

TRENDS

Wyoming Sees Large Increase in Foreign Labor Certification Prevailing Wage Requests in 2004

by: Sara Saulcy, Senior Economist

From 2003 to 2004, Wyoming experienced a surge in prevailing wage requests associated with the U.S. Department of Labor's Foreign Labor Certification program. Most of the growth was concentrated in the Cheyenne Metropolitan Statistical Area and in computer & mathematical science occupations. The Southwest region continued to lead the state in the number of requests per year. Despite the surge in wage requests in Wyoming, studies of foreign labor in the U.S. suggest that, overall, immigration is not linked to prevailing economic conditions.

Wyoming Foreign Labor Certification prevailing wage requests received by Research & Planning (R&P) in 2004 increased substantially compared to the previous two years. From 2001 to 2002, requests dropped by 38 from 241 to 203. Requests increased slightly between 2002 to 2003 (up two). In 2004 the number of requests showed a surprising jump of 65.4% to 339 from 205 in 2003. In this article we look at the regions and types of occupations in which the increases in 2004 were concentrated. We then compare 2004 wage requests to employment growth projected in the state over the 2000-2010 period. Lastly we review research on the

relationship between economic conditions and immigration.

Background

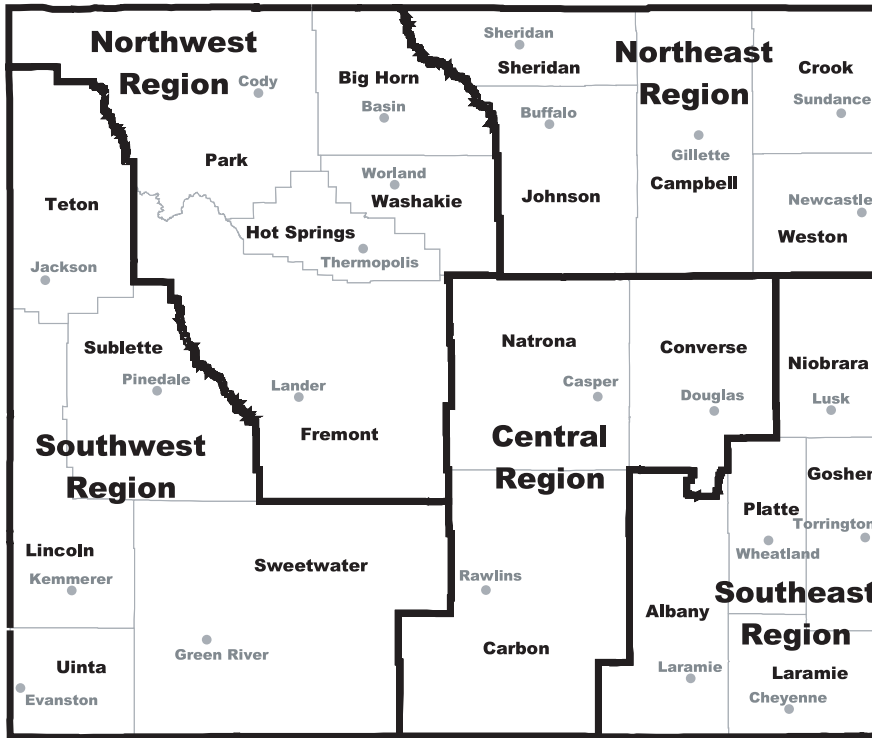
As part of the U.S. Department of Labor's Foreign Labor Certification process for incoming foreign workers, a prevailing wage determination from a State Workforce Agency is typically required for a given occupation and geographic location. R&P, in cooperation with the Wyoming Department of Workforce Services' Jackson office, is the State Workforce Agency that

(Text continued on page 3)

HIGHLIGHTS

- Research & Planning is praised for its work with Wyoming's community colleges in measuring the employment outcomes of students....page 3
- The number of on-the-job injuries and illnesses may show a marked increase because of Wyoming's projected employment increases in industries with high injury and illness incidence rates....page 7
- Wyoming's seasonally adjusted unemployment rate for August 2005 was 4.0%....page 13

Wyoming Regions, Counties, and County Seats



Wyoming Labor Force Trends

A monthly publication of the Wyoming Department of Employment, Cynthia A. Pomeroy, Director

Research & Planning
P.O. Box 2760
Casper, WY 82602-2760

Tom Gallagher, Manager
e-mail: tgalla@state.wy.us
307-473-3801

Dr. Mark Harris, Workforce Information Supervisor
e-mail: mharris@state.wy.us
307-473-3826

Krista R. Shinkle, Editor
e-mail: kshink@state.wy.us
307-473-3808

Editorial Committee: David Bullard, Valerie A. Davis, Dr. Mark A. Harris, and Krista R. Shinkle.

Contributors to Wyoming Labor Force Trends this month: David Bullard, Valerie A. Davis, Tom Gallagher, Margaret Hiatt, Sylvia D. Jones, Douglas W. Leonard, and Sara Saulcy.

Subscriptions, additional copies, and back issues available free of charge.

© Copyright 2005 by the Wyoming Department of Employment, Research & Planning.

Material contained in this publication is in the public domain and may be reproduced without special permission provided that source credit is given to: Wyoming Labor Force Trends, Wyoming Department of Employment, Research & Planning.

Department of Employment Nondiscrimination Statement

The Department of Employment does not discriminate on the basis of race, color, religion, national origin, sex, age, or disability. It is our intention that all individuals seeking services from our agency be given equal opportunity and that eligibility decisions be based upon applicable statutes, rules, and regulations.

ISSN 0512-4409

IN THIS ISSUE:

Wyoming Sees Large Increase in Foreign Labor Certification Prevailing Wage Requests in 2004	1
College Report: A+	3
Employment Growth, But With Caution	7
Bureau of Labor Statistics Unveils New Features on Its Website for Data Extraction	9
A Summary of Wages and Benefits in Wyoming	10
Wyoming Unemployment Down Slightly in August	12
State Unemployment Rates	13
Nonagricultural Wage and Salary Employment	14
Economic Indicators	16
County Unemployment Rates	17
Unemployment Insurance Statistics	18

College Report: A+

by: Tom Gallagher, Manager

A recently released report from the Connecticut Board of Governors for Higher Education describes Wyoming's Community Colleges as having one of the most detailed plans for measuring employment-based student outcomes. The report *Best Practices in Documenting Workforce Success of College Graduates* (2005, September) is located at <http://www.ctdhe.org/info/Reports2004.htm>.

Funded by the U.S. Department of education, the report is part of a project to Define Best Practices for Responsible Accountability Models in Higher Education.

The Connecticut report states, "As in models of employment measures, the Wyoming Community Colleges once again have one of the most detailed plans for employer survey measures.... This extensive and intensive project was designed and implemented in 2001 by the Wyoming Department of Employment, Research and Planning [Section]."

Copies of R&P's current report *Where Are They Now? Wyoming Community College Graduates' Labor Market Outcomes 2004* can be found at <http://doe.state.wy.us/LMI/CollegeReport2004.htm>



(Continued from page 1)

makes wage determinations for Wyoming. R&P gives the determination to the prospective foreign worker's employer or agent and to the Jackson Workforce Center, which manages other aspects of the Foreign Labor Certification process.

A prevailing wage determination usually covers a single foreign worker in Wyoming, although occasionally a single request will cover multiple foreign workers. If an employer does not use the determination within 90 days of a response from R&P, the employer or the employer's agent must obtain a new prevailing wage determination (Saulcy, 2004).

Prevailing Wage Determinations by Region

In five of the six regions, determinations

increased by more than 30% from 2003 to 2004 (see Table 1, page 4). Only the Northeast region experienced a decline, from 25 in 2003 to 20 in 2004 (-20.0%).

By far, the largest request increase was in the Cheyenne MSA from 34 in 2003 to 103 in 2004 (202.9%). The Casper MSA also saw a relatively large increase (100.0%), from 9 in 2003 to 18 in 2004. Among other regions, the Central-Southeast region experienced an increase of 12 requests (32.4%), the Northwest rose by 4 (44.4%), and the Southwest by 45 (49.5%).

Despite substantial increases in the Cheyenne MSA, the Southwest region continued to have the most requests of the six regions (136). However, as a percentage of all determinations, the region's share of total requests declined from 44.4% in 2003 to 40.1% in 2004.

Table 1: Wyoming Foreign Labor Certification Prevailing Wage Requests by Region, 2003 and 2004

Region	2003 Requests		2004 Requests		Change From 2003	
	n	%	n	%	n	%
Central-Southeast	37	18.0%	49	14.5%	12	32.4%
Northeast	25	12.2%	20	5.9%	-5	-20.0%
Northwest	9	4.4%	13	3.8%	4	44.4%
Southwest	91	44.4%	136	40.1%	45	49.5%
Casper MSA ^a	9	4.4%	18	5.3%	9	100.0%
Cheyenne MSA	34	16.6%	103	30.4%	69	202.9%
Total	205	100.0%	339	100.0%	134	65.4%

^aMetropolitan Statistical Area.

Prevailing Wage Determinations by Occupation

Computer & mathematical science occupations yielded the greatest increase in requests for prevailing wage determinations (see Table 2, page 5). Wage requests for these occupations increased from 26 in 2003 to 101 in 2004 (288.5%). Building & grounds cleaning & maintenance occupations yielded the second largest increase, up 72.2% from 2003 to 2004.

Declines in wage determination requests were seen in three occupational groups: architecture & engineering (-5); installation, maintenance, & repair (-5); and production (-3). In both 2003 and 2004, these occupational groups accounted for less than 6% of all requests.

Prevailing Wage Determinations and Projected Employment Growth

R&P projects employment growth in Wyoming of 1.5% annually from 2000 to 2010. The Casper and Cheyenne MSAs are projected to grow by 1.6% and 1.8%, respectively. The surge in determination

requests in the two MSAs may be tied to these projected increases.

Growth in the Northeast region is projected at 1.7% annually (Leonard, 2003). Yet Northeast region wage determination requests fell by 20% from 2003 to 2004. The source of the decline in requests is unclear.

Among occupational types, projected employment growth over the 2000-2010 period in food preparation & serving related and building & grounds maintenance is projected at 3,000 and 1,700 jobs, respectively (Glover, Harris, & Saulcy, 2004). Both of these occupational groups experienced fairly large increases in wage determination requests. Food preparation & serving related requests increased by 24, while those for building & grounds maintenance increased by 26.

Computer & mathematical science prevailing wage determination requests represent an anomaly. Determination requests for this occupational group increased by 75 from 2003 to 2004. Statewide, employment in this category is

Table 2: Wyoming Foreign Labor Certification Prevailing Wage Requests by Major Occupational Group, 2003 and 2004

2-Digit SOC ^a Code and Title	2003 Requests		2004 Requests		Change from 2003	
	n	%	n	%	n	%
11 Management	ND	ND	4	1.2%	ND	ND
13 Business & Financial Operations	ND	ND	ND	ND	ND	ND
15 Computer & Mathematical Science	26	12.7%	101	29.8%	75	288.5%
17 Architecture & Engineering	9	4.4%	4	1.2%	-5	-55.6%
19 Life, Physical, & Social Science	22	10.7%	26	7.7%	4	18.2%
21 Community & Social Services	ND	ND	ND	ND	ND	ND
23 Legal	0	0.0%	0	0.0%	0	0.0%
25 Education, Training, & Library	12	5.9%	13	3.8%	1	8.3%
27 Arts, Entertainment, Sports, & Media	ND	ND	5	1.5%	ND	ND
29 Healthcare Practitioner & Technical	8	3.9%	8	2.4%	0	0.0%
31 Healthcare Support	0	0.0%	0	0.0%	0	0.0%
33 Protective Service	0	0.0%	0	0.0%	0	0.0%
35 Food Preparation & Serving Related	23	11.2%	47	13.9%	24	104.3%
37 Building & Grounds Maintenance	36	17.6%	62	18.3%	26	72.2%
39 Personal Care & Service	6	2.9%	ND	ND	ND	ND
41 Sales & Related	ND	ND	6	1.8%	ND	ND
43 Office & Administrative Support	10	4.9%	10	2.9%	0	0.0%
45 Farming, Fishing, & Forestry	4	2.0%	ND	ND	ND	ND
47 Construction & Extraction	19	9.3%	25	7.4%	6	31.6%
49 Installation, Maintenance, & Repair	9	4.4%	4	1.2%	-5	-55.6%
51 Production	11	5.4%	8	2.4%	-3	-27.3%
53 Transportation & Material Moving	ND	ND	7	2.1%	ND	ND
Total	205	100.0%	339	100.0%	134	65.4%

^aStandard Occupational Classification.

ND - Not discloseable due to confidentiality of information.

projected at only 250 jobs for the full 10-year period (Glover et al., 2004). Increases in the number of requests could be a precursor to additional growth in this occupational group in the state.

The Relationship Between Foreign Labor and Economic Conditions

It may well be that some of the increases in wage determination requests are tied to projected employment increases in Wyoming, as demonstrated by request increases for food preparation & serving

related and building & grounds maintenance occupations. For other occupational types, the relationship between prevailing wage determination growth and prevailing economic conditions is less obvious. The jump in requests for computer & mathematical science occupations is the most notable. From 2001 to 2003, 42 requests were made for these occupations. In 2004 alone, the number rose to 101. Whether this was an isolated occurrence or the beginning of a fundamental change in Wyoming's occupational structure is uncertain.

Despite the change observed in computer & mathematical science occupations in Wyoming, research suggests that in-migration of foreign workers to the U.S. does not typically adjust to economic conditions:

The total foreign-born population reached 33.5 million in March of [2003], a net increase of one million since 2002 and the highest number ever recorded in American history. . . . Since 2000, 2.3 million new immigrant workers (legal and illegal) have arrived in the United States – almost exactly the same as the 2.2 million who arrived during the 3 years prior to 2000, despite dramatic changes in economic conditions (Camarota, 2003).

Like the U.S. experience with incoming foreign workers, changes in Wyoming's foreign worker population may be linked to factors other than economic.

Summary

Wyoming experienced relatively large growth in prevailing wage determination requests from 2003 to 2004. Growth was especially pronounced in the Cheyenne MSA and in computer & mathematical science occupations. The Southwest region continues to have the largest share of total determination requests. However, studies on foreign workers in the U.S. indicate that immigration remains high, even when economic conditions are poor. Some growth appears to correspond with economic conditions, although the growth in the number of prevailing wage requests for computer & mathematical science occupations represents a deviation from previous years. It remains to be seen whether this deviation represents the beginning of a shift in Wyoming's occupational structure.

References

- Camarota, S. (2003, November). Immigration in a time of recession. *Backgrounder*, 1-10. Retrieved February 18, 2004, from <http://www.cis.org/articles/2003/back1603.html>
- Glover, T., Harris, M., & Saulcy, S. (2004, February). *Occupational outlook: 2010*. Retrieved February 23, 2005, from <http://doe.state.wy.us/LMI/OccOutlook2010/Occ%20Outlook%202010%20appendix.pdf>
- Leonard, D. (2003, April). Wyoming's labor market employment: Historical and projected. In Gallagher, T., Harris, M., Leonard, D., Liu, W., & McVeigh, B. *Employment outlook: 2010 (chap. 2)*. Retrieved February 23, 2005, from <http://doe.state.wy.us/LMI/EmpOutlook2010.pdf>.
- Saulcy, S. (2004). Wyoming foreign labor: Where do they work and what jobs do they hold? *Wyoming Labor Force Trends*, 41(6). Retrieved February 23, 2005, from <http://doe.state.wy.us/LMI/0604/toc.htm>



Employment Growth, But With Caution

by: *Sylvia D. Jones, Senior Research Analyst; Tom Gallagher, Manager; and Valerie A. Davis, Senior Economist*

Recently released Survey of Occupational Injuries and Illnesses (SOII) data show some employment opportunities, more so than others, are associated with injuries and illnesses. The private sector injury and illness rate, resulting in days away from work, was 5.3 per 100 workers in 2004. Injuries and illnesses may precipitate a worker's compensation claim and/or contribute to healthcare cost shifting, especially among industries with low health insurance coverage.

Rapid employment growth in Wyoming benefits many job seekers and employers. However, as the accompanying recently released survey data show (see <http://doe.state.wy.us/LMI/OSH/toc.htm> for details) some employment opportunities, more so than others, are associated with injuries and illnesses. Such events often cause workers to lose time away from work and employers to lose valuable labor.

The Survey of Occupational Injuries and Illnesses (SOII) data reveal a private sector injury and illness rate, resulting in days away from work, of 5.3 per 100 workers. Costs to workers and employers alike are not evenly distributed across all industries. Certain industries have a lower than average incidence rate, but a high employment growth rate that may lead to a larger number of events associated with days away from work. For example, support activities for mining has a lower than average incidence rate (4.7%) but is undergoing rapid employment growth. The affect is an increased share of injury and illness events compared to earlier years when the industry's growth was less dramatic. On the other hand, utilities has a similar incidence rate (4.2%) but it has a smaller employment base and a slower projected employment growth rate. Therefore it has a smaller projected impact

on total injuries and illnesses. The expansion of Wyoming's economy is seen across industries with higher and lower than average incidence rates. When an industry with rapid employment growth, such as the construction of buildings industry (3.3%) also has a higher than average incidence rate (7.6%), a substantial increase in the number of events is likely to occur. Projected injury and illness numbers reflect the application of survey results to projected employment and do not take into consideration changes in prevention strategies.

The accompanying table (see page 8) presents the injury and illness incidence rates for selected industries as well as the base employment and projected short term growth. Wood product manufacturing has the highest incidence rate at 17.2. Furniture & home furnishings stores and nursing & residential care facilities follow with 11.0 and 10.0, respectively.

While the incidence rates alone are important, their relevance is best understood when combined with base employment and projected employment growth. For example, nursing & residential care facilities has a fairly modest projected growth of 167 jobs. When combined with the incidence rate, it equates to an expected 17 additional injuries or illnesses

Table: Survey of Occupational Injuries and Illnesses (SOII) Incidence Rates With Employment Projections by 3-Digit NAICS^a Industry

Industry Title and Code	Employment			SOII Incidence Rate ^b	Injuries and Illnesses		
	Base 2004	Projected # Change 2004-2006	Projected % Change 2004-2006		Estimated 2004	Projected Additional 2004-2006	Projected Total 2006
Total Employment	250,338	13,833	2.7%				
Private Industry				5.3			
Oil & gas extraction (211)	3,301	404	5.9%	4.4	145	18	163
Mining (except oil & gas) (212)	7,463	199	1.3%	3.3	246	7	253
Support activities for mining (213)	8,884	2,616	13.8%	4.7	418	123	541
Utilities (221)	2,403	63	1.3%	4.2	101	3	104
<i>Construction of buildings (236)</i>	<i>4,274</i>	<i>285</i>	<i>3.3%</i>	<i>7.6</i>	<i>325</i>	<i>22</i>	<i>346</i>
Heavy & civil engineering const. (237)	5,456	329	3.0%	3.0	164	10	174
<i>Specialty trade contractors (238)</i>	<i>10,170</i>	<i>1,145</i>	<i>5.5%</i>	<i>7.0</i>	<i>712</i>	<i>80</i>	<i>792</i>
<i>Wood product manufacturing (321)</i>	<i>829</i>	<i>-2</i>	<i>-0.1%</i>	<i>17.2</i>	<i>143</i>	<i>0</i>	<i>142</i>
<i>Merchant wholesale, durable goods (423)</i>	<i>4,426</i>	<i>368</i>	<i>4.1%</i>	<i>7.1</i>	<i>314</i>	<i>26</i>	<i>340</i>
<i>Merch. wholesale, nondurable goods (424)</i>	<i>2,609</i>	<i>-7</i>	<i>-0.1%</i>	<i>6.1</i>	<i>159</i>	<i>0</i>	<i>159</i>
Motor vehicle & parts dealers (441)	4,257	143	1.7%	5.1	217	7	224
<i>Furniture & home furnishings stores (442)</i>	<i>772</i>	<i>26</i>	<i>1.7%</i>	<i>11.0</i>	<i>85</i>	<i>3</i>	<i>88</i>
Electronics & appliance stores (443)	723	37	2.5%	2.8	20	1	21
Building & garden supplies stores (444)	2,628	135	2.5%	5.1	134	7	141
<i>Food & beverage stores (445)</i>	<i>4,706</i>	<i>-135</i>	<i>-1.4%</i>	<i>7.1</i>	<i>334</i>	<i>-10</i>	<i>325</i>
Gasoline stations (447)	4,292	-37	-0.4%	4.3	185	-2	183
Sport, hobby, book, & music stores (451)	1,235	53	2.1%	4.0	49	2	52
<i>General merchandise stores (452)</i>	<i>5,769</i>	<i>491</i>	<i>4.2%</i>	<i>7.3</i>	<i>421</i>	<i>36</i>	<i>457</i>
Miscellaneous store retailers (453)	1,924	51	1.3%	1.8	35	1	36
<i>Truck transportation (484)</i>	<i>3,429</i>	<i>113</i>	<i>1.6%</i>	<i>5.5</i>	<i>189</i>	<i>6</i>	<i>195</i>
Publishing (except Internet) (511)	1,285	17	0.7%	2.5	32	0	33
Telecommunications (517)	1,412	-41	-1.5%	2.7	38	-1	37
Rental & leasing services (532)	1,712	405	11.2%	1.9	33	8	40
<i>Administrative & support services (561)</i>	<i>6,815</i>	<i>148</i>	<i>1.1%</i>	<i>7.7</i>	<i>525</i>	<i>11</i>	<i>536</i>
Ambulatory health care services (621)	7,662	663	4.2%	2.2	169	15	183
<i>Hospitals (622)</i>	<i>9,687</i>	<i>312</i>	<i>1.6%</i>	<i>9.3</i>	<i>901</i>	<i>29</i>	<i>930</i>
<i>Nursing & residential care facilities (623)</i>	<i>5,115</i>	<i>167</i>	<i>1.6%</i>	<i>10.0</i>	<i>512</i>	<i>17</i>	<i>528</i>
Social assistance (624)	5,261	539	5.0%	5.0	263	27	290
<i>Accommodation (721)</i>	<i>11,008</i>	<i>492</i>	<i>2.2%</i>	<i>8.6</i>	<i>947</i>	<i>42</i>	<i>989</i>
Food services & drinking places (722)	18,106	814	2.2%	4.2	760	34	795
Repair & maintenance (811)	3,254	96	1.5%	3.9	127	4	131
Personal & laundry services (812)	1,869	28	0.7%	2.8	52	1	53
Civic & professional organizations (813)	2,404	46	1.0%	3.5	84	2	86

Note: Items in italics indicate industries with incidence rates higher than the average for all industries.

^aNorth American Industry Classification System.

^bIncidence rates represent the number of injuries and/or illnesses per 100 full-time workers (10,000 full-time workers for illness rates). Source: U.S. Department of Labor, Bureau of Labor Statistics.

between 2004 and 2006. We estimate a total of 528 injuries or illnesses to occur in this industry in 2006, many among Certified Nursing Assistants (CNAs). The job of a CNA can be difficult and hazardous because of the frequent need to lift and turn patients, which can cause lower back injuries. CNAs are also exposed to infections, diseases, and physical violence from patients (Gregory, 2001).

As seen in the table on page 8, accommodation has a high incidence rate of 8.6, a large base employment of 11,008, and a 2.2% predicted employment growth between 2004 and 2006. Taken together this means that in 2006, we expect a total of 989 injuries or illnesses to occur in the industry. Because of the employment growth, the total is 42 more than in 2004.

Injuries and illnesses may precipitate a worker's compensation claim and/or contribute to healthcare cost shifting.

Accommodation and selected sub-industries within the Construction industry, which have high incidence rates, also tend to have comparatively lower rates of health insurance coverage (Gallagher et al., 2005). Job related injuries and illnesses can be devastating to individuals and employer profitability. However, the consequences may not stop there but have unrecognized outcomes in the community.

References

Gallagher, T., Harris, M., Hiatt, M., Leonard, D. W., Saulcy, S., & Shinkle, K. R. (2005). *Private sector employee access to health insurance and the potential Wyo-Care market*. Casper, WY: Wyoming Department of Employment, Research & Planning.

Gregory, S. R. (2001). The nursing home workforce: Certified nurse assistants. *AARP Public Policy Institute Fact Sheet*, 86, 2.



New Features for Data Extraction on BLS Website

Research & Planning's (R&P) ANSWERS website (<http://doe.state.wy.us/ANSWERS/>) has the latest employment and labor statistics for the U.S., Wyoming, and county and regional areas within Wyoming. Much of R&P's data come from programs that are part of a state/federal cooperative agreement with the Bureau of Labor Statistics (BLS). Recently, the BLS introduced several new features and updates on its website.

Occupational Employment Statistics (OES) Tool

http://data.bls.gov/oes/search.jsp?data_tool=OES

Analysts can readily retrieve wage and employment statistics by occupation and area using this new tool.

Changes to Business Employment Dynamics Tools

<http://data.bls.gov/PDQ/outside.jsp?survey=bd>

In preparation for the upcoming release of new firm size class data, the Create Customized Tables data extraction tools for the Business Employment Dynamics database have been modified.



A Summary of Wages and Benefits in Wyoming

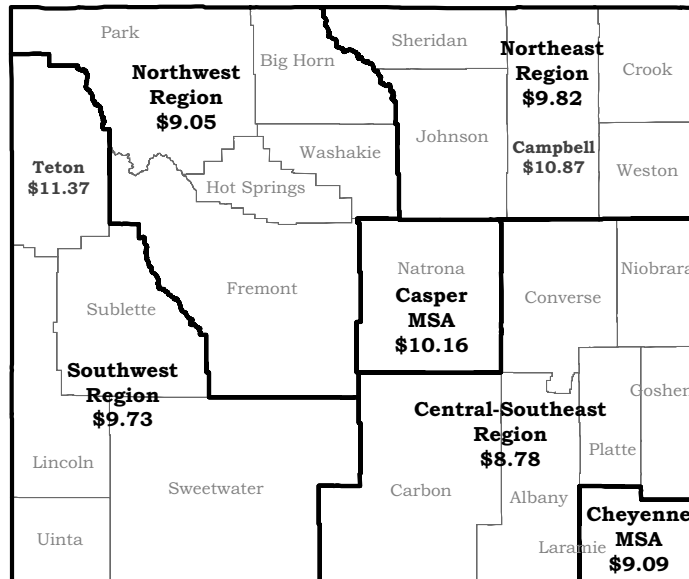
Introduction

The *Wages and Benefits in Wyoming* publication is designed to provide a more complete picture of total compensation in Wyoming by combining the data from two Research & Planning surveys. The Occupational Employment Statistics (OES) Wage Survey contains occupational employment and wage information collected via survey from Wyoming employers. The Employee Benefits Survey collects data on employer-provided benefits.

When employees compare different employers, they often take into account both wages and benefits. A lower wage or salary may be offset by a more generous benefit package. Studying how wages and benefits interact to produce total compensation provides insight into how firms can use wages and benefit packages to recruit, retain, and reward their employees.

Regional Wage Differences

Mean Average Hourly Wage for Retail Salespersons (SOC 41-2031) in Wyoming by Region and Selected Counties, 2004



For More Info

For more information about Occupational Employment Statistics or to request the complete publication, *Wages and Benefits in Wyoming*, visit Research & Planning's website at http://doe.state.wy.us/LMI/OES_toc.htm or call Deana Hauf at (307) 473-3805.

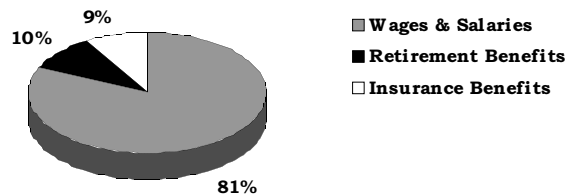
Firm Size

Percentage of Full-Time Employees Offered Health Insurance by Firm Size, 2004

1-4 Employees	63.5%
5-9 Employees	58.2%
10-19 Employees	78.1%
20-49 Employees	86.0%
50-99 Employees	88.7%
100+ Employees	99.3%
Total	87.9%

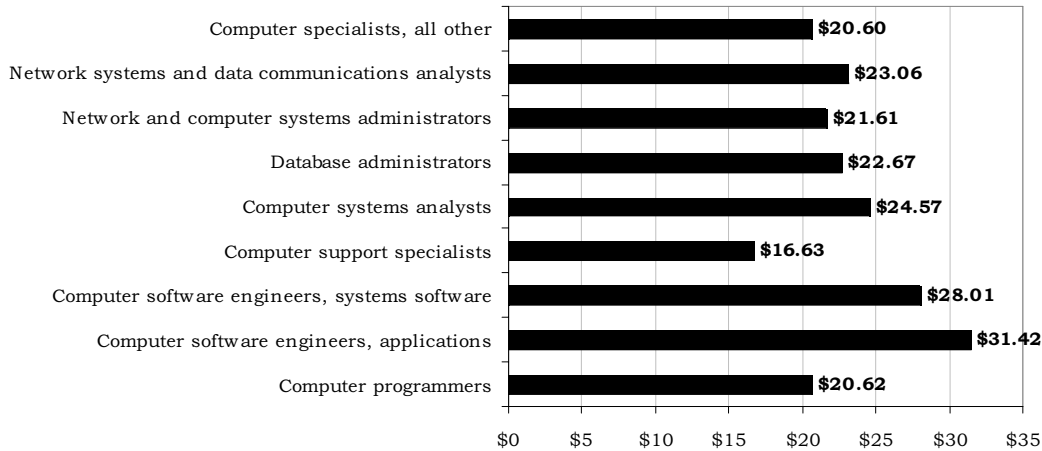
Compensation

Wyoming Compensation Costs, 2004 (as a percentage of total compensation)



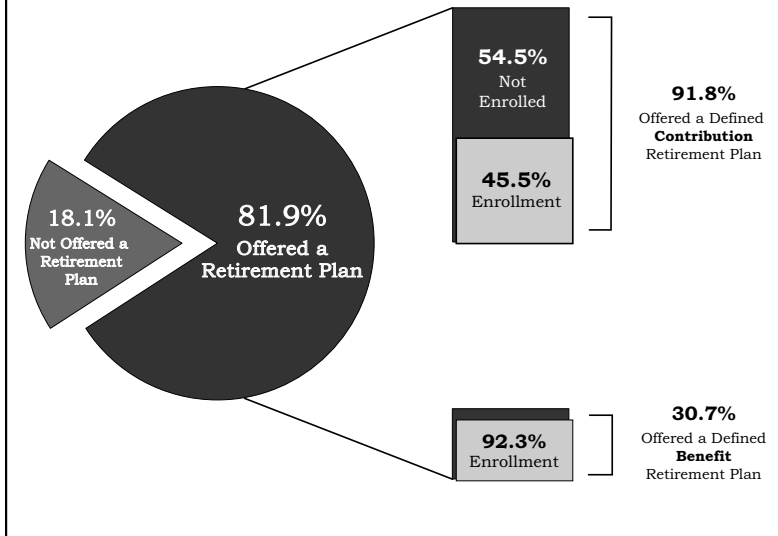
Wages in Computer-Oriented Occupations

Wyoming Statewide Mean Hourly Wage for Computer Specialists (SOC 15-1000), 2004



Retirement Plan Enrollment

Percentage of Full-Time Employees in Wyoming Offered and Enrolling in a Retirement Plan by Type of Plan Offered, 2004



Primary Findings

- Rapidly increasing benefit costs appear to limit wage growth as a larger share of compensation is allocated to pay health care premiums.
- All-industry mean wage increased by 35¢ an hour from \$15.08 in November 2003 to \$15.43 in May 2004.
- Only 33.3% of part-time employees were offered health insurance.
- Only a modest 45.5% of full-time employees offered a defined contribution retirement plan actually enrolled in the plan.
- Occupational employment grew by 4,323 workers from November 2003 to May 2004.
- The largest percentage of full-time employees offered health insurance worked in the Natural Resources & Mining industry (98.1%).

**Wyoming Department of Employment
Research & Planning**
P.O. Box 2760
Casper, WY 82602
(307) 473-3805
<http://doe.state.wy.us/LMI/>



Wyoming Unemployment Down Slightly in August

by: David Bullard, Senior Economist

Wyoming's seasonally adjusted unemployment rate fell from 4.1% in July to 4.0% in August and remained well below the U.S. unemployment rate of 4.9%. Although job gains were seen across most industry sectors, Natural Resources & Mining and Construction seemed to be driving growth in the state. Compared to August 2004, 6,300 jobs were created, an increase of 2.4%.

From July to August, Wyoming employment fell by 1,300 jobs or 0.5%. Seasonal job losses in Professional & Business Services (-300 jobs or -1.8%), Leisure & Hospitality (-800 jobs or -2.1%), and Government (-400 jobs or -0.7%) were partially offset by gains in Construction (200 jobs or 0.9%) and Educational & Health Services (200 jobs or 0.9%).

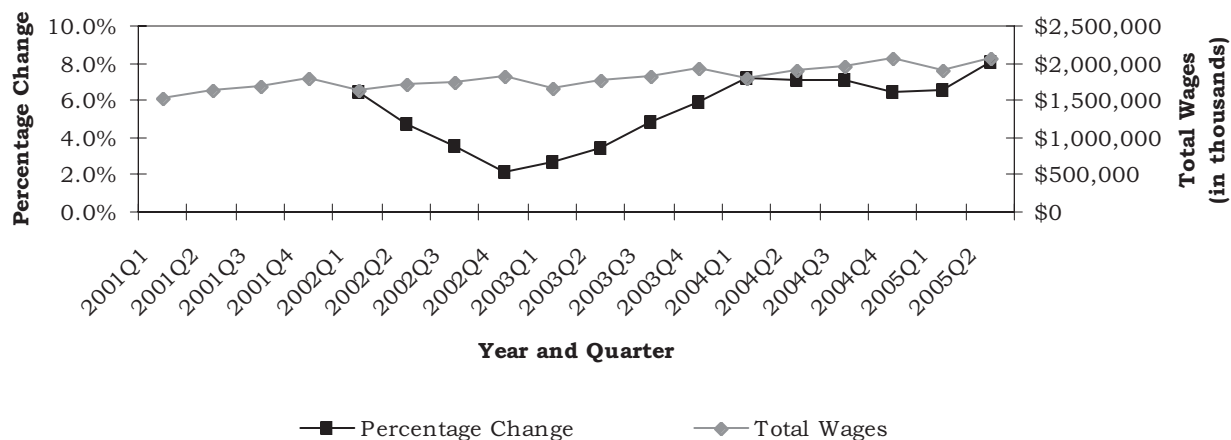
From August 2004, Wyoming gained 6,300 jobs or 2.4%. Natural Resources & Mining (including oil & gas) added 1,900

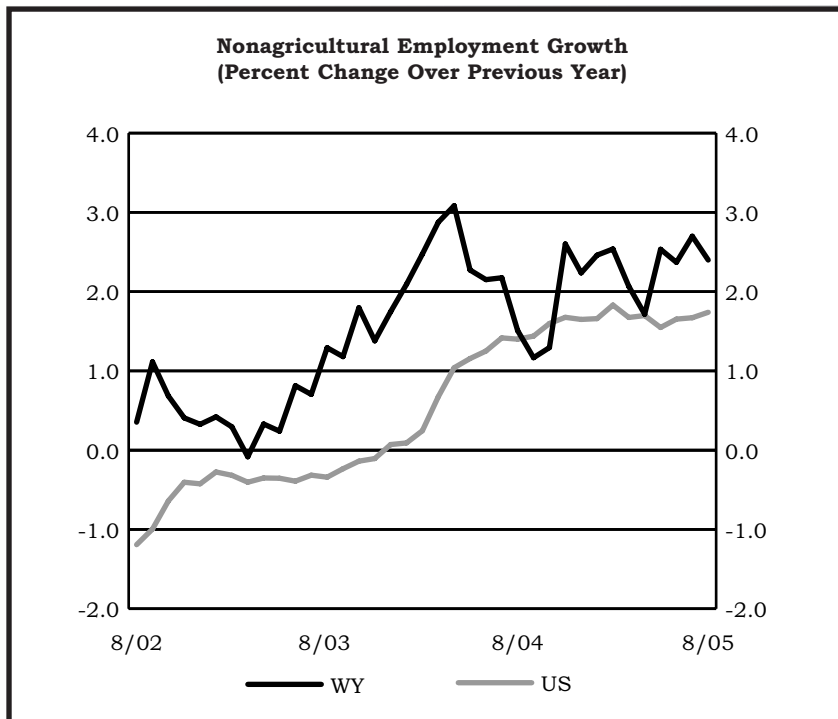
jobs or 9.1% and Construction grew by 1,700 jobs or 8.1%. Other notable increases occurred in Manufacturing (200 jobs or 2.1%), Wholesale Trade (400 jobs or 5.4%), Retail Trade (400 jobs or 1.3%), Transportation, Warehousing, & Utilities (300 jobs or 2.5%), Educational & Health Services (600 jobs or 2.8%), and Leisure & Hospitality (400 jobs or 1.1%). Employment fell slightly in Other Services (-100 jobs or -1.0%) with no change in Information or Professional & Business Services.

Almost all county unemployment rates followed their normal seasonal pattern and declined from July to August. Niobrara County posted the largest decrease, falling from 4.0% in July to 3.3% in August. Fremont County fell from 5.0% to 4.4% and Washakie County fell from 4.1% to 3.6%. The highest unemployment rate was found in Platte County (4.6%) and the lowest in Sublette County (1.7%).



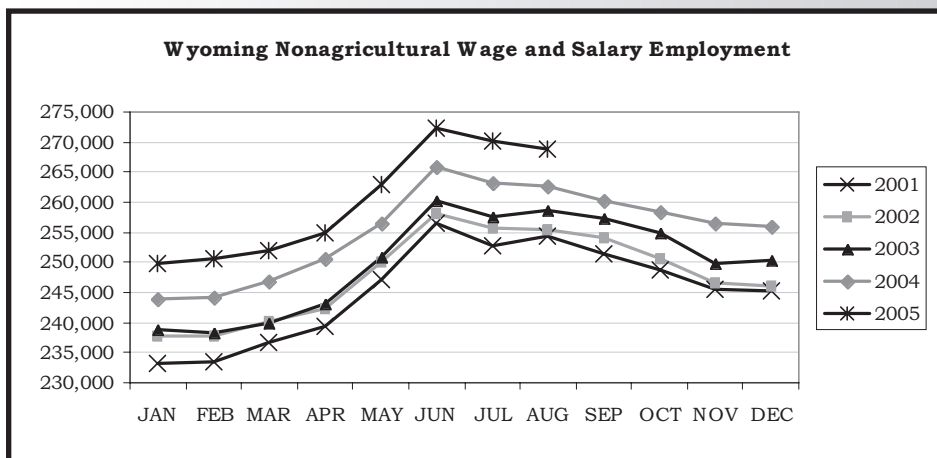
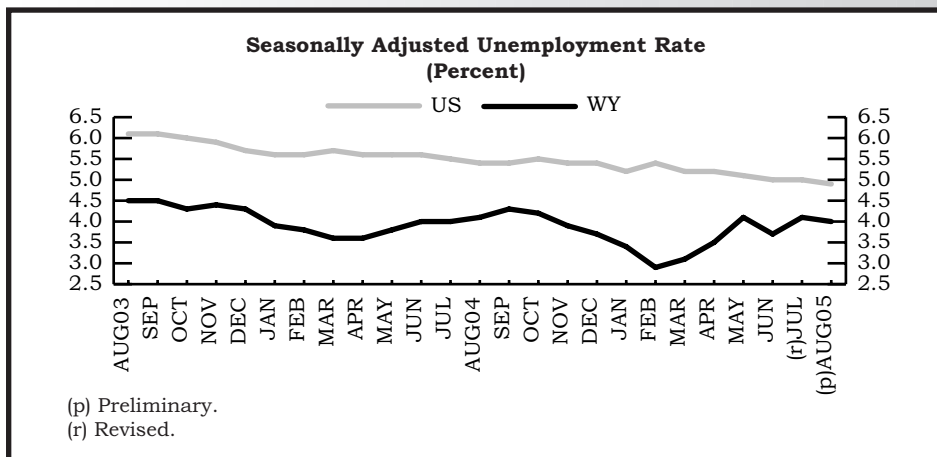
Total Unemployment Insurance Covered Wages, 2001Q1 - 2005Q2





State Unemployment Rates August 2005 (Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	10.6
Mississippi	6.8
Michigan	6.7
Oregon	6.7
Alaska	6.6
District of Columbia	6.4
South Carolina	6.2
Ohio	5.9
Illinois	5.8
Louisiana	5.8
Washington	5.8
North Carolina	5.6
West Virginia	5.5
Connecticut	5.4
Indiana	5.4
Kentucky	5.4
New Mexico	5.3
Tennessee	5.3
California	5.2
Rhode Island	5.2
Arkansas	5.1
Georgia	5.1
Kansas	5.1
Texas	5.1
Colorado	5.0
Maine	5.0
Pennsylvania	5.0
United States	4.9
New York	4.7
Arizona	4.6
Missouri	4.6
Wisconsin	4.6
Montana	4.5
Maryland	4.4
Oklahoma	4.4
Utah	4.4
Iowa	4.3
Massachusetts	4.2
New Jersey	4.2
Nevada	4.1
Delaware	4.0
Wyoming	4.0
Nebraska	3.9
Alabama	3.8
Idaho	3.8
South Dakota	3.8
Minnesota	3.7
Virginia	3.7
Florida	3.6
New Hampshire	3.5
Vermont	3.5
North Dakota	3.4
Hawaii	2.6



Wyoming Nonagricultural Wage and Salary Employment

(Continued)

	Employment in		Percent Change		
	Thousands		Total Employment		
	Aug05(p)	Jul05(r)	Aug04(b)	Aug05	Aug05
CAMPBELL COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	23.4	23.2	22.0	0.9	6.4
TOTAL PRIVATE	19.7	19.6	18.5	0.5	6.5
GOODS PRODUCING	9.8	9.7	9.1	1.0	7.7
Natural Resources & Mining	6.8	6.8	6.5	0.0	4.6
Construction	2.4	2.3	2.1	4.3	14.3
Manufacturing	0.6	0.6	0.5	0.0	20.0
SERVICE PROVIDING	13.6	13.5	12.9	0.7	5.4
Trade, Transport., & Utilities	4.3	4.3	4.0	0.0	7.5
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.5	0.5	0.5	0.0	0.0
Professional & Bus. Services	1.5	1.5	1.5	0.0	0.0
Educational & Health Serv.	0.8	0.8	0.7	0.0	14.3
Leisure & Hospitality	1.8	1.8	1.7	0.0	5.9
Other Services	0.8	0.8	0.8	0.0	0.0
TOTAL GOVERNMENT	3.7	3.6	3.5	2.8	5.7
SWEETWATER COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	22.9	22.3	21.5	2.7	6.5
TOTAL PRIVATE	19.1	18.8	17.7	1.6	7.9
GOODS PRODUCING	8.1	7.9	7.3	2.5	11.0
Natural Resources & Mining	5.0	4.9	4.3	2.0	16.3
Construction	1.9	1.8	1.8	5.6	5.6
Manufacturing	1.2	1.2	1.2	0.0	0.0
SERVICE PROVIDING	14.8	14.4	14.2	2.8	4.2
Trade, Transport., & Utilities	4.7	4.7	4.4	0.0	6.8
Information	0.2	0.2	0.2	0.0	0.0
Financial Activities	0.8	0.8	0.7	0.0	14.3
Professional & Bus. Services	1.1	1.0	1.1	10.0	0.0
Educational & Health Serv.	0.9	0.9	0.9	0.0	0.0
Leisure & Hospitality	2.5	2.5	2.4	0.0	4.2
Other Services	0.8	0.8	0.7	0.0	14.3
TOTAL GOVERNMENT	3.8	3.5	3.8	8.6	0.0
TETON COUNTY					
TOTAL NONAG. WAGE & SALARY EMPLOYMENT	20.5	20.6	19.9	-0.5	3.0
TOTAL PRIVATE	18.2	18.3	17.7	-0.5	2.8
GOODS PRODUCING	2.5	2.5	2.4	0.0	4.2
Nat. Res., Mining & Const.	2.3	2.3	2.2	0.0	4.5
Manufacturing	0.2	0.2	0.2	0.0	0.0
SERVICE PROVIDING	18.0	18.1	17.5	-0.6	2.9
Trade, Transport., & Utilities	2.8	2.8	2.8	0.0	0.0
Information	0.3	0.3	0.3	0.0	0.0
Financial Activities	0.9	0.9	0.9	0.0	0.0
Professional & Bus. Services	1.8	1.8	1.8	0.0	0.0
Educational & Health Serv.	1.0	0.9	0.9	11.1	11.1
Leisure & Hospitality	8.4	8.6	8.1	-2.3	3.7
Other Services	0.5	0.5	0.5	0.0	0.0
TOTAL GOVERNMENT	2.3	2.3	2.2	0.0	4.5

State Unemployment Rates August 2005 (Not Seasonally Adjusted)

State	Unemp. Rate
Puerto Rico	11.2
Mississippi	7.0
Michigan	6.3
Oregon	6.3
South Carolina	6.3
District of Columbia	6.1
Louisiana	6.0
Alaska	5.7
Illinois	5.7
Ohio	5.6
North Carolina	5.5
Washington	5.5
Tennessee	5.4
Connecticut	5.3
Georgia	5.2
Indiana	5.2
New Mexico	5.2
Texas	5.2
West Virginia	5.2
California	5.1
Kansas	5.1
Kentucky	5.1
Rhode Island	5.1
Arizona	4.9
United States	4.9
Arkansas	4.8
Colorado	4.8
Pennsylvania	4.7
New York	4.6
Utah	4.6
Missouri	4.5
Maryland	4.3
Wisconsin	4.3
Alabama	4.2
Delaware	4.2
Oklahoma	4.2
Maine	4.1
Massachusetts	4.1
New Jersey	4.1
Iowa	4.0
Nevada	4.0
Florida	3.8
Montana	3.8
Virginia	3.7
Nebraska	3.6
South Dakota	3.5
Idaho	3.4
Minnesota	3.4
New Hampshire	3.4
Wyoming	3.3
North Dakota	3.1
Vermont	2.9
Hawaii	2.7

Economic Indicators

by: Margaret Hiatt, Administrative/Survey Support Specialist

The dollar value of benefits paid by Wyoming Unemployment Insurance fell 18.1% from August 2004.

	Aug 2005 (p)	July 2005 (r)	Aug 2004 (b)	Percent Change Month	Year
Wyoming Total Civilian Labor Force	288,297	292,689	285,764	-1.5	0.9
Unemployed	9,386	10,343	9,353	-9.3	0.4
Employed	278,911	282,346	276,411	-1.2	0.9
Wyoming Unemp. Rate/Seasonally Adjusted	3.3%/4.0%	3.5%/4.1%	3.3%/4.1%	N/A	N/A
U.S. Unemployment Rate/Seasonally Adjusted	4.9%/4.9%	5.2%/5.0%	5.4%/5.4%	N/A	N/A
U.S. Multiple Jobholders	7,223,000	7,595,000	7,368,000	-4.9	-2.0
As a percent of all workers	5.0%	5.3%	5.3%	N/A	N/A
U.S. Discouraged Workers	384,000	499,000	534,000	-23.0	-28.1
U.S. Part-Time for Economic Reasons	4,402,000	4,578,000	4,395,000	-3.8	0.2
Hours & Earnings for Production Workers					
Wyoming Mining					
Average Weekly Earnings	\$1,080.00	\$1,051.10	\$1,004.66	2.7	7.5
Average Weekly Hours	47.1	46.0	43.7	2.4	7.8
U.S. Mining Hours & Earnings					
Average Weekly Earnings	\$892.07	\$882.06	\$834.47	1.1	6.9
Average Weekly Hours	47.1	46.4	45.5	1.5	3.5
Wyoming Manufacturing Hours & Earnings					
Average Weekly Earnings	\$699.11	\$683.71	\$670.33	2.3	4.3
Average Weekly Hours	41.1	40.1	40.7	2.5	1.0
U.S. Manufacturing Hours & Earnings					
Average Weekly Earnings	\$672.34	\$658.35	\$660.94	2.1	1.7
Average Weekly Hours	40.6	39.9	40.9	1.8	-0.7
Wyoming Unemployment Insurance					
Weeks Compensated	7,787	7,412	9,434	5.1	-17.5
Benefits Paid	\$1,845,829	\$1,728,376	\$2,254,695	6.8	-18.1
Average Weekly Benefit Payment	\$237.04	\$233.19	\$239.00	1.7	-0.8
State Insured Covered Jobs	244,447	243,792	242,257	0.3	0.9
Insured Unemployment Rate	0.8%	0.9%	1.1%	N/A	N/A
Consumer Price Index (U) for All U.S. Urban Consumers (1982 to 1984 = 100) - All Items					
Food & Beverages	196.4	195.4	189.5	0.5	3.6
Housing	191.3	191.3	187.3	0.0	2.1
Apparel	196.9	196.6	191.2	0.2	3.0
Transportation	115.8	113.8	116.5	1.8	-0.6
Medical Care	177.7	174.4	162.9	1.9	9.1
Recreation (Dec. 1997=100)	323.9	324.1	311.6	-0.1	3.9
Education & Comm. (Dec. 1997=100)	109.3	109.1	108.5	0.2	0.7
Other Goods & Services	113.7	112.9	111.7	0.7	1.8
Other Goods & Services	314.4	314.1	305.5	0.1	2.9
Producer Prices (1982 to 1984 = 100) - All Commodities	157.3	156.2	148.0	0.7	6.3
Wyoming Building Permits (New Privately Owned Housing Units Authorized)					
Total Units	303	281	272	7.8	11.4
Valuation	\$55,480,000	\$46,605,000	\$55,024,000	19.0	0.8
Single Family Homes	266	246	217	8.1	22.6
Valuation	\$52,928,000	\$44,152,000	\$50,600,000	19.9	4.6
Baker Hughes North American Rotary Rig Count for WY	80	78	84	2.6	-4.8

(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming County Unemployment Rates

by: David Bullard, Senior Economist

Almost all county unemployment rates followed their normal seasonal pattern and declined from July to August.

REGION County	Labor Force			Employed			Unemployed			Unemployment Rate		
	Aug 2005 (p)	Jul 2005 (r)	Aug 2004 (b)	Aug 2005 (p)	Jul 2005 (r)	Aug 2004 (b)	Aug 2005 (p)	Jul 2005 (r)	Aug 2004 (b)	Aug 2005 (p)	Jul 2005 (r)	Aug 2004 (b)
NORTHWEST	46,566	47,465	46,845	44,806	45,500	45,118	1,760	1,965	1,727	3.8	4.1	3.7
Big Horn	5,349	5,385	5,621	5,127	5,145	5,393	222	240	228	4.2	4.5	4.1
Fremont	18,052	18,281	17,972	17,254	17,375	17,197	798	906	775	4.4	5.0	4.3
Hot Springs	2,422	2,488	2,458	2,337	2,392	2,382	85	96	76	3.5	3.9	3.1
Park	16,441	16,910	16,460	15,940	16,369	15,967	501	541	493	3.0	3.2	3.0
Washakie	4,302	4,401	4,334	4,148	4,219	4,179	154	182	155	3.6	4.1	3.6
NORTHEAST	49,734	50,329	48,834	48,330	48,754	47,436	1,404	1,575	1,398	2.8	3.1	2.9
Campbell	23,310	23,593	22,617	22,736	22,949	21,993	574	644	624	2.5	2.7	2.8
Crook	3,499	3,523	3,573	3,405	3,421	3,474	94	102	99	2.7	2.9	2.8
Johnson	4,073	4,133	3,967	3,960	4,002	3,874	113	131	93	2.8	3.2	2.3
Sheridan	15,637	15,832	15,501	15,132	15,266	15,021	505	566	480	3.2	3.6	3.1
Weston	3,215	3,248	3,176	3,097	3,116	3,074	118	132	102	3.7	4.1	3.2
SOUTHWEST	63,942	64,612	62,428	62,200	62,694	60,728	1,742	1,918	1,700	2.7	3.0	2.7
Lincoln	8,483	8,522	8,378	8,198	8,210	8,121	285	312	257	3.4	3.7	3.1
Sublette	5,151	5,196	4,970	5,063	5,094	4,876	88	102	94	1.7	2.0	1.9
Sweetwater	22,691	22,792	21,768	22,037	22,092	21,124	654	700	644	2.9	3.1	3.0
Teton	16,596	17,054	16,338	16,226	16,633	16,006	370	421	332	2.2	2.5	2.0
Uinta	11,021	11,048	10,974	10,676	10,665	10,601	345	383	373	3.1	3.5	3.4
SOUTHEAST	72,678	73,951	72,856	70,005	71,057	70,124	2,673	2,894	2,732	3.7	3.9	3.7
Albany	18,846	19,081	19,078	18,285	18,470	18,515	561	611	563	3.0	3.2	3.0
Goshen	5,750	5,790	5,809	5,500	5,535	5,587	250	255	222	4.3	4.4	3.8
Laramie	42,690	43,639	42,586	41,060	41,856	40,852	1,630	1,783	1,734	3.8	4.1	4.1
Niobrara	1,195	1,202	1,198	1,155	1,154	1,161	40	48	37	3.3	4.0	3.1
Platte	4,197	4,239	4,185	4,005	4,042	4,009	192	197	176	4.6	4.6	4.2
CENTRAL	55,378	56,327	54,801	53,571	54,338	53,005	1,807	1,989	1,796	3.3	3.5	3.3
Carbon	8,121	8,202	8,009	7,836	7,887	7,718	285	315	291	3.5	3.8	3.6
Converse	6,902	6,905	6,668	6,671	6,662	6,428	231	243	240	3.3	3.5	3.6
Natrona	40,355	41,220	40,124	39,064	39,789	38,859	1,291	1,431	1,265	3.2	3.5	3.2
STATEWIDE	288,297	292,689	285,764	278,911	282,346	276,411	9,386	10,343	9,353	3.3	3.5	3.3
Statewide Seasonally Adjusted										4.0	4.1	4.1
U.S.										4.9	5.2	5.4
U.S. Seasonally Adjusted										4.9	5.0	5.4

Prepared in cooperation with the Bureau of Labor Statistics. Benchmarked 06/05. Run Date 09/05.

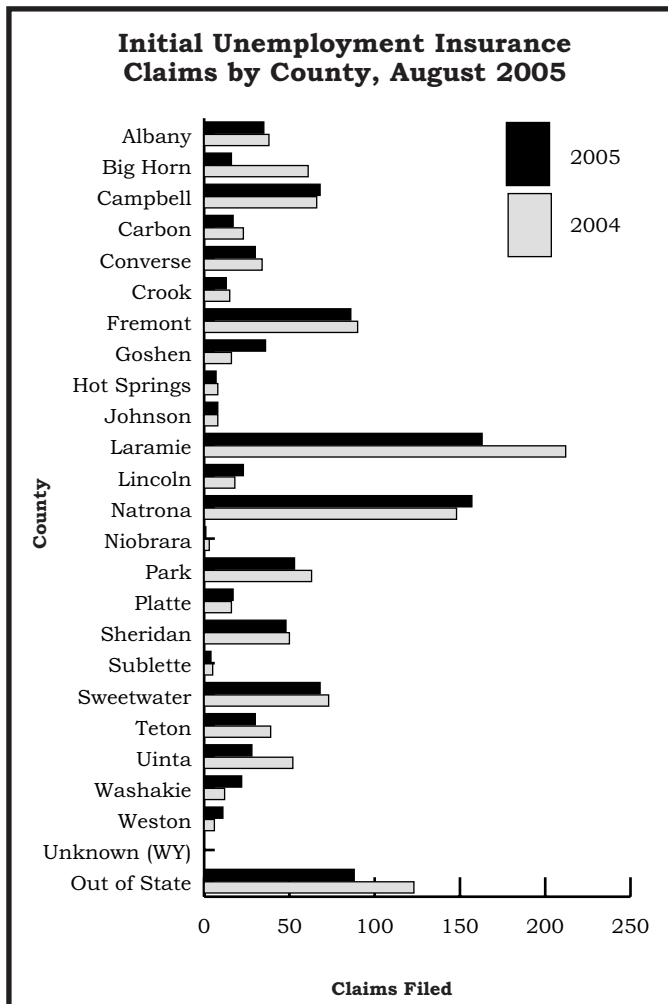
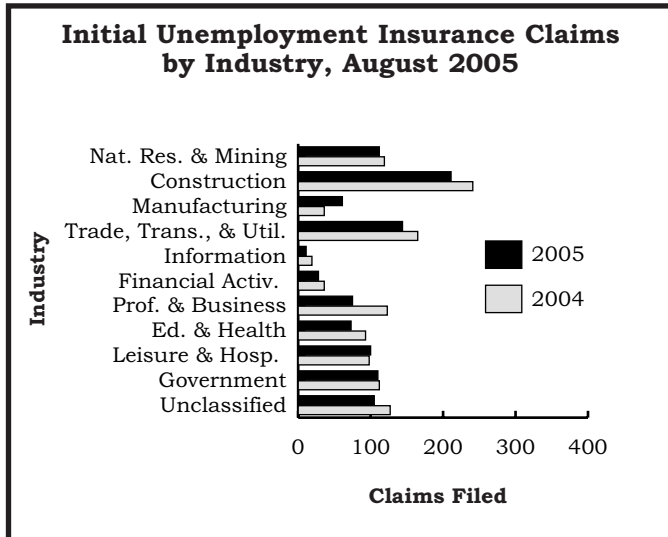
Data are not seasonally adjusted except where otherwise specified.

(p) Preliminary. (r) Revised. (b) Benchmarked.

Wyoming Normalized Unemployment Insurance Statistics: Initial Claims

by: Douglas W. Leonard, Senior Research Analyst

Statewide initial claims declined by 2.6% over the month and 12.4% over the year. Claims in Mining and Manufacturing increased over the year (37.7% and 69.4%, respectively).



WYOMING STATEWIDE	Claims Filed			Percent Change	
	Aug05	Jul05	Aug04	Jul05 Aug04	Aug05 Aug04
TOTAL CLAIMS FILED	1,030	1,058	1,176	-2.6	-12.4
TOTAL GOODS PRODUCING	384	312	396	23.1	-3.0
Natural Resources and Mining	112	85	119	31.8	-5.9
Mining	106	79	77	34.2	37.7
Oil & Gas Extraction	7	4	6	75.0	16.7
Construction	211	160	241	31.9	-12.4
Manufacturing	61	67	36	-9.0	69.4
TOTAL SERVICE PROVIDING	456	559	566	-18.4	-19.4
Trade, Trans., Storage, & Util.	144	179	165	-19.6	-12.7
Wholesale Trade	20	19	37	5.3	-45.9
Retail Trade	85	118	86	-28.0	-1.2
Trans., Storage, & Utilities	39	42	42	-7.1	-7.1
Information	11	11	19	0.0	-42.1
Financial Activities	28	32	36	-12.5	-22.2
Professional & Business Serv.	75	102	123	-26.5	-39.0
Educational & Health Services	73	92	93	-20.7	-21.5
Leisure & Hospitality	100	113	98	-11.5	2.0
Other Services	25	30	32	-16.7	-21.9
TOTAL GOVERNMENT	110	110	112	0.0	-1.8
Federal Government	31	19	40	63.2	-22.5
State Government	21	23	19	-8.7	10.5
Local Government	58	68	53	-14.7	9.4
Local Education	21	29	14	-27.6	50.0
UNCLASSIFIED	80	77	102	3.9	-21.6

LARAMIE COUNTY

TOTAL CLAIMS FILED	162	134	210	20.9	-22.9
TOTAL GOODS PRODUCING	39	24	38	62.5	2.6
Construction	30	15	32	100.0	-6.3
TOTAL SERVICE PROVIDING	89	93	132	-4.3	-32.6
Trade, Trans., Storage, & Util.	24	30	39	-20.0	-38.5
Financial Activities	7	6	11	16.7	-36.4
Professional & Business Serv.	16	29	37	-44.8	-56.8
Educational & Health Services	13	10	23	30.0	-43.5
Leisure & Hospitality	24	13	15	84.6	60.0
TOTAL GOVERNMENT	25	15	32	66.7	-21.9
UNCLASSIFIED	9	2	8	350.0	12.5

NATRONA COUNTY

TOTAL CLAIMS FILED	159	180	146	-11.7	8.9
TOTAL GOODS PRODUCING	66	63	52	4.8	26.9
Construction	35	28	32	25.0	9.4
TOTAL SERVICE PROVIDING	84	104	84	-19.2	0.0
Trade, Trans., Storage, & Util.	35	27	23	29.6	52.2
Financial Activities	3	6	7	-50.0	-57.1
Professional & Business Serv.	18	12	18	50.0	0.0
Educational & Health Services	10	17	11	-41.2	-9.1
Leisure & Hospitality	10	28	16	-64.3	-37.5
TOTAL GOVERNMENT	6	7	6	-14.3	0.0
UNCLASSIFIED	3	6	4	-50.0	-25.0

Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

by: Douglas W. Leonard, Senior Research Analyst

Statewide continued claims fell to 8,000 in August, the lowest claims level since October 2000. Only Johnson and Fremont counties had increased over-the-year continued claims activity.

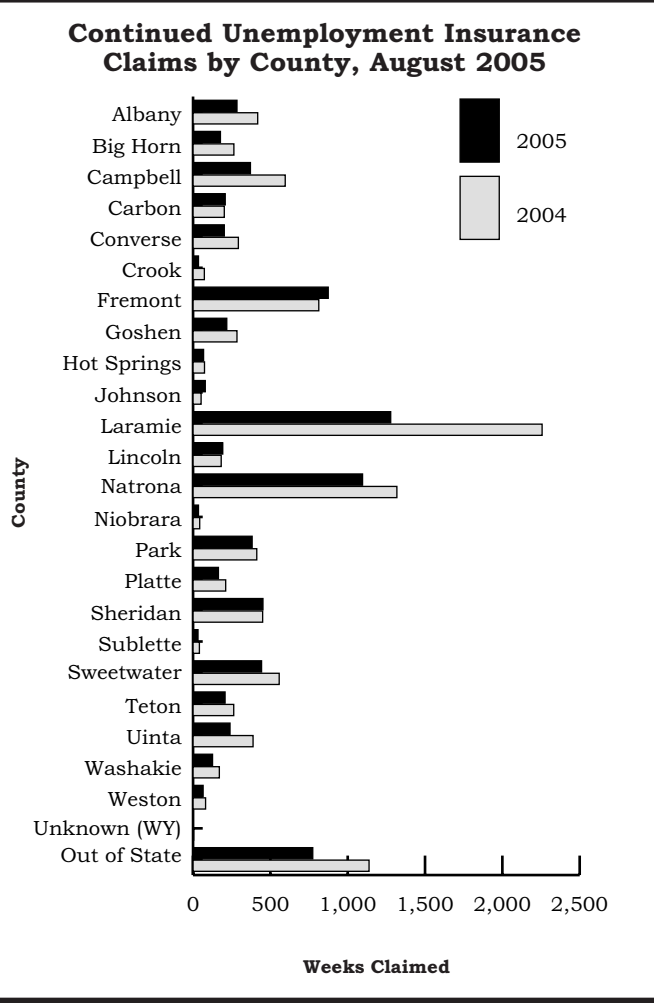
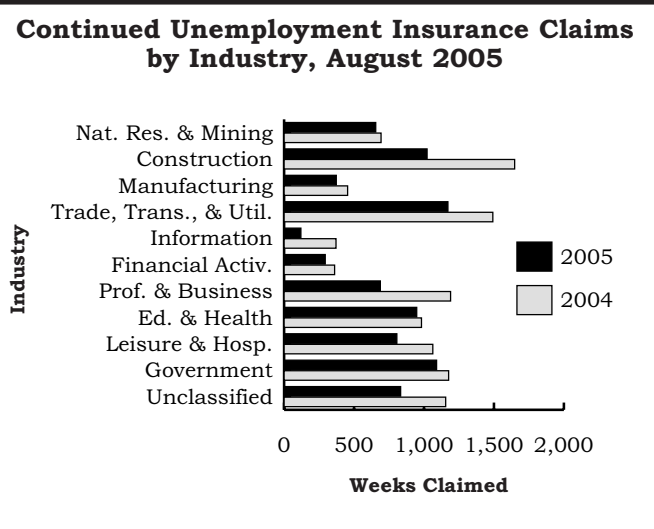
WYOMING STATEWIDE	Weeks Claimed		Percent Change		
	Aug05	Jul05	Aug04	Aug05	
	Aug05	Jul05	Aug04	Aug05	
TOTAL WEEKS CLAIMED	8,000	8,818	10,585	-9.3	-24.4
TOTAL UNIQUE CLAIMANTS	2,143	2,725	3,239	-21.4	-33.8
TOTAL GOODS PRODUCING	2,050	2,390	2,795	-14.2	-26.7
Natural Resources and Mining	655	691	693	-5.2	-5.5
Mining	590	621	543	-5.0	8.7
Oil & Gas Extraction	50	58	86	-13.8	-41.9
Construction	1,022	1,237	1,648	-17.4	-38.0
Manufacturing	373	462	454	-19.3	-17.8
TOTAL SERVICE PROVIDING	4,327	4,770	5,862	-9.3	-26.2
Trade, Trans., Storage, & Util.	1,171	1,247	1,492	-6.1	-21.5
Wholesale Trade	155	171	253	-9.4	-38.7
Retail Trade	785	858	960	-8.5	-18.2
Trans., Storage, & Utilities	231	218	279	6.0	-17.2
Information	120	136	371	-11.8	-67.7
Financial Activities	294	351	361	-16.2	-18.6
Professional & Business Serv.	688	783	1,190	-12.1	-42.2
Educational & Health Serv.	948	1,066	982	-11.1	-3.5
Leisure & Hospitality	806	875	1,063	-7.9	-24.2
Other Services	300	312	403	-3.8	-25.6
TOTAL GOVERNMENT	1,090	1,089	1,176	0.1	-7.3
Federal Government	199	213	241	-6.6	-17.4
State Government	169	135	194	25.2	-12.9
Local Government	722	741	741	-2.6	-2.6
Local Education	237	227	252	4.4	-6.0
UNCLASSIFIED	533	569	752	-6.3	-29.1

LARAMIE COUNTY

TOTAL WEEKS CLAIMED	1,279	1,335	2,258	-4.2	-43.4
TOTAL UNIQUE CLAIMANTS	333	406	672	-18.0	-50.4
TOTAL GOODS PRODUCING	204	252	380	-19.0	-46.3
Construction	160	208	244	-23.1	-34.4
TOTAL SERVICE PROVIDING	841	868	1,567	-3.1	-46.3
Trade, Trans., Storage, & Util.	180	205	315	-12.2	-42.9
Financial Activities	78	88	108	-11.4	-27.8
Professional & Business Serv.	174	181	566	-3.9	-69.3
Educational & Health Services	122	136	114	-10.3	7.0
Leisure & Hospitality	145	115	150	26.1	-3.3
TOTAL GOVERNMENT	201	187	220	7.5	-8.6
UNCLASSIFIED	33	28	91	17.9	-63.7

NATRONA COUNTY

TOTAL WEEKS CLAIMED	1,096	1,267	1,318	-13.5	-16.8
TOTAL UNIQUE CLAIMANTS	299	404	402	-26.0	-25.6
TOTAL GOODS PRODUCING	279	365	364	-23.6	-23.4
Construction	113	159	210	-28.9	-46.2
TOTAL SERVICE PROVIDING	740	828	859	-10.6	-13.9
Trade, Trans., Storage, & Util.	186	185	221	0.5	-15.8
Financial Activities	53	62	54	-14.5	-1.9
Professional & Business Serv.	127	144	134	-11.8	-5.2
Educational & Health Services	155	196	222	-20.9	-30.2
Leisure & Hospitality	150	150	157	0.0	-4.5
TOTAL GOVERNMENT	46	50	56	-8.0	-17.9
UNCLASSIFIED	31	24	39	29.2	-20.5



**Wyoming Department of Employment
Research & Planning
P.O. Box 2760
Casper, WY 82602**

**Official Business
Penalty for Private Use \$300**

**Presorted Standard
U.S. Postage
PAID
Permit No. G-12
Cheyenne, WY**