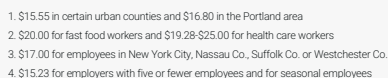


☆ By state ☆

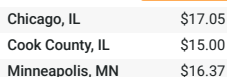


☆ By locality ☆

Seattle, WA	\$21.30
Portland, OR	\$16.80
Los Angeles, CA	\$18.42
Los Angeles County, CA	\$18.47
San Francisco, CA	\$19.61
San Jose, CA	\$18.45
San Diego, CA	\$17.75

Flagstaff, AZ	\$18.35
Albuquerque, NM	\$12.00
Las Cruces, NM	\$13.01

Boulder	\$16.82
Boulder Co.	\$16.82
Denver	\$19.29
Edgewater	\$18.17



Portland, ME	\$16.75		
Washington, DC	\$18.40		
New York City, NY	\$17.00		
Montgomery County, MD	\$15.95 (small employers)	\$16.50 (mid-sized employers)	\$18.00 (large employers)