDEUC8	Sum of EUC Charges: 1992
INDEUC93	INDEUC9 - INDEUC12	Sum of EUC Charges: 1993
INDUIC91	INDUIC1 - INDUIC4	Sum of UI Charges: 1991
INDUIC92	INDUIC5 - INDUIC8	Sum of UI Charges: 1992
INDUIC93	INDUIC9 - INDUIC12	Sum of UI Charges: 1993

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NEWSTC91	NEWSTC1 - NEWSTC4	Number of New STC Claims: 1991
NEWSTC92	NEWSTC5 - NEWSTC8	Number of New STC Claims: 1992
NEWSTC93	NEWSTC9 - NEWSTC12	Number of New STC Claims: 1993
NUMSTC91	NUMSTC1 - NUMSTC4	Number of STC Continuing Claims: 1991
NUMSTC92	NUMSTC5 - NUMSTC8	Number of STC Continuing Claims: 1992
NUMSTC93	NUMSTC9 - NUMSTC12	Number of STC Continuing Claims: 1993
REGUI91	REGUI1 - REGUI4	Number of Regular UI Weeks: 1991
REGUI92	REGUI5 - REGUI8	Number of Regular UI Weeks: 1992
REGUI93	REGUI9 - REGUI12	Number of Regular UI Weeks: 1993
SPAGEA91	SPAGEA1 - SPAGEA4	Percent STC Recipients Age 16 to 25: 1991
SPAGEA92	SPAGEA5 - SPAGEA8	Percent STC Recipients Age 16 to 25: 1992
SPAGEA93	SPAGEA9 - SPAGEA12	Percent STC Recipients Age 16 to 25: 1993
SPAGEB91	SPAGEB1 - SPAGEB4	Percent STC Recipients Age 26 to 40: 1991
SPAGEB92	SPAGEB5 - SPAGEB8	Percent STC Recipients Age 26 to 40: 1992
SPAGEB93	SPAGEB9 - SPAGEB12	Percent STC Recipients Age 26 to 40: 1993
SPAGEC91	SPAGEC1 - SPAGEC4	Percent STC Recipients Age 41 to 60: 1991
SPAGEC92	SPAGEC5 - SPAGEC8	Percent STC Recipients Age 41 to 60: 1992
SPAGEC93	SPAGEC9 - SPAGEC12	Percent STC Recipients Age 41 to 60: 1993
SPAGED91	SPAGED1 - SPAGED4	Percent STC Recipients Over Age 60: 1991
SPAGED92	SPAGED5 - SPAGED8	Percent STC Recipients Over Age 60: 1992
SPAGED93	SPAGED9 - SPAGED12	Percent STC Recipients Over Age 60: 1993
SPAGEE91	SPAGEE1 - SPAGEE4	Percent STC Recipients Under Age 16: 1991

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SPAGEE92	SPAGEE5 - SPAGEE8	Percent STC Recipients Under Age 16: 1992
SPAGEE93	SPAGEE9 - SPAGEE12	Percent STC Recipients Under Age 16: 1993
SPAMIN91	SPAMIN1 - SPAMIN4	Percent New STC Recipients Who Are Native American: 1991
SPAMIN92	SPAMIN5 - SPAMIN8	Percent New STC Recipients Who Are Native American: 1992
SPAMIN93	SPAMIN9 - SPAMIN12	Percent New STC Recipients Who Are Native American: 1993
SPASIA91	SPASIA1 - SPASIA4	Percent New STC Recipients Who Are Asian: 1991
SPASIA92	SPASIA5 - SPASIA8	Percent New STC Recipients Who Are Asian: 1992
SPASIA93	SPASIA9 - SPASIA12	Percent New STC Recipients Who Are Asian: 1993
SPBLAC91	SPBLAC1 - SPBLAC4	Percent New STC Recipients Who Are African-American: 1991
SPBLAC92	SPBLAC5 - SPBLAC8	Percent New STC Recipients Who Are African-American: 1992
SPBLAC93	SPBLAC9 - SPBLAC12	Percent New STC Recipients Who Are African-American: 1993
SPHISP91	SPHISP1 - SPHISP4	Percent New STC Recipients Who Are Hispanic: 1991
SPHISP92	SPHISP5 - SPHISP8	Percent New STC Recipients Who Are Hispanic: 1992
SPHISP93	SPHISP9 - SPHISP12	Percent New STC Recipients Who Are Hispanic: 1993
SPWHIT91	SPWHIT1 - SPWHIT4	Percent New STC Recipients Who Are Caucasian: 1991
SPWHIT92	SPWHIT5 - SPWHIT8	Percent New STC Recipients Who Are Caucasian: 1992
SPWHIT93	SPWHIT9 - SPWHIT12	Percent New STC Recipients Who Are Caucasian: 1993
SPUNKN91	SPUNKN1 - SPUNKN4	Percent New STC Recipients Whose Race/Ethnicity is Unknown: 1991
SPUNKN92	SPUNKN5 - SPUNKN8	Percent New STC Recipients Whose Race/Ethnicity is Unknown: 1992

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SPUNKN93	SPUNKN9 - SPUNKN12	Percent New STC Recipients Whose Race/Ethnicity is Unknown: 1993
SPMALE91	SPMALE1 - SPMALE4	Percent New STC Recipients Who Are Male: 1991
SPMALE92	SPMALE5 - SPMALE8	Percent New STC Recipients Who Are Male: 1992
SPMALE93	SPMALE9 - SPMALE12	Percent New STC Recipients Who Are Male: 1993
SREDRT91	SREDRT1 - SREDRT4	Average Percent Reduction in Hours Worked Under STC: 1991
SREDRT92	SREDRT5 - SREDRT8	Average Percent Reduction in Hours Worked Under STC: 1992
SREDRT93	SREDRT9 - SREDRT12	Average Percent Reduction in Hours Worked Under STC: 1993
STCCH91	STCCH1 - STCCH4	STC Charges: 1991
STCCH92	STCCH5 - STCCH8	STC Charges: 1992
STCCH93	STCCH9 - STCCH12	STC Charges: 1993
STCWEK91	STCWEK1 - STCWEK4	The percent reduction in work hours per week multiplied by the number of weeks on STC: 1991
STCWEK92	STCWEK5 - STCWEK8	The percent reduction in work hours per week multiplied by the number of weeks on STC: 1992
STCWEK93	STCWEK9 - STCWEK12	The percent reduction in work hours per week multiplied by the number of weeks on STC: 1993
STCWK91	STCWK1 - STCWK4	Unadjusted Weeks STC: 1991
STCWK92	STCWK5 - STCWK8	Unadjusted Weeks STC: 1992
STCWK93	STCWK9 - STCWK12	Unadjusted Weeks STC: 1993
TAXWAG91	TAXWAG1 - TAXWAG4	Taxable Wages: 1991
TAXWAG92	TAXWAG5 - TAXWAG8	Taxable Wages: 1992
TAXWAG93	TAXWAG9 - TAXWAG12	Taxable Wages: 1993
TOTWAG91	TOTWAG1 - TOTWAG4	Total Wages: 1991
TOTWAG92	TOTWAG5 - TOTWAG8	Total Wages: 1992
TOTWAG93	TOTWAG9 - TOTWAG12	Total Wages: 1993
UICHRG91	UICHRG1 - UICHRG4	UI Charges: 1991

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UICHRG92	UICHRG5 - UICHRG8	UI Charges: 1992
UICHRG93	UICHRG9 - UICHRG12	UI Charges: 1993
UICLAM91	UICLAM1 - UICLAM4	UI Continuing Claimants: 1991
UICLAM92	UICLAM5 - UICLAM8	UI Continuing Claimants: 1992
UICLAM93	UICLAM9 - UICLAM12	UI Continuing Claimants: 1993
UICONT91	UICONT1 - UICONT4	UI Contributions: 1991
UICONT92	UICONT5 - UICONT8	UI Contributions: 1992
UICONT93	UICONT9 - UICONT12	UI Contributions: 1993
UINEW91	UINWCL1 - UINWCL4	New UI Claims: 1991
UINEW92	UINWCL5 - UINWCL8	New UI Claims: 1992
UINEW93	UINWCL9 - UINWCL12	New UI Claims: 1993
UPAGEA91	UPAGEA1 - UPAGEA4	Percent UI Recipients Age 16 to 25: 1991
UPAGEA92	UPAGEA5 - UPAGEA8	Percent UI Recipients Age 16 to 25: 1992
UPAGEA93	UPAGEA9 - UPAGEA12	Percent UI Recipients Age 16 to 25: 1993
UPAGEB91	UPAGEB1 - UPAGEB4	Percent UI Recipients Age 26 to 40: 1991
UPAGEB92	UPAGEB5 - UPAGEB8	Percent UI Recipients Age 26 to 40: 1992
UPAGEB93	UPAGEB9 - UPAGEB12	Percent UI Recipients Age 26 to 40: 1993
UPAGEC91	UPAGEC1 - UPAGEC4	Percent UI Recipients Age 41 to 60: 1991
UPAGEC92	UPAGEC5 - UPAGEC8	Percent UI Recipients Age 41 to 60: 1992
UPAGEC93	UPAGEC9 - UPAGEC12	Percent UI Recipients Age 41 to 60: 1993
UPAGED91	UPAGED1 - UPAGED4	Percent UI Recipients Over Age 60: 1991
UPAGED92	UPAGED5 - UPAGED8	Percent UI Recipients Over Age 60: 1992
UPAGED93	UPAGED9 - UPAGED12	Percent UI Recipients Over Age 60: 1993

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UPAGEE91	UPAGEE1 - UPAGEE4	Percent UI Recipients Under Age 16: 1991
UPAGEE92	UPAGEE5 - UPAGEE8	Percent UI Recipients Under Age 16: 1992
UPAGEE93	UPAGEE9 - UPAGEE12	Percent UI Recipients Under Age 16: 1993
UPAMIN91	UPAMIN1 - UPAMIN4	Percent UI Recipients Who Are Native American: 1991
UPAMIN92	UPAMIN5 - UPAMIN8	Percent UI Recipients Who Are Native American: 1992
UPAMIN93	UPAMIN9 - UPAMIN12	Percent UI Recipients Who Are Native American: 1993
UPASIA91	UPASIA1 - UPASIA4	Percent UI Recipients Who Are Asian: 1991
UPASIA92	UPASIA5 - UPASIA8	Percent UI Recipients Who Are Asian: 1992
UPASIA93	UPASIA9 - UPASIA12	Percent UI Recipients Who Are Asian: 1993
UPBLAC91	UPBLAC1 - UPBLAC4	Percent UI Recipients Who Are African- American: 1991
UPBLAC92	UPBLAC5 - UPBLAC8	Percent UI Recipients Who Are African- American: 1992
UPBLAC93	UPBLAC9 - UPBLAC12	Percent UI Recipients Who Are African- American: 1993
UPHISP91	UPHISP1 - UPHISP4	Percent UI Recipients Who Are Hispanic: 1991
UPHISP92	UPHISP5 - UPHISP8	Percent UI Recipients Who Are Hispanic: 1992
UPHISP93	UPHISP9 - UPHISP12	Percent UI Recipients Who Are Hispanic: 1993
UPWHIT91	UPWHIT1 - UPWHIT4	Percent UI Recipients Who Are Caucasian: 1991
UPWHIT92	UPWHIT5 - UPWHIT8	Percent UI Recipients Who Are Caucasian: 1992
UPWHIT93	UPWHIT9 - UPWHIT12	Percent UI Recipients Who Are Caucasian: 1993
UPUNKN91	UPUNKN1 - UPUNKN4	Percent UI Recipients Whose Race/Ethnicity is Unknown: 1991

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UPUNKN92	UPUNKN5 - UPUNKN8	Percent UI Recipients Whose Race/Ethnicity is Unknown: 1992
UPUNKN93	UPUNKN9 - UPUNKN12	Percent UI Recipients Whose Race/Ethnicity is Unknown: 1993
UPMALE91	UPMALE1 - UPMALE4	Percent UI Recipients Who Are Male: 1991
UPMALE92	UPMALE5 - UPMALE8	Percent UI Recipients Who Are Male: 1992
UPMALE93	UPMALE9 - UPMALE12	Percent UI Recipients Who Are Male: 1993
WAGRAT91	WAGRAT1 - WAGRAT4	Ratio of Taxable Wages to Total Wages: 1991
WAGRAT92	WAGRAT5 - WAGRAT8	Ratio of Taxable Wages to Total Wages: 1992
WAGRAT93	WAGRAT9 - WAGRAT12	Ratio of Taxable Wages to Total Wages: 1993

Constructed variables created for the impact analysis

Table 2 summarizes the secondary variable creation for the analysis data set. To reduce redundancy, we present abbreviated variable names in this table since the variable constructions for quarterly data are duplicated twelve times. Please refer to the attached table of contents for the variable labels.

Table 2
Constructed Variables

Variable Name	Variable Formula	Variable Label
AVGWAG1	TOTWAG1 / EECNT1	Average Wage Per Worker: Quarter 1. The same formula is used for all 12 quarters, as well as the annual variables.
FIRMSIZ1	Average Firm Size 1991, or Average Firm Size 1992 if 1991 data are missing.	Constructed Measure of Firm Size
FIRMSIZ2	Average of all quarters of nonmissing employee count data	Constructed Measure of Firm Size: 2
LIABLE91	$TAXRAT91 * TAXWAG91 / \{TOTWAG91 + (UICHRG91 + STCCH91) / 0.5\}$	Tax Liability 1991
LIABLE92	$TAXRAT92 * TAXWAG92 / \{TOTWAG91 + (UICHRG91 + STCCH91) / 0.5\}$	Tax Liability 1992
LIABLE93	$TAXRAT93 * TAXWAG93 / \{TOTWAG91 + (UICHRG91 + STCCH91) / 0.5\}$	Tax Liability 1993

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N91ALLCH ²	UICHRG91 + STCCH91 / {TOTWAG91 + (UICHRG91 + STCCH91)/ 0.5}	1991 Normalized All (UI + STC) Charges
N92ALLCH	UICHRG92 + STCCH92 / {TOTWAG91 + (UICHRG91 + STCCH91)/ 0.5}	1992 Normalized All (UI + STC) Charges
N93ALLCH	UICHRG93 + STCCH93 / {TOTWAG91 + (UICHRG91 + STCCH91)/ 0.5}	1993 Normalized All (UI + STC) Charges
N91ALLHR	REGUI91 * HRSWK91 / {(ANHRS91 * FIRMSIZ91) + ((REGUI91 * HRSWK91) + (STCWEK91 * HRSWK91))}	1991 Normalized All (UI + STC) Hours
N92ALLHR	REGUI92 * HRSWK92 / {(ANHRS91 * FIRMSIZ91) + ((REGUI91 * HRSWK91) + (STCWEK91 * HRSWK91))}	1992 Normalized All (UI + STC) Hours
N93ALLHR	REGUI93 * HRSWK93 / {(ANHRS91 * FIRMSIZ91) + ((REGUI91 * HRSWK91) + (STCWEK91 * HRSWK91))}	1993 Normalized All (UI + STC) Hours
N91ALLHW	{(REGUI91*HRSWK91)+(UINEW91*1*HRSWK91)+ (STCWEK91*HRSWK91)+(NEWSTC91*0.2*HRSWK91))/ (((ANHRS91*EECNT91) + ((REGUI91 * HRSWK91) + (STCWEK91 * HRSWK91)) + (UINEW91*1*HRSWK91) + (NEWSTC91*0.2*HRSWK91)))}	1991 Normalized all (UI + STC) Hours (Including a Waiting Week)
N92ALLHW	{(REGUI92*HRSWK92)+(UINEW92*1*HRSWK92)+ (STCWEK92*HRSWK92)+(NEWSTC92*0.2*HRSWK92))/ (((ANHRS91*EECNT91) + ((REGUI91 * HRSWK91) + (STCWEK91 * HRSWK91)) + (UINEW91*1*HRSWK91) + (NEWSTC91*0.2*HRSWK91)))}	1992 Normalized all (UI + STC) Hours (Including a Waiting Week)
N93ALLHW	{(REGUI93*HRSWK93)+(UINEW93*1*HRSWK93)+ (STCWEK93*HRSWK93)+(NEWSTC93*0.2*HRSWK93))/ (((ANHRS91*EECNT91) + ((REGUI91 * HRSWK91) + (STCWEK91 * HRSWK91)) + (UINEW91*1*HRSWK91) + (NEWSTC91*0.2*HRSWK91)))}	1993 Normalized all (UI + STC) Hours (Including a Waiting Week)

²Normalized charges variables had an upper limit of 0.35; firms with values greater than 0.35 had the normalized charges variable set to missing to reduce the effects of outliers caused by erroneous data on the analysis. Normalized hours variables had an upper limit of 0.55; firms with values greater than 0.55 had the normalized hours variable set to missing.

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N91STCCH	$\text{STCCH91} / \{ \text{TOTWAG91} + (\text{UICHRG91} + \text{STCCH91}) / 0.5 \}$	1991 Normalized STC Charges
N92STCCH	$\text{STCCH92} / \{ \text{TOTWAG91} + (\text{UICHRG91} + \text{STCCH91}) / 0.5 \}$	1992 Normalized STC Charges
N93STCCH	$\text{STCCH93} / \{ \text{TOTWAG91} + (\text{UICHRG91} + \text{STCCH91}) / 0.5 \}$	1993 Normalized STC Charges
N91STCHR	$\text{STCWEK91} * \text{HRSWK91} / \{ (\text{ANHRS91} * \text{FIRMSIZ91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEK91} * \text{HRSWK91})) \}$	1991 Normalized STC Hours
N92STCHR	$\text{STCWEK92} * \text{HRSWK92} / \{ (\text{ANHRS91} * \text{FIRMSIZ91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEK91} * \text{HRSWK91})) \}$	1992 Normalized STC Hours
N93STCHR	$\text{STCWEK93} * \text{HRSWK93} / \{ (\text{ANHRS91} * \text{FIRMSIZ91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEK91} * \text{HRSWK91})) \}$	1993 Normalized STC Hours
N91STCHW	$\{ (\text{STCWEK91} * \text{HRSWK91}) + (\text{NEWSTC91} * 0.2 * \text{HRSWK91}) \} / \{ ((\text{ANHRS91} * \text{EECNT91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEK91} * \text{HRSWK91}))) + (\text{UINEW91} * 1 * \text{HRSWK91}) + (\text{NEWSTC91} * 0.2 * \text{HRSWK91}) \}$	1991 Normalized STC Hours (Including a Waiting Week)
N92STCHW	$\{ (\text{STCWEK92} * \text{HRSWK92}) + (\text{NEWSTC92} * 0.2 * \text{HRSWK92}) \} / \{ ((\text{ANHRS91} * \text{EECNT91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEK91} * \text{HRSWK91}))) + (\text{UINEW91} * 1 * \text{HRSWK91}) + (\text{NEWSTC91} * 0.2 * \text{HRSWK91}) \}$	1992 Normalized STC Hours (Including a Waiting Week)
N93STCHW	$\{ (\text{STCWEK93} * \text{HRSWK93}) + (\text{NEWSTC93} * 0.2 * \text{HRSWK93}) \} / \{ ((\text{ANHRS91} * \text{EECNT91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEK91} * \text{HRSWK91}))) + (\text{UINEW91} * 1 * \text{HRSWK91}) + (\text{NEWSTC91} * 0.2 * \text{HRSWK91}) \}$	1993 Normalized STC Hours (Including a Waiting Week)
N91UICHG	$\text{UICHRG91} / \{ \text{TOTWAG91} + (\text{UICHRG91} + \text{STCCH91}) / 0.5 \}$	1991 Normalized UI Charges
N92UICHG	$\text{UICHRG92} / \{ \text{TOTWAG91} + (\text{UICHRG91} + \text{STCCH91}) / 0.5 \}$	1992 Normalized UI Charges
N93UICHG	$\text{UICHRG93} / \{ \text{TOTWAG91} + (\text{UICHRG91} + \text{STCCH91}) / 0.5 \}$	1993 Normalized UI Charges
N91UIHR	$\text{REGUI91} * \text{HRSWK91} / \{ (\text{ANHRS91} * \text{FIRMSIZ91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEK91} * \text{HRSWK91})) \}$	1991 Normalized UI Hours

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N92UIHR	$\text{REGUI92} * \text{HRSWK92} / \{(\text{ANHRS91} * \text{FIRMSIZ91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEEK91} * \text{HRSWK91}))\}$	1992 Normalized UI Hours
N93UIHR	$\text{REGUI93} * \text{HRSWK93} / \{(\text{ANHRS91} * \text{FIRMSIZ91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEEK91} * \text{HRSWK91}))\}$	1993 Normalized UI Hours
N91UIHW	$((\text{REGUI91} * \text{HRSWK91}) + (\text{UINEW91} * 1 * \text{HRSWK91})) / \{((\text{ANHRS91} * \text{EECNT91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEEK91} * \text{HRSWK91})) + (\text{UINEW91} * 1 * \text{HRSWK91}) + (\text{NEWSTC91} * 0.2 * \text{HRSWK91}))\}$	1991 Normalized UI Hours (Including a Waiting Week)
N92UIHW	$((\text{REGUI92} * \text{HRSWK92}) + (\text{UINEW92} * 1 * \text{HRSWK92})) / \{((\text{ANHRS91} * \text{EECNT91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEEK91} * \text{HRSWK91})) + (\text{UINEW91} * 1 * \text{HRSWK91}) + (\text{NEWSTC91} * 0.2 * \text{HRSWK91}))\}$	1992 Normalized UI Hours (Including a Waiting Week)
N93UIHW	$((\text{REGUI93} * \text{HRSWK93}) + (\text{UINEW93} * 1 * \text{HRSWK93})) / \{((\text{ANHRS91} * \text{EECNT91}) + ((\text{REGUI91} * \text{HRSWK91}) + (\text{STCWEEK91} * \text{HRSWK91})) + (\text{UINEW91} * 1 * \text{HRSWK91}) + (\text{NEWSTC91} * 0.2 * \text{HRSWK91}))\}$	1993 Normalized UI Hours (Including a Waiting Week)
NETBAL91	LIABLE91 - ALLCHG91	Net UI Balance 1991
NETBAL92	LIABLE92 - ALLCHG92	Net UI Balance 1992
NETBAL93	LIABLE93 - ALLCHG93	Net UI Balance 1993
STCDEF1	If firm filed an STC Plan in 1992, STCDEF1=1. STCDEF1=0 otherwise.	Indicator for STC Plan in 1992
STCDEF2	If one or more of the 4 quarters in 1992 have positive values for STC charges, STCDEF2=1. STCDEF2=0 otherwise.	Indicator for STC Charges in 1992
TAX9192	TAXRAT92 - TAXRAT91	Difference in UI tax rate between 1992 and 1991
TAX9193	TAXRAT93 - TAXRAT91	Difference in UI tax rate between 1993 and 1991
TAX9392	TAXRAT93 - TAXRAT92	Difference in UI tax rate between 1993 and 1992
AVGWAG1	TOTWAG1 / EECNT1	Average Wage Per Worker: Quarter 1. The same formula is used for all 12 quarters, as well as the annual variables.

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cc: Karen Needels
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