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(6) RELATIONSHIP BETWEEN MAIN CIVILIAN OCCUPATION AND
ARMY GENERAL CLASSIFICATION TEST STANDARD SCORE,
PART II.

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RELATIONSHIP BETWEEN MAIN CIVILIAN OCCUPATION
AND AGOT SCORE, PART II.

I. INTRODUCTION:

This study is the second in a series based on data from several Machine Records surveys. These surveys are taken every three months and yield data concerning a sample of approximately 2% of the Army. This sample is random, information being obtained for all Army personnel, including enlisted men, officers, WAC's and nurses, with serial numbers ending in either of two two-digit numbers.

The first study, Part I of this series, was based on all white enlisted men in Machine Records Survey #2, taken 30 March 1944. This was mainly a pilot study and dealt in large part with methodology of selection of cases. AGOT levels were obtained for nine occupational groups, as defined by various United States Employment Service (USES) codes. Part II constitutes the main study of the AGOT levels of various civilian occupations and is based on white enlisted men in Machine Records Survey #3, taken 30 June 1944, which presents data for all personnel with serial numbers ending in 18 or 74. Inasmuch as Survey #3 reports occupations in terms of the Army Specification Serial Number (SSN) code for civilian occupational specialty, rather than the USES code, the occupations studied here are defined in terms of various SSN's rather than in terms of the USES codes used in Part I. It was originally planned also to study the relationship between main civilian occupation and education, but the data on education presented in Survey #3 are not given in finely enough differentiated form to permit a careful study, so this section was eliminated.

Although data such as those obtainable from a Machine Records survey are at least as complete, and probably more so, than any hithertofore available for a study of this nature, they suffer from the following limitations:

1. Because of the selective effect of deferments, rejections and discharges, the Army population representing any given occupation is not the same as the total civilian population for that occupation. In addition, the fact that no AGOT scores are available for officers also tends to make AGOT distributions for some occupations less completely representative of their counterparts in the total civilian population. Professional and higher-level nonprofessional occupations are particularly distorted, and the residual AGOT distributions for these occupations may be expected to be nonrepresentative.

2. In addition to the lack of complete representativeness with respect to the civilian population, which limits the usefulness of any Machine Records survey data, the data obtained in any given Machine Records survey may contain errors specific to that survey alone, particularly errors in coding the variables under consideration. Although the coding of main civilian occupation was much better done in Survey #3 than in Survey #2, it is undeniable that coding errors occurred in Survey #3, as evidenced by the sizeable number of cards with completely unusable or indecipherable SSN's,

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or with SSN's which were found not to correspond to any SSN at present or ever in use by the Army. More information concerning these unusable or impossible SSN's is given in a later section.

3. A difficulty which any study of this nature would encounter, whether based on a civilian or an Army population, would arise from the influence upon the AGOT distributions for the various occupations of variables such as age, education, recency of schooling, and degree of familiarity with written and spoken English, all of which are to some extent correlated with AGOT score. Age is correlated so slightly with AGOT score that it did not seem worthwhile to attempt to control on that variable in this study. The correlation between number of years of education and AGOT score is sizeable, but it would have been impossible and even absurd to attempt to match occupational groups on the basis of years of education, inasmuch as that variable is inextricably interwoven with the very definition of many occupations. Recency of schooling would have been difficult to control and its influence is so slight that it was not considered worthwhile to attempt such refinement. The problem of how to deal with the lowering of the AGOT medians for certain occupations which would be caused by the presence in those occupations of a disproportionate number of subjects with language handicaps due to foreign birth or foreign extraction is a difficult one. No attempt to deal with it has been made in this study beyond pointing out that such lowering of the medians has possibly occurred for certain occupations.

Despite the limitations enumerated, the present study constitutes the most complete investigation of the intellectual levels of various occupations which has been made to date.

II. PROBLEM:

To study the relationship between main civilian occupation and AGOT score.

III. POPULATION:

All white enlisted men in Machine Records Survey #3, for whom cards with usable SSN's and AGOT scores appear, constitute the basic population.

IV. PROCEDURE AND RESULTS:

A. Investigation of cards with unusable SSN's and impossible SSN's:

In order to determine whether any factors related to AGOT score were involved in failure to code certain cards properly with respect to SSN, the AGOT distributions for all cards with unusable SSN's (code completely indecipherable) and all cards with impossible SSN's (although apparently bona fide, they corresponded to no SSN's at present or ever in use) were obtained. These are given in Table I, along with the AGOT distribution for all white enlisted men in Machine Records Survey #2. An examination of Table I shows that the AGOT

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distributions for all cards with unusable SSN's and for all cards with impossible SSN's are very similar to that obtained for all white enlisted men in Survey #2. This suggests that no factors related to AGCT score have entered into the failure to code certain cards properly with respect to SSN.

TABLE I

COMPARISON OF AGCT DISTRIBUTION FOR CARDS WITH UNUSABLE AND IMPOSSIBLE SSN'S IN SURVEY #3 WITH DISTRIBUTION FOR ALL WHITE ENLISTED MEN IN SURVEY #2

	N	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
Unusable SSN's, Survey #3	5226	72.1	87.7	104.2	116.2	125.8	14.2
Impossible SSN's, Survey #3	1063*	74.8	85.6	104.9	114.7	124.6	14.5
All White Enlisted Men, Survey #2	—**	72.7	87.8	105.0	117.4	126.8	14.8

B. Investigation of influence of number of years of experience in given SSN's upon the AGCT distributions:

The methodological investigation carried on in Part I showed that various criteria for selection of cards incorrectly coded with respect to main civilian occupation, such as age, education, weekly wage, etc., were all of very limited usefulness. Inasmuch as the limits used, e.g., on weekly wage, had to be set in arbitrary fashion, these limits had to be made extremely liberal, lest bona fide cases representing an occupation be eliminated, and therefore resulted in discarding very few cases. The largest eliminating factor was number of years of experience. Cases were rejected on this criterion, in Part I. of the study, because it was felt that men who were used to represent any occupational group must be subjected to some criterion of group membership. Analysis showed that the absolute values of the AGCT medians obtained for some of the occupations were affected by adherence or non-adherence to the principle of eliminating on the grounds of experience. However, the number of occupations involved, nine, was too small to show whether the rank order of AGCT medians for a sizeable number of occupations would be affected by using all men or eliminating some from each occupational group on the basis of years of experience.

*These 1063 cases were distributed among 75 different SSN codes, none of which corresponded to any actual code. (e.g. 019, 045, 068, 538, etc.)

**N not given for security reasons.

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It is beyond the purpose of this report to study the relationship of AGCT and length of experience within given occupations. Our interest is (1) to maintain the reliability of the data by not rejecting cases unnecessarily and (2) to eliminate unnecessary steps in the processing of the data.

In order to determine the effect of number of years of experience upon the AGCT distributions for the various occupations studied in Survey #3, AGCT frequency and cumulative frequency distributions were obtained for every occupation defined by an SSN, according to the following groupings of years of experience: 0 years, 1 year or more, 0 + 1 years, 2 years or more, 0 + 1 + 2 years, 3 years or more. Table II presents the AGCT medians for all years, 1 year or more, 2 years or more, and 3 years or more, for all occupations where the number of cases in the group with 3 or more years of experience was 25 or over. The original AGCT distributions for each occupation, by years of experience, are available in the files of the Personnel Research Section for reference, but no further information is given in this report concerning them.

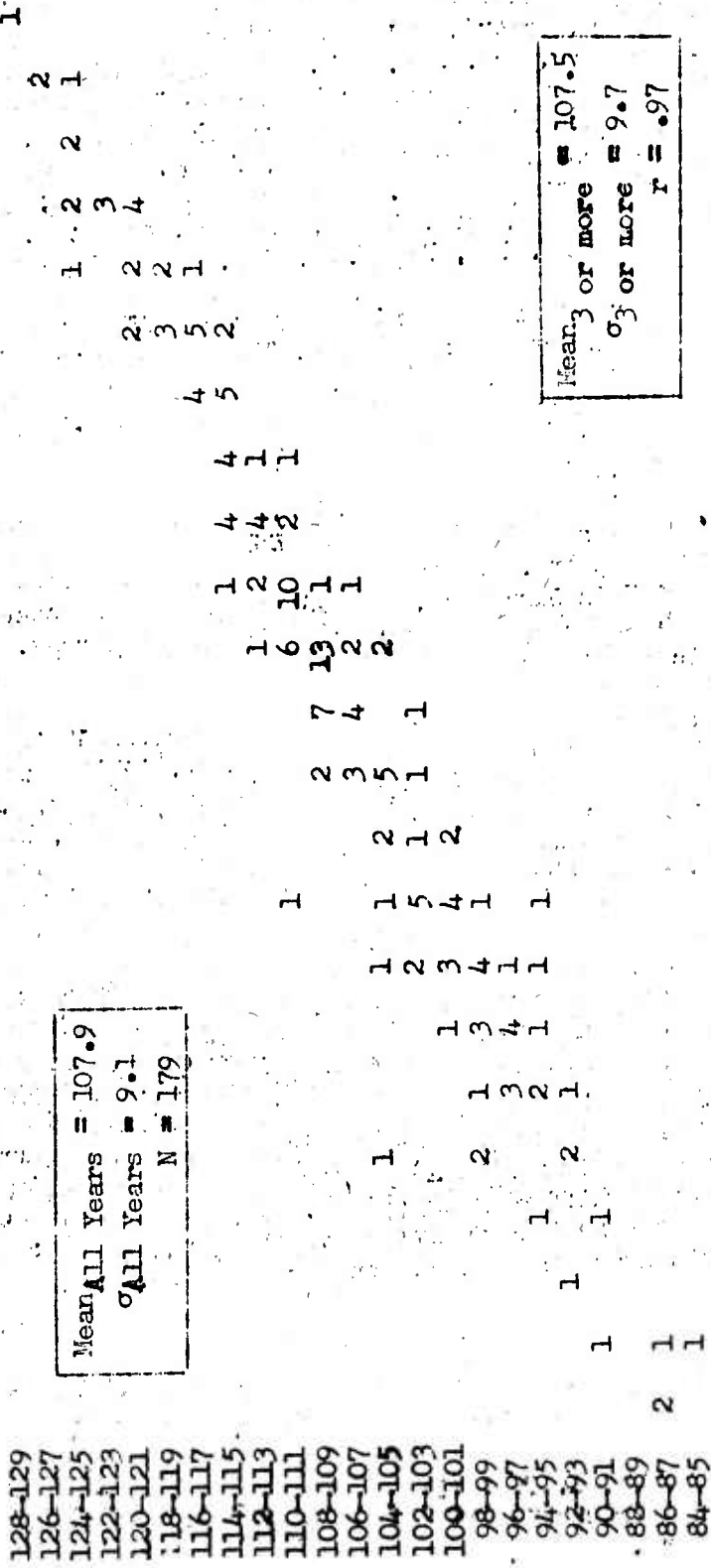
As may be seen from Table II,* only 35 occupations showed absolute differences of three or more score points in median AGCT between the total group and the group with 3 or more years of experience. Of these, about two thirds were occupations in which the latter group contained less than 50 cases, suggesting that the differences may well be accounted for by sampling errors. Some of the differences of 3 or more AGCT score points among the remaining third of the occupations probably do represent a real relationship of AGCT and length of experience; however, the relatively small number of such differences indicates that the final hierarchy will not be much affected by the inclusion of all cases. This conclusion is further strengthened by the near-perfect relationship between the AGCT rank order of the occupations based on all cases and that based on cases with 3 or more years of experience. The Pearson correlation between medians for the total group in each occupation and medians for the group in each occupation with 3 or more years of experience, as computed from the data in Table II, is .97. (The scatterplot showing this relationship is given in Figure 1). In the light of the slight relative differences and the small absolute differences, the AGCT occupational hierarchy and North-South differences were determined using all cases. The decision to ignore number of years of experience in obtaining the final hierarchy in no way implies that there is no relationship between number of years of experience and AGCT within some occupations. A different type of analysis is necessary to bring out such relationship as may exist.

*Because of the length of Table II, it is given on pages 33 through 41 at the end of this report, instead of being inserted here.

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SCATTERPLOT SHOWING RELATIONSHIP BETWEEN MEDIAN YEARS FOR MEN WITH ALL YEARS OF EXPERIENCE AND MEDIAN YEARS FOR MEN WITH THREE OR MORE YEARS OF EXPERIENCE, FOR ALL OCCUPATIONS WITH AT LEAST 25 CASES IN THE 3-OR-MORE YEARS OF EXPERIENCE CATEGORY



Median for Men With 3 or More Years of Experience

FIGURE 1

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C. Determination of the final hierarchy:

AGCT frequency and cumulative frequency distributions were obtained for every main civilian occupation defined by an SSN, regardless of size of group, according to the following geographical breakdown: North - 1st, 2nd, 3rd, 5th, 6th, 7th and 9th Service Commands; South - 4th and 8th Service Commands; Unknown - Service Command of residence not punched; and Total - including North, South, and Unknown. For every distribution, whether for North, South, Unknown, or Total, which contained at least 25 cases, medians were obtained; for every distribution, whether for North, South, Unknown, or Total, which contained at least 50 cases, P₁₀, P₂₅, P₅₀, P₇₅, P₉₀ and Q were obtained.

Table III* gives these figures for all SSN's with at least 25 cases, presented in order of median AGCT for the total distribution. All the original distributions, even those containing less than 25 cases, have been reproduced in full in the Appendix.** The alphabetical index prefatory to Table III gives the positional listing of each SSN in Table III in the column headed Rank and the page listing in the appendix in the column headed Page. Thus the index tells where in the hierarchy given in Table III each SSN appears, and where in the Appendix each SSN appears. If there were no white enlisted men representing a given SSN in Survey #3, the SSN is marked "no cases"; if an SSN contained too few cases for inclusion in the hierarchy, it is marked "insufficient cases."

It will be seen that in listing the various SSN's in the index and in all the tables in which they appear, SSN's now obsolete are given not by their new numbers, but by their old ones, and that SSN's now considered identical, but previously disparate, have not been combined. These groups were handled separately because the analysis given in Table IV showed that it would not be defensible to combine them.

There were twelve instances in these data where there were enough cases in both the obsolete SSN and in the new equivalent to furnish comparisons between the respective AGCT distributions. In nine of these twelve comparisons the difference in AGCT medians between the obsolete SSN and the new SSN to which it is convertible according to the table of equivalents (TM 12-426) is 6 or more; in four of the twelve the difference in median AGCT score is 10 or more; in one instance the medians differ by 12 points. In only three of the comparisons are the two medians as little as two scores apart; and in only one comparison are the medians one score apart.

*Because of their length, Table III and the Index to Table III are given on pages 43 through 79 at the end of this report, instead of being inserted here.

**This Appendix is given more limited distribution than the body of the report.

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TABLE IV

COMPARISON OF AGCT DISTRIBUTIONS FOR OBSOLETE SSN'S WITH DISTRIBUTIONS FOR THEIR PRESENT EQUIVALENTS AS GIVEN IN TM 12-426

Obsolete SSN		Converted to SSN:		AGCT Miles, Obsolete SSN						AGCT Miles, Equivalent SSN					
No.	Name	No.	Name	N	F 10	P 25	F 50	P 75	P 90	N	P 10	P 25	P 50	P 75	P 90
003	Photographic Technician, Aerial	154	Photographic Laboratory Technician	39			106			36					
031	Boilermaker, Layer-Out	030	Boilermaker	88	76	99	116	125	137	158	81	94	105	115	123
032	Boring Mill Operator	302	Machine Operator, Designated Machine	150	86	98	111	120	129	3044	77	89	103	114	123
101	Engine Lathe Operator	302	Machine Operator, Designated Machine	283	89	101	110	120	128	3044	77	89	103	114	123
180	Railway Mechanic, General	048	Car Mechanic, Railway	61	88	98	110	119	131	158	89	98	109	119	129
247	Typist	405	Clerk-Typist	75	102	112	121	128	139	616	101	110	119	126	134
300	Tool Designer	114	Machinist	29			120			617	86	99	110	120	127
300	Tool Designer	241	Tool Maker	29			120			147	92	101	112	123	129
357	Gas and Oil Man	316	Automobile Serviceman	61	75	85	95	111	124	1179	73	87	101	114	133
396	Student, Manual Arts	482	Student, High School, Vocational	60	87	99	109	121	132	504	85	96	108	115	124
397	Student, Mechanics	482	Student, High School, Vocational	66	93	105	115	122	128	504	85	96	108	115	124
404	Airplane Engine Service Mechanic	006	Airplane Engine Mechanic	52	99	105	114	119	131	79	80	94	108	120	129
475	Hatch Tender	271	Longshoreman	31			109			53	61	77	95	109	116

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V. INTERPRETATION AND DISCUSSION:

A. The Hierarchy:

For ease in interpretation, the data given in Table III have been presented graphically in Figures 2a and 2b for all cases with an N of at least 50. In the figures the existence of an AGOT hierarchy is clearly illustrated, as is also the fact that it is not an equally scaled hierarchy. Careful inspection reveals that the difference in medians between occupations which lie next to each other are much larger at the extremes of the range than they are in the middle section. There are many more SSN's with medians in the middle of the range than with medians at the extremes. The same is also true for differences between proximate groups with respect to the other percentile points that have been computed.

The non-linear character of the obtained hierarchy and the lack of equal spacing may be clearly brought into focus by cutting the total distribution of obtained medians into half-sigma intervals and observing how many occupations fall into each interval. This has been done in Table V.

As may be seen from Table V, no occupations have median AGOT scores which are more than 2.5 sigmas above the mean of all the medians, and no occupations have median AGOT scores which are more than 2.5 sigmas below the mean of all the medians. (This, however, does not imply that there are not significant differences present among the medians. See Table VII and the pertinent discussion for more concerning this point).

Six occupations have medians which fall between + 2.0 and + 2.5 sigmas above the mean of all the medians. These are all professional or administrative occupations, or students preparing for professional occupations.

Nine occupations have medians which lie between 1.5 and 2.0 sigmas above the mean of all the medians. These are all professional or administrative occupations, or professional students, with the exception of one highly skilled clerical occupation.

Twenty-one occupations have medians which lie between 1.0 and 1.5 sigmas above the mean of all the medians. These are skilled operators of clerical machines, high-order laboratory technicians, clerical workers in responsible jobs, inspectors, or semi-professionals such as draftsmen. One student group (sociology student) and two occupations commonly considered professional (pharmacist and reporter) appear in this group.

Thirty-five occupations have medians which fall between .5 and 1.0 sigma above the mean of all the medians. These consist largely of skilled mechanics and repairmen, skilled operators of machines such as linotype and radio, some laboratory technicians, and office clerks with less responsible positions. The cashiers which

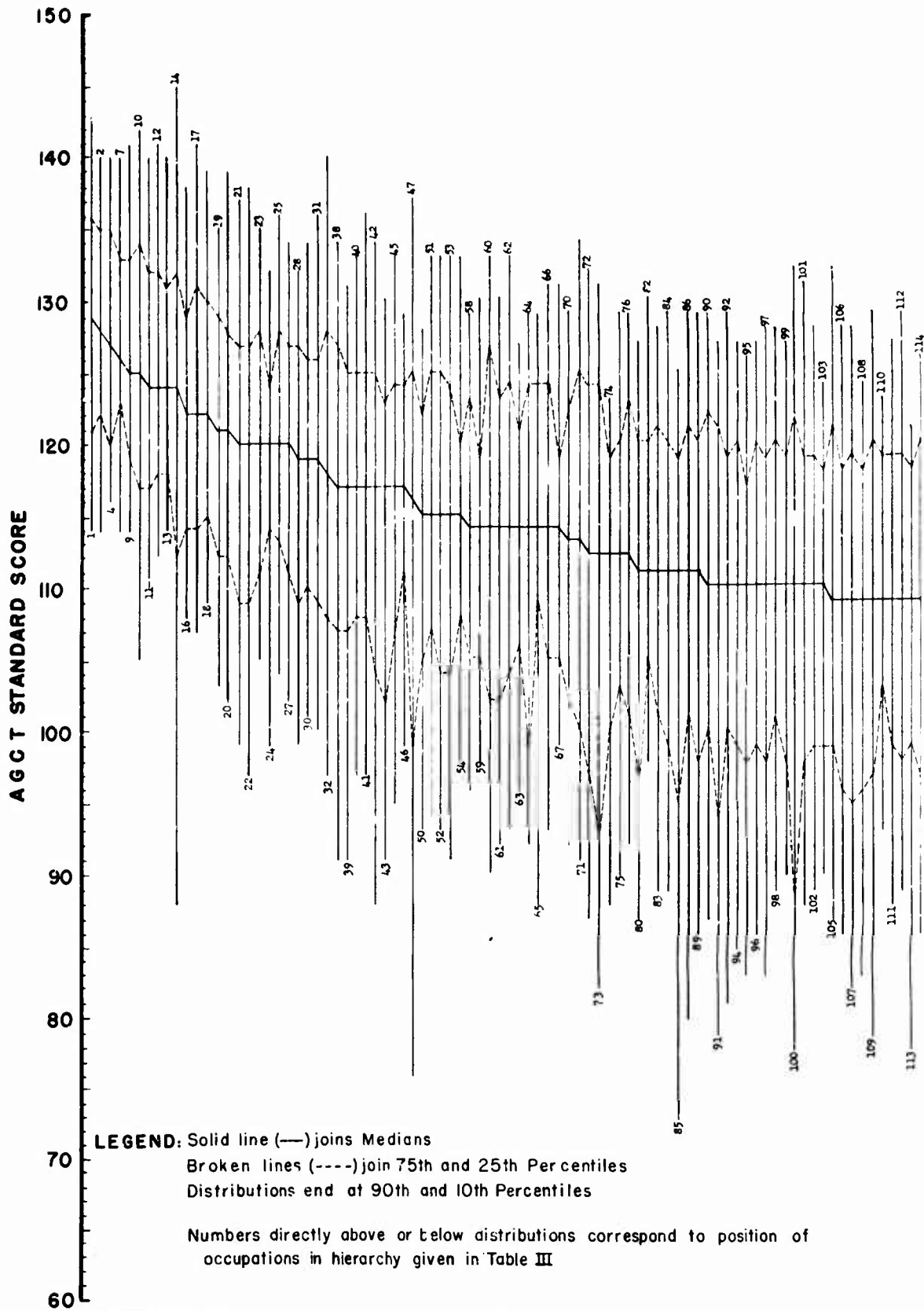
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FIGURE 2a

ARMY GENERAL CLASSIFICATION TEST DISTRIBUTIONS FOR ALL MAIN CIVILIAN
OCCUPATIONS WITH 50 CASES OR MORE

BASED ON WHITE ENLISTED MEN IN SURVEY TAKEN 30 JUNE 1944

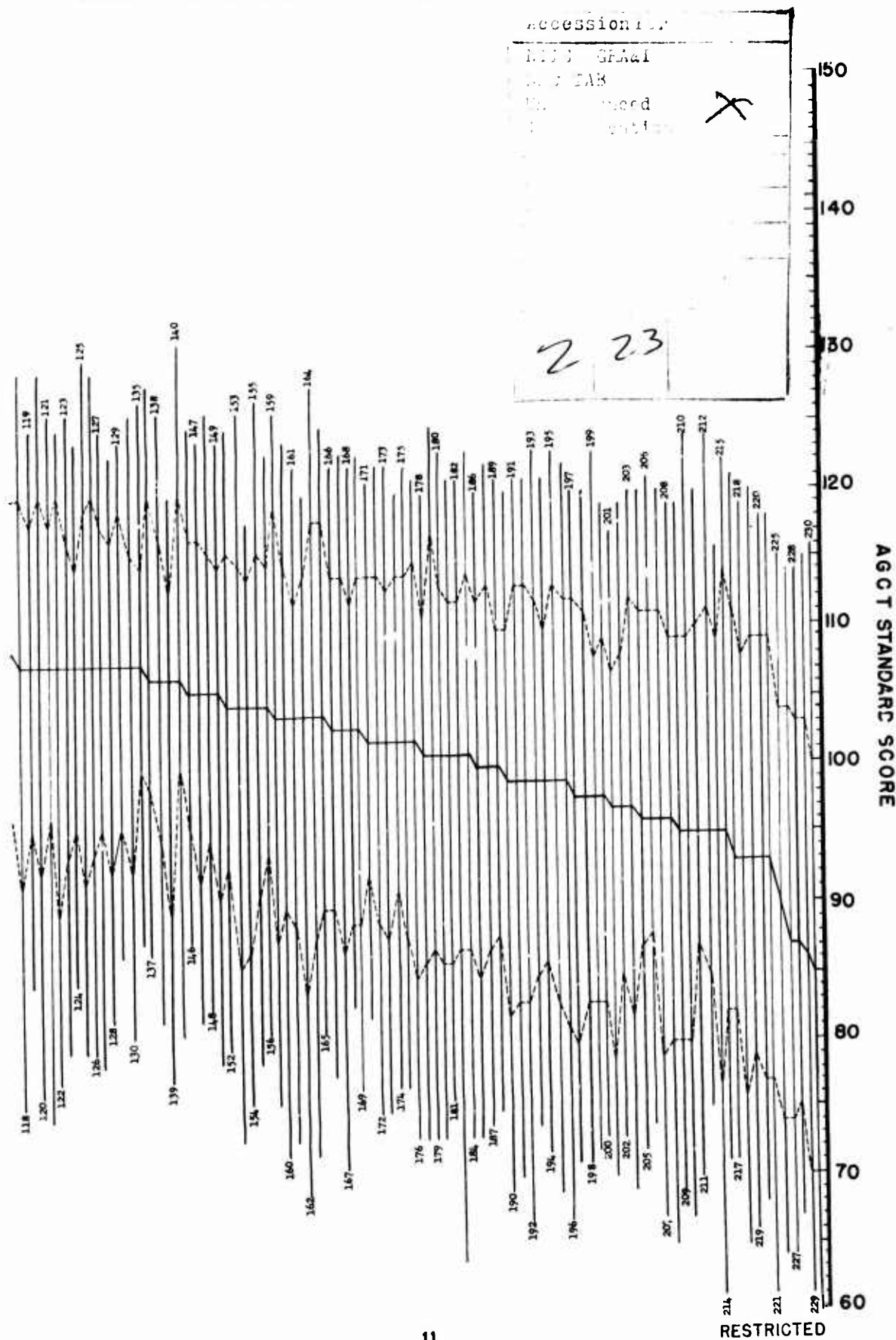


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FIGURE 2b

ARMY GENERAL CLASSIFICATION TEST DISTRIBUTIONS FOR ALL MAIN CIVILIAN
OCCUPATIONS WITH 50 CASES OR MORE
BASED ON WHITE ENLISTED MEN IN SURVEY TAKEN 30 JUNE 1944



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appear in this category are probably those with no bookkeeping responsibilities, the remainder probably having reported themselves as bookkeepers.

Forty-six occupations have medians which lie between the mean of all the medians and .5 sigma above the mean. Here are the bulk of mechanics, machine servicemen, machinists, lower-order technicians, salesclerks and shipping clerks, skilled craftsmen such as watch repairers and gunsmiths, stewards, and policeman.

Forty-eight occupations have medians which lie between the mean of all the medians and .5 sigma below the mean. These consist mostly of semi-skilled or even skilled workers in manufacturing industries such as foremen, welders, steel workers, sheet metal workers. Some mechanics and repairmen appear, as do some high school students, seamen, fire fighters and entertainers.

Twenty-four occupations lie between .5 and 1.0 sigma below the mean of all the medians. Here are chauffeurs, pipe fitters, plumbers carpenters, riggers -- semi-skilled workers engaged to a lesser extent in industrial occupations than were those who appeared in the category directly above.

Twenty-six occupations have medians which lie between 1.0 and 1.5 sigmas below the mean of all the medians. These are relatively unskilled or semi-skilled occupations, such as truck drivers, tractor drivers, upholsterers, crane operators, foundrymen.

Ten occupations lie between 1.5 and 2.0 sigmas below the mean. These are mostly unskilled occupations of various sorts, with the exception of control supervisors and geographers. The medians for these two occupations are unexpectedly low; coding errors, misclassification and selective deferment probably account for the results obtained.

Five occupations lie between 2.0 and 2.5 sigmas below the mean. These are unskilled laborers of various types, and farmers. The appearance of continuity writers in this group is inconsistent with the hierarchy as a whole and is probably due to inaccurate coding. Continuity writer has an SSN of 490, which is sufficiently similar to 590 (laborer) so that the 31 men who appear as continuity writers are probably incorrectly coded laborers.

In order to quantify further these observations concerning the hierarchy, frequency distributions for the 10th, 25th, 50th, 75th, and 90th percentile points were obtained, and the means and sigmas of these distributions were computed. These data are given in Table VI.

Table VI shows that there is an inverse relationship between the magnitude of the percentile and the inter-occupational variability of the AGCT scores corresponding to the percentile. For example, the standard deviation of the distribution of AGCT scores corresponding to the 10th percentile of the various occupational AGCT distributions is almost twice that of the corresponding distribution for the 90th percentile. This clearly demonstrates that although the occupations studied

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show relatively great variability with respect to their poorest* representatives, they show much less variability with respect to their best* representatives.

TABLE VI

MEANS AND SIGMAS OF DISTRIBUTIONS OF AGCT SCORES
CORRESPONDING TO THE 10TH, 25TH, 50TH, 75TH AND 90TH PERCENTILES
OF THE AGCT DISTRIBUTIONS FOR THE TOTAL GROUP IN EACH OCCUPATION

	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
Number**	172	172	230	172	172	172
Mean	83.9	95.8	108.3	118.5	127.1	11.3
Sigma	12.6	11.4	9.2	7.1	6.6	2.7

These facts concerning the lesser variability among occupations of the 10% making the highest AGCT scores and the greater variability of the 10% making the lowest AGCT scores illustrate well known conditions: (1) there is a tendency for entrance to occupations to be contingent on the possession of some minimum of the abilities measured by AGCT or similar tests, whereas there is no upper limit of ability imposed by the requirements of membership in an occupation; (2) many individuals in lower-level occupations could succeed in higher-level occupations so far as AGCT score alone is concerned; (3) possession of specific traits or aptitudes, opportunity, interest, and ambition are some of the factors that contribute to the findings. It would be of general psychological interest to determine whether those with high AGCT scores in lower-level occupations are occupationally maladjusted as current psychological theory would suggest they should be or whether within each occupation there are positions which require the skills reflected in AGCT score.

The higher occupations in the hierarchy which have representatives with very low AGCT scores are worth mention at this point. As can be seen from Figures 2a and 2b, the occupations of student, chemical engineer, auditor, boilermaker layer-out, dispatcher, motor vehicle, and steward have lower P₁₀'s than do other occupations at their median level. Whether the findings are owing to the greater importance of special aptitudes or conditions rather than to the possession of a minimum AGCT score, to peculiarities in the classification of these occupations, or to sampling, are problems for further study. It is probable that the explanation will be specific for each of the occupations mentioned.

*"Poorest" and "best" are defined only in terms of AGCT score and not in terms of proficiency in the occupation.

**P₅₀ obtained for all distributions with at least 25 cases; the other percentiles for all distributions with at least 50 cases.

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TABLE VII

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PROBABLE ERROR OF MEDIAN FOR CERTAIN VALUES OF Q AND N
 WHERE $P.E. \cdot \text{MEDIAN} = 1.253 \frac{Q}{\sqrt{N}}$

Value of N	Value of Q																								
	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5	10.0	10.5	11.0	11.5	12.0	12.5	13.0	13.5	14.0	14.5	15.0	15.5	16.0	16.5	17.0
25	1.25	1.38	1.50	1.63	1.75	1.88	2.00	2.13	2.26	2.38	2.51	2.63	2.76	2.88	3.01	3.13	3.26	3.38	3.51	3.63	3.76	3.88	4.01	4.13	4.26
50	.89	.97	1.06	1.15	1.24	1.33	1.42	1.51	1.59	1.68	1.77	1.86	1.95	2.04	2.13	2.22	2.30	2.39	2.48	2.57	2.66	2.75	2.84	2.92	3.01
75	.72	.80	.87	.94	1.01	1.07	1.16	1.23	1.30	1.37	1.45	1.52	1.59	1.66	1.74	1.81	1.88	1.95	2.03	2.10	2.17	2.24	2.31	2.39	2.46
100	.63	.69	.75	.81	.88	.94	1.00	1.07	1.13	1.19	1.25	1.32	1.38	1.44	1.50	1.57	1.63	1.69	1.75	1.82	1.88	1.94	2.00	2.07	2.13
150	.51	.56	.61	.66	.72	.77	.82	.87	.92	.97	1.02	1.07	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.59	1.64	1.69	1.74
200	.44	.49	.53	.58	.62	.66	.71	.75	.80	.84	.89	.93	.97	1.02	1.06	1.11	1.15	1.20	1.24	1.28	1.33	1.37	1.42	1.46	1.51
250	.40	.44	.48	.52	.55	.59	.63	.67	.71	.75	.79	.83	.87	.91	.95	.99	1.03	1.07	1.11	1.15	1.19	1.23	1.27	1.31	1.35
300	.36	.40	.43	.47	.51	.54	.58	.61	.65	.69	.72	.76	.80	.83	.87	.90	.94	.98	1.01	1.05	1.09	1.12	1.16	1.19	1.23
350	.33	.37	.40	.44	.47	.50	.54	.57	.60	.64	.67	.70	.74	.77	.80	.84	.87	.90	.94	.97	1.00	1.04	1.07	1.11	1.14
400	.31	.34	.38	.41	.44	.47	.50	.53	.56	.60	.63	.66	.69	.72	.75	.78	.81	.85	.88	.91	.94	.97	1.00	1.03	1.07
450	.30	.32	.35	.38	.41	.44	.47	.50	.53	.56	.59	.62	.65	.68	.71	.74	.77	.80	.83	.86	.89	.92	.95	.97	1.00
500	.28	.31	.34	.36	.39	.42	.45	.48	.50	.53	.56	.59	.62	.64	.67	.70	.73	.76	.78	.81	.84	.87	.90	.92	.95
750	.23	.25	.27	.30	.32	.34	.37	.39	.41	.43	.46	.48	.50	.53	.55	.57	.59	.62	.64	.66	.69	.71	.73	.75	.78
1000	.20	.22	.24	.26	.28	.30	.32	.34	.36	.38	.40	.42	.44	.46	.48	.50	.52	.53	.55	.57	.59	.61	.63	.65	.67
2000	.14	.15	.17	.18	.20	.21	.22	.24	.25	.27	.28	.29	.31	.32	.34	.35	.36	.38	.39	.41	.42	.43	.45	.46	.48
3000	.11	.13	.14	.15	.16	.17	.18	.19	.21	.22	.23	.24	.25	.26	.27	.29	.30	.31	.32	.33	.34	.35	.37	.38	.39
4000	.10	.11	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.26	.27	.28	.29	.30	.31	.32	.33	.34
5000	.09	.10	.11	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.26	.27	.28	.29	.30	.31	.32	.33
6000	.08	.09	.10	.11	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.26	.27	.28	.29	.30	.31	.32
7000	.08	.08	.09	.10	.11	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.26	.27	.28	.29	.30	.31
8000	.07	.08	.08	.09	.10	.11	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.26	.27	.28	.29	.30
9000	.07	.07	.08	.09	.10	.11	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.26	.27	.28	.29	.30
10000	.06	.07	.08	.09	.10	.11	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.26	.27	.28	.29	.30

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In the preceding discussion, the hierarchy has been accepted as experimentally determined. Actually, because of sampling errors, a repetition of this study upon data from another Machine Records survey might not yield exactly the same hierarchy. The question of how many AGCT scores apart the medians of two occupations need to be in order for a "true" difference to exist between them is one that cannot be given in unqualified terms, because of the fact that the hierarchy as given is composed of SSN's with wide differences in numbers of cases and wide differences in variability.

Table VII is given to facilitate interpretation of the differences between any SSN and any other. To use Table VII, enter the table with the corresponding value for Q and the next lower value for N, for the SSN under consideration. This will yield the approximate probable error of the median. The probable error of the difference between medians must now be computed by the formula: $\sqrt{P.E._A^2 + P.E._B^2}$.

If the difference between the medians is four times as large as the probable error of the difference, the chances are very good that a true difference in AGCT medians for the two occupations exists, and that it is in the direction observed. It must be stressed, however, that this does not mean that the actual magnitude of the true difference is the same as the magnitude of the obtained difference.

The presentation of Table VII implicitly stresses the fact that errors in sampling must not be ignored in interpreting the completed hierarchy. As is the case with all random samples, the AGCT distribution for any given SSN may - and a certain number of times will - contain a disproportionate number of high or low AGCT scores compared with the "true" distribution for the parent population.

The amount of variation of this sort to be expected is not, however, unduly large. Some indication of the variation which can be anticipated is furnished by a comparison of the medians obtained in Survey #2 and in Survey #3 for the eight occupations studied in both surveys. This is given in Table VIII. In working with the data from Survey #2, medians were obtained only for the northern and southern samples separately, and therefore this comparison is based only on figures for the northern samples of the eight occupations.

It can be seen from Table VIII that whereas northern heavy truck drivers are lower in AGCT median than northern cooks in Survey #2, in Survey #3 they are higher. Aside from this slight discrepancy in the rank order of AGCT medians for the northern samples of the eight occupations studied in both Survey #2 and Survey #3, the two sets of results agree rather closely with respect to relative position of the occupations. The absolute magnitude of the medians obtained in the two surveys as shown in Table VIII agree surprisingly well. Bookkeepers and cashiers were combined in Survey #2 and the median obtained there for the combined group, whereas the medians were obtained for bookkeepers and cashiers separately in Survey #3. The latter survey places bookkeepers above cashiers, which seems reasonable on logical grounds, but it yields an AGCT median for northern cashiers alone which is the same as that obtained for northern bookkeepers and

TABLE VIII

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COMPARISON OF MEDIANS FOR NORTHERN SAMPLES OF EIGHT OCCUPATIONS
COMMON TO MARCH AND JUNE, 1944, MACHINE RECORDS SURVEYS

Survey taken 30 March 1944			Survey taken 30 June 1944				
Name	Code (USES)	No. of Cases	Median	Name	Code (SSN)	No. of Cases	Median
Bookkeepers and Cashiers	101.0, 101.3, 101.4, 101.5, 101.9	406	119.1	Bookkeeper, General Cashier	350 269	221 122	124 119
General Office Clerks	105.0	653	118.6	Clerk, General	055	1645	118
Sales Clerks	170.1	801	109.0	Sales Clerk	373	1767	110
Auto Mechanics	581.0, 581.1, 581.2, 581.4, 581.6, 581.9	768	103.6	Automotive Mechanic	014	1262	104
Cooks	226.0, 226.1, 226.2, 226.3, 226.4, 226.5, 226.6, 226.9	335	99.1	Cook	060	501	98
Heavy Truck Drivers	736.2	1110	97.1	Truck Driver, Heavy	245	2754	99
Laborers	all 8 and 9	1780	92.4	Laborer	590	6127	96
General Farm Hands	316.1, 316.2	572	86.8	Farmer	499	3850	90

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cashiers combined in Survey #2. This does not seem reasonable, but then, medians for combined groups are not in any sense to be considered as the average of the medians for the subgroups.

The median for northern general clerks obtained in Survey #3 agrees well with that obtained for northern general office clerks in Survey #2; the same is true of the medians for northern sales clerks found in the two surveys. The medians for northern auto mechanics and northern cooks are within one AGCT score point of each other in the two surveys, and the medians for northern heavy truck drivers are within two AGCT score points of each other. There is a discrepancy of four AGCT score points in the medians obtained for northern farmers in the two surveys which may be explained on the grounds that the Survey #2 median is for general farm hands, whereas the Survey #3 median is for farmers. In the case of northern laborers there is also a discrepancy of approximately four AGCT score points in the medians from the two surveys which may similarly be explained by differences in occupational classification in the two codes.

The comparison of medians obtained for the two surveys shows that differences occur both in absolute and relative values, the former being more significant than the latter. It is indicated that, although variation in obtained medians is to be expected from sample to sample, this variation is not so great as to shift a given occupation very far along the hierarchy scale.

As a corollary to the finding that the interoccupational differences in P_{10} 's are much greater than those in P_{90} 's, and the interoccupational differences in P_{25} 's are greater than those in P_{75} 's, and directly related thereto, is the finding that intraoccupational variability in AGCT score (as measured by the semi-interquartile range) is not constant throughout the hierarchy, but increases markedly as one goes from the higher-level to the lower-level occupations.

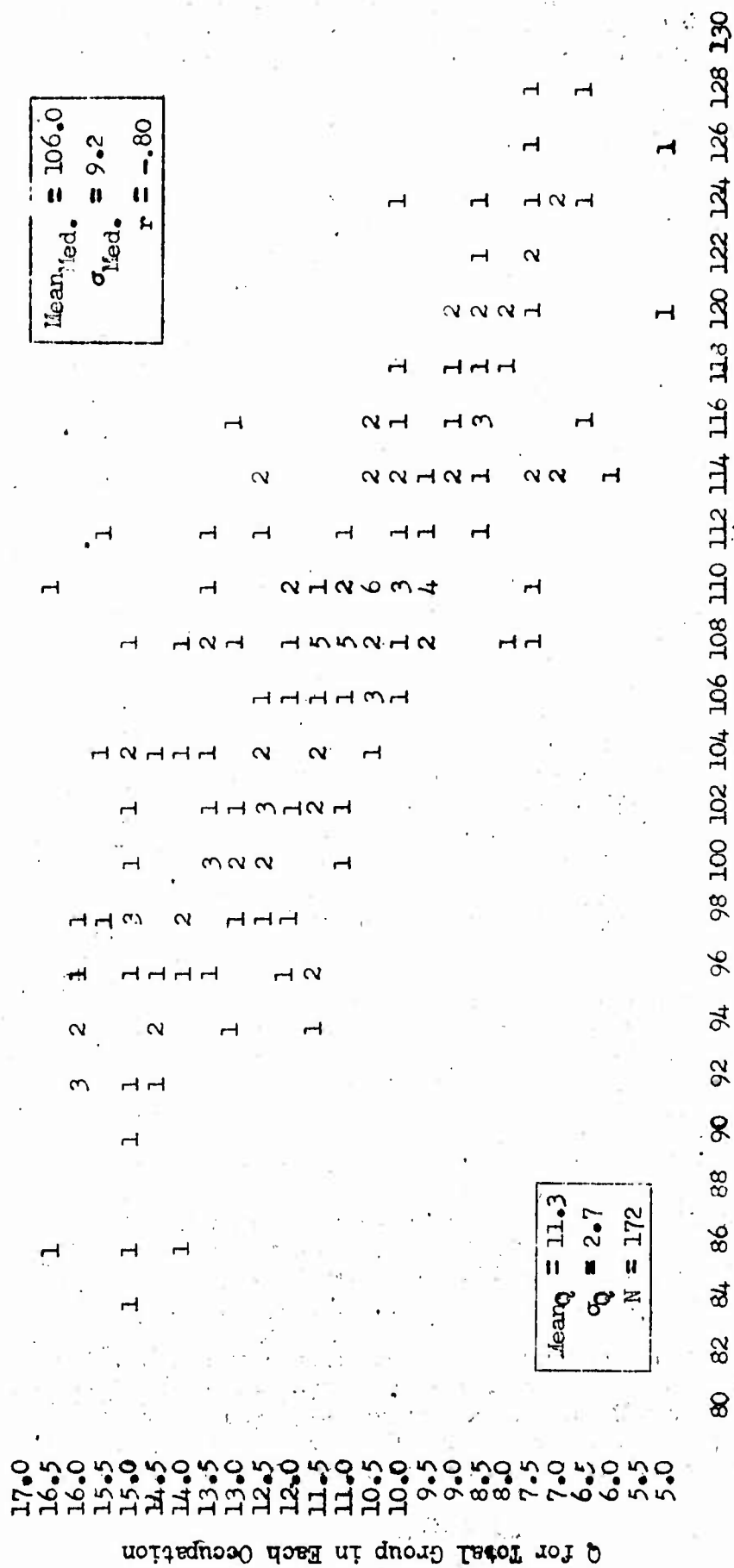
This relationship is obvious from Figures 2a and 2b, but in order to quantify it, the scatterplot between Q and AGCT median for each occupation was obtained, and the correlation between Q and AGCT median computed. The scatterplot is given in Figure 3. The correlation of $-.80$ indicates that the lower-level occupations show more variability than the higher-level ones. This relationship between variability and position in the hierarchy reflects the findings concerning the respective spreads in P_{10} , P_{25} , P_{50} , P_{75} , and P_{90} . It brings out again the fact that while lower AGCT limits - with some few exceptions - exist for the higher-level occupations, there is little tendency for upper AGCT limits to exist for the lower-level occupations.

This point may perhaps be even better demonstrated by a specific example. Accountants, the highest of all occupations with respect to median AGCT score, and lumberjacks, the lowest of all occupations with respect to median AGCT score, represent the most extreme occupational differences obtained in this study. Nevertheless,

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SCATTERPLOT SHOWING RELATIONSHIP BETWEEN MEDIAN AND Q
FOR TOTAL GROUP, IN ALL OCCUPATIONS WITH AT LEAST 50 CASES



Median for Total Group in Each Occupation

FIGURE 3

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the highest 10% of the lumberjacks are no lower in AGCT score than the lowest 10% of the accountants (P_{90} , lumberjacks - 116; P_{10} , accountants - 114).

Of all the occupations studied, that with the highest P_{10} (116) was student, medicine. There are only four occupations with P_{90} 's lower than this: farmer (115), section hand, railway (115), ~~miner~~ (114), teamster (114). Aside from the occupations mentioned, there were none, among all those studied, where no overlapping whatsoever occurred, even if only the range from P_{90} to P_{10} was considered.

A man with an AGCT score of 100 would be below the 10th percentile in only 18 of the occupations where all five percentile points are known, and would be above the 90th percentile for none of the occupations where all five percentile points are known.

For counselling, these facts have the following implications:

1. In general it may be said that, the more restricted the range of AGCT scores for a given occupation, the more important a part does verbal and numerical ability play in that occupation. The less restricted the range, the greater the relative importance of factors other than ability of the verbal and numerical sort.

2. The facts concerning variability of distributions make it possible for a counsellor to tell a man with a low AGCT score that it is questionable whether he should attempt to enter some given high-level occupations. However, they do not enable him to tell a man with a high AGCT score that he should not go into any given low-level occupation. The latter sort of counselling must be given on grounds other than those afforded by the distributions obtained here.

3. The position of an individual in the distribution for any given occupation must be taken into account in counselling him into or away from that occupation. It may be more satisfying to some individuals to be among the most able* in a relatively low-level occupation than to be among the least able* in a relatively high-level occupation. Pecuniary considerations, indoor or outdoor nature of the work involved in each case, and other factors such as these must all be considered in counselling.

B. North-South Differences:

Table IX presents a comparison of medians for northern and southern samples for those occupations in which both samples contained at least 50 cases, giving the difference between medians in each case and the probable error of the difference. For the 33 occupations compared, the median for the North is higher than that for the South in the case of every occupation but one (clerk-typists) in which the two medians are the same (both 119). Twelve of these North-South differences in medians are not significant, but 21 are significant,

*With respect to the abilities measured by AGCT.

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TABLE IX

COMPARISON OF MEDIANS FOR NORTH AND SOUTH IN OCCUPATIONS
WITH AT LEAST 50 CASES IN BOTH NORTHERN AND SOUTHERN SAMPLES

	R*	Number	AGCT Med.	Diff. (N-S)	SE** Diff.	C.R.
327 Teacher	N S	278 69	126 121	5	1.53	3.3
350 Bookkeeper, General	N S	221 67	124 119	5	1.47	3.4
052 Chief Clerk	N S	231 57	123 120	3	1.77	1.7
405 Clerk-Typist	N S	503 94	119 119	0	—	—
055 Clerk, General	N S	1645 342	118 115	3	.68	4.4
321 Salesman	N S	667 169	117 110	7	1.18	5.9
352 Store Manager	N S	293 72	116 108	8	1.69	4.7
480 Student, High School, Academic	N S	2060 469	114 108	6	.75	8.0
195 Shipping Clerk	N S	336 59	112 103	9	2.16	4.2
324 Stock Clerk	N S	660 100	111 104	7	1.50	4.7
001 Photographer, Aerial	N S	488 109	110 108	2	1.70	1.2
373 Sales Clerk	N S	1767 506	110 102	8	.79	10.1
078 Electrician	N S	334 76	110 105	5	1.87	2.7
186 Receiving or Shipping Checker	N S	749 109	109 111	2	1.40	1.4
010 Not Elsewhere Classified	N S	11,642 2284	109 99	10	.50	20.0
037 Meat Cutter	N S	566 107	108 104	4	2.03	2.0

*R - Residence at time of induction. Service Commands grouped as follows: North - 1st, 2nd, 3rd, 5th, 6th, 7th and 9th; South - 4th, 8th; cases where Service Command of residence is unknown are not included.

**Probable error of each median computed from Table VII.

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TABLE IX (ctd.)

	R	Number	AGOT Med.	Diff. (N-S)	P.E. Diff.	C.R.
201 Sheet Metal Worker	N S	359 85	109 103	6	1.75	3.4
255 Welder, Electric Arc	N S	372 88	105 92	13	1.95	6.7
164 Plumber	N S	162 52	105 87	18	3.05	5.9
302 Machine Operator	N S	2679 216	104 88	16	1.37	11.7
014 Automotive Mechanic	N S	1262 364	104 97	7	1.02	6.9
050 Carpenter, General	N S	664 292	104 94	10	1.28	7.8
316 Automobile Serviceman	N S	853 255	102 96	6	1.24	4.8
344 Chauffeur	N S	281 61	102 93	9	2.35	3.8
244 Tractor Driver	N S	698 229	101 88	13	1.47	8.8
144 Painter, General	N S	542 120	101 90	11	1.98	5.6
049 Packer, Supplies	N S	148 54	99 98	1	2.51	.4
245 Truck Driver, Heavy	N S	2754 601	99 89	10	1.01	9.9
060 Cook	N S	501 131	98 91	7	1.92	3.6
345 Truck Driver, Light	N S	2921 875	97 86	11	.70	15.7
590 Laborer	N S	6127 1323	96 79	17	.61	27.8
235 Teamster	N S	180 92	89 80	9	2.20	4.1
499 Farmer	N S	3850 3422	90 79	11	.50	22.0

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and some extremely so. The absolute values of the medians for northern and southern samples of the same occupation do differ, and in some cases with a high degree of statistical certainty.

This same conclusion is reached when the differences in medians between northern and southern samples for all occupations containing at least 25 cases in each sample are scrutinized. The northern median is found to be higher than the southern for all occupations except five: clerk-typists, already mentioned in the previous paragraph; receiving or shipping checkers, with the median for the North, 109, for the South, 111; railway brake inspectors, with the median for the North, 114, for the South, 115; well drillers, with the median for the North, 91, for the South, 99; and construction foremen, with the median for the North, 103, for the South, 107. (Figures are taken from Table III.) These differences can all be accounted for as sampling errors; none of them are as large as four times their probable error. (For samples with an N of less than 50, no Q values were obtained, an estimated Q of 10 being used to determine the probable error of the median.)

The relative rank order of occupations, based on northern and southern samples, is also not the same for both. This information is given in Figure 4, which presents the scatterplot between medians for North and South for all 66 occupations where both medians were available. The correlation between medians is .90, showing that on the whole the same relative rank order of occupations holds for North and South, but that it is not identical for the two.

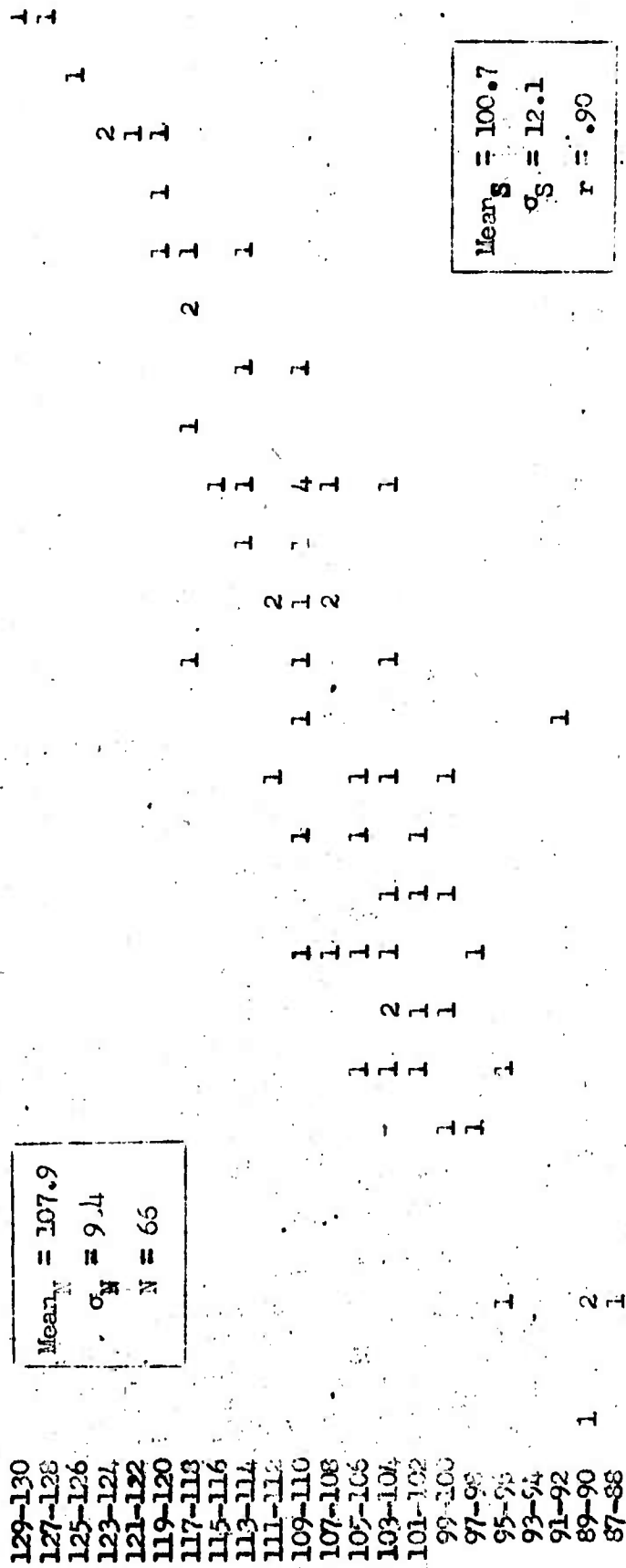
Figure 5 shows graphically the northern and southern AGCT hierarchy for the 33 occupations where both the northern and southern samples each contained at least 50 cases. These occupations appear in Figure 5 in descending order of the AGCT median rank for the total population within each SSN. Even for these 33 occupations, it is apparent that the AGCT median rank order is not the same for North and South, although it is close. Figure 5 also shows that, while the line of medians for the northern samples is S-shaped and very similar to that for the total group, the line of medians for the South is quite jagged. Since the northern samples in most SSN's account for a much larger proportion of the total than do the southern, it is not surprising to find that the line of medians for the northern samples is very similar to that for the total. The irregularity of the southern line is most likely a function of the number of cases involved. It may also be seen in Figure 5 that there is a slight tendency for occupational North-South differences to increase as the position of the occupation in the hierarchy decreases. The scatterplot showing this relationship is given in Figure 6. The correlation is $-.38$.

The semi-interquartile range is also not the same for the northern and southern samples of each occupation. To afford a comparison of North-South differences in variability, Q for North was plotted against Q for South for each SSN where both were obtainable. The scatterplot is given in Figure 7. The correlation is .73, showing that although the variabilities for the various occupations are similar for North and South; they are by no means identical.

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FIGURE 4

SCATTERPLOT SHOWING RELATIONSHIP BETWEEN LEADLINS
FOR NORTHERN AND SOUTHERN SAMPLES IN THE SIXTY-SIX
OCCUPATIONS WHERE BOTH WERE AVAILABLE

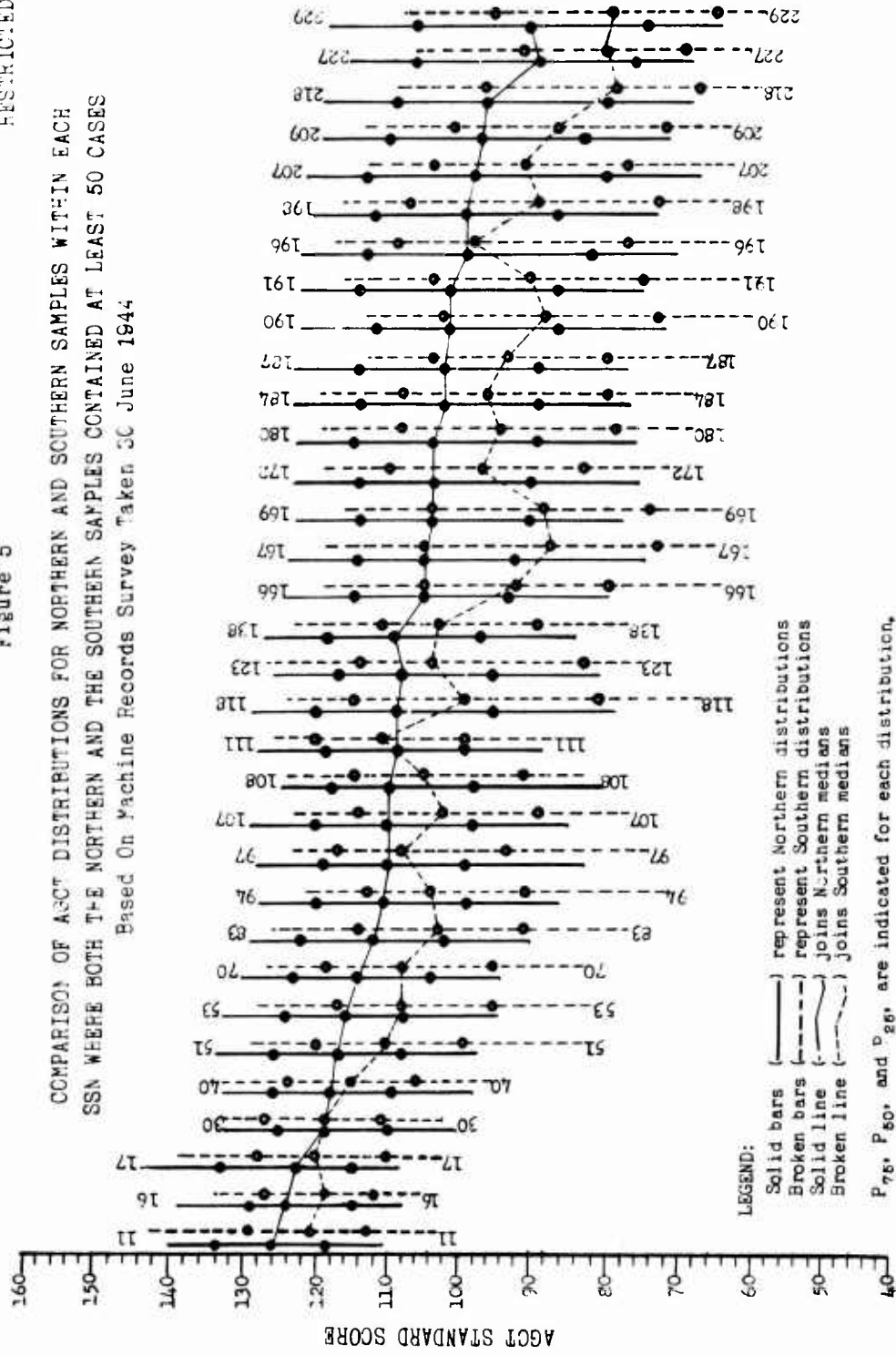


Median for Northern Sample

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Figure 5

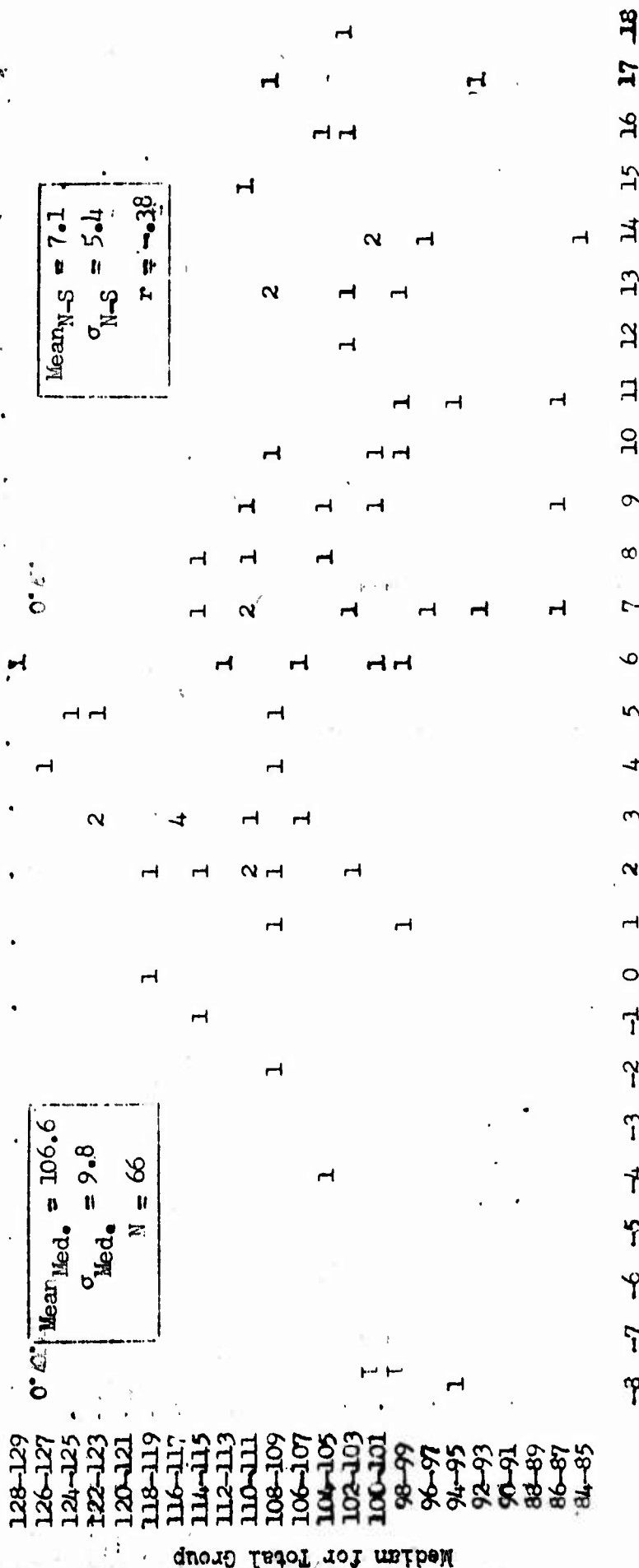
COMPARISON OF AGCT DISTRIBUTIONS FOR NORTHERN AND SOUTHERN SAMPLES WITHIN EACH
 SSN WHERE BOTH THE NORTHERN AND THE SOUTHERN SAMPLES CONTAINED AT LEAST 50 CASES
 Based On Machine Records Survey Taken 30 June 1944



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SCATTERPLOT SHOWING RELATIONSHIP BETWEEN MEDIAN FOR NORTHERN
SAMPLE MINUS MEDIAN FOR SOUTHERN SAMPLE AND MEDIAN FOR TOTAL GROUP,
FOR ALL OCCUPATIONS WHERE MEDIANS FOR NORTH AND SOUTH WERE AVAILABLE



Median for Northern Sample Minus Median for Southern Sample

FIGURE 6

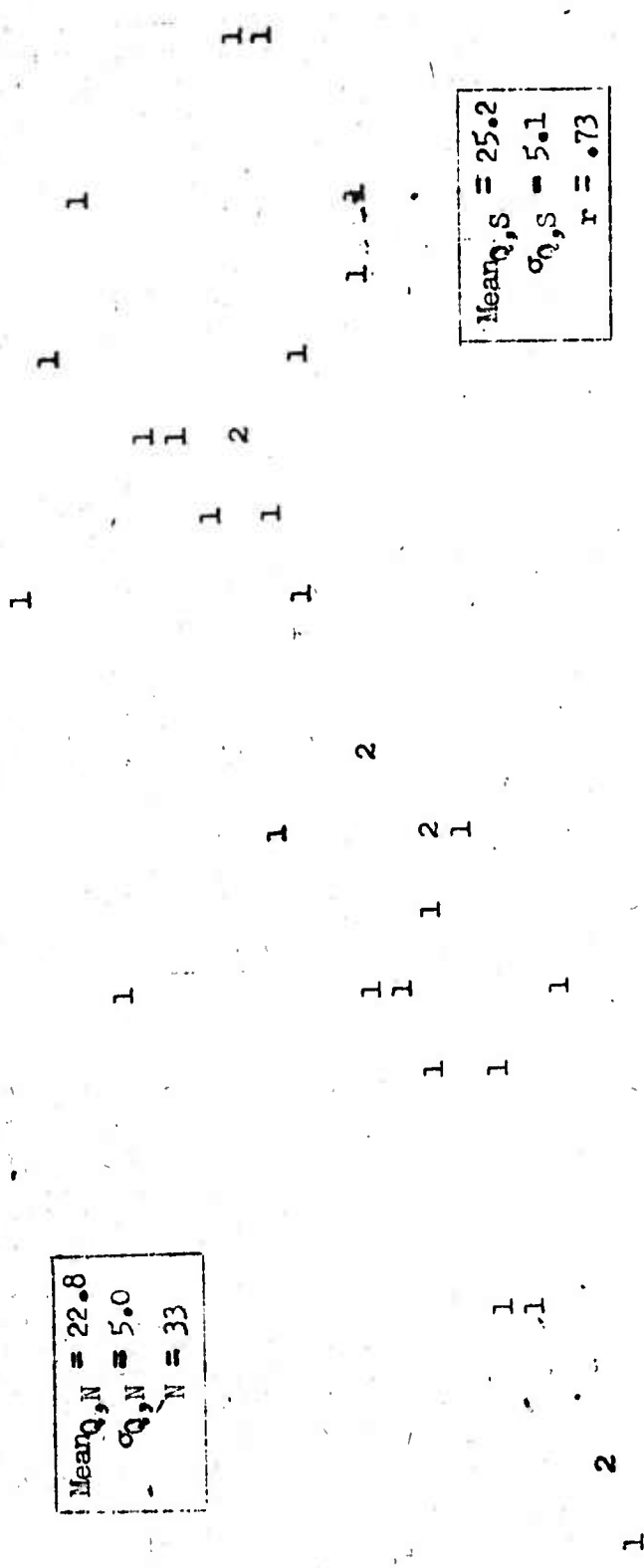
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SCATTERPLOT SHOWING RELATIONSHIP BETWEEN Q FOR NORTHERN SAMPLE AND Q FOR SOUTHERN SAMPLE, FOR ALL OCCUPATIONS WHERE Q'S FOR NORTH AND SOUTH WERE AVAILABLE

16.5
16.0
15.5
15.0
14.5
14.0
13.5
13.0
12.5
12.0
11.5
11.0
10.5
10.0
9.5
9.0
8.5
8.0
7.5
7.0

Mean Q_N = 22.8
σ_{Q,N} = 5.0
N = 33



Q for Southern Sample

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Table X gives a comparison of the means and sigmas for P₁₀, P₂₅, P₅₀, P₇₅, P₉₀, and Q for the northern and southern samples. For each percentile point studied, the mean value is greater for the northern than for the southern samples. However, the mean value of Q is greater for the southern than for the northern samples, showing the southern distributions to be more variable than the northern distribution within each SSN, or intraoccupationally. It is also interesting to notice that for every distribution of percentile points obtained, and for the distribution of Q, the southern samples have a larger standard deviation than do the northern. Thus, both intraoccupationally and interoccupationally, the southern samples of each SSN are less homogeneous than the northern.

TABLE X

MEANS AND SIGMAS OF DISTRIBUTIONS OF AGCT SCORES
CORRESPONDING TO THE 10TH, 25TH, 50TH, 75TH AND 90TH
PERCENTILES OF THE AGCT DISTRIBUTIONS FOR THE NORTHERN
AND SOUTHERN SAMPLES IN EACH OCCUPATION

	P ₁₀		P ₂₅		P ₅₀		P ₇₅		P ₉₀		Q	
	N	S	N	S	N	S	N	S	N	S	N	S
Number*	147	33	147	33	211	65	147	33	147	33	147	33
Mean	85.0	74.4	96.9	86.3	109.3	100.8	119.4	111.4	127.8	121.6	11.2	13.1
Sigma	12.1	13.8	10.8	13.6	8.9	12.2	7.0	9.6	6.6	8.5	2.4	2.6

VI. CONCLUSIONS:

This report has presented certain relationships between AGCT and occupation, as defined by the SSN code for civilian occupational specialty, based on white enlisted men in Machine Records Survey taken 30 June 1944. The selective effects of deferment, rejection, commissioning of officers directly from civilian life, and discharge must be kept in mind in interpreting the findings. It is clear that such effects are considerable. Notably at the higher occupational levels, men possessing such skills are not adequately represented among an enlisted population. Adjustments in the hierarchy on the basis of information for civilian populations will need to be made prior to interpreting the results outside the Army setting. Despite such limitations, this study represents the most complete data on the relationship of AGCT to civilian occupations yet collected. It yields the following conclusions:

1. With respect to the AGCT hierarchy:

a. Consistent with previous studies, there is a clear occupational hierarchy with respect to AGCT.

*P₅₀ obtained for all distributions with at least 25 cases; the other percentiles for all distributions with at least 50 cases.

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b. Sampling errors will affect the position of occupations within narrow ranges of the hierarchy, but it is unlikely that major shifts will occur on this basis.

c. Occupations are not equally spaced along the hierarchy, AGOT medians for all occupations tending towards a normal rather than a rectilinear distribution.

2. With respect to variability:

a. There is a substantial relationship between position in the hierarchy and AGOT variability within occupations, the lower-level occupations showing the greatest variability.

b. The restriction in variability for the upper-level occupations is primarily owing to the absence of low AGOT scores. High AGOT scores do appear for the lower-level occupations.

3. With respect to North-South differences:

a. There are consistent and frequently large differences in median AGOT for northern and southern samples of the occupational groups.

b. The occupational hierarchy for the two samples is similar but not identical. Some of the differences may be accounted for by the unreliability of the data for the southern samples.

c. The tendency for North-South difference to be related to position in the hierarchy is slight.

4. With respect to implication for separation counseling:

a. If properly interpreted, the findings of the present study can be of considerable usefulness in separation counseling.

b. Approximate lower limits for AGOT scores can be utilized for guidance away from some of the higher level occupations.

c. Upper limits for lower-level occupations cannot be established. Guidance away from such occupations must take into account other types of information in addition to the possession of a high AGOT score.

d. For positive guidance toward any occupation, the AGOT score must be supplemented by information of a different sort than that obtained in this study.

e. For guidance purposes, a man's position relative to the AGOT distribution for a given occupation is likely to be of more importance than the absolute magnitude of his AGOT score.

VII. TECHNICIAN:

Responsible for Statistical Analysis and Preparation of Report -
Naomi Stewart, Ph.D., Personnel Technician.

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TABLE II

RELATIONSHIP OF AGCT MEDIANS
AND YEARS OF OCCUPATIONAL EXPERIENCE

OCCUPATION AND SSN	N*	YEARS OF EXPERIENCE			
		ALL YEARS	1 OR MORE	2 OR MORE	3 OR MORE
Photographer, Aerial (001)	300	110	110	110	110
Brake Inspector, Railway (005)	73	114	114	115	118
Airplane Engine Mechanic (006)	32	103	103	106	103
Airplane and Engine Mechanic (008)	36	114	114	114	112
Not Elsewhere Classified (010)	6999	103	107	107	106
Gunsmith (011)	29	112	112	111	111
Electrician, Automotive (012)	36	108	108	108	103
Diesel Mechanic (013)	27	107	107	106	110
Automotive Mechanic (014)	1194	102	102	102	102
Laboratory Technician, V-mail or Microfilm (016)	37	110	111	110	110
Baker (017)	259	99	99	99	97
Bandloader (020)	46	114	114	117	117
Musician, Instrumental (021)	142	112	112	112	111
Barber (022)	151	93	93	93	93
Blacksmith (024)	102	102	103	102	101
Tool Dresser (026)	29	115	115	118	118
Blaster or Powderman (027)	44	102	102	100	101
Blueprinter or Photostat Operator (028)	28	113	113	111	108
Boilermaker (030)	76	105	105	104	104

*N for group with 3 or more years of experience.

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TABLE II (ctd.)

OCCUPATION AND SSN	N*	YEARS OF EXPERIENCE			
		ALL YEARS	1 OR MORE	2 OR MORE	3 OR MORE
Boilermaker, Layer-Out - obs. (031)	53	116	116	119	120
Boring Mill Operator - obs. (032)	81	111	111	114	114
Brakeman, Railway (033)	61	105	105	104	108
Bricklayer (034)	138	102	102	101	99
Carpenter, Heavy Construction (035)	45	112	112	115	115
Meat Cutter (037)	539	103	108	107	106
Cabinet Maker (038)	86	108	108	108	108
Automobile Body Repairman (040)	88	105	105	101	105
Car Mechanic, Railway (048)	104	109	108	109	109
Packer, Supplies (049)	145	99	99	96	93
Carpenter, General (050)	704	101	101	101	101
Chief Clerk (052)	238	122	122	122	123
Clerk, General (055)	1044	117	118	118	118
Postal Clerk (056)	224	119	119	120	119
Foreman, Construction (059)	162	104	104	105	105
Cook (060)	489	96	96	95	94
Cook's Helper (062)	26	110	108	108	108
Crane Operator (063)	61	96	96	95	95
Power Shovel Operator (064)	33	106	106	106	108
Seaman (065)	40	104	102	101	93
Dental Laboratory Technician (067)	50	110	110	112	110

*N for group with 3 or more years of experience.

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TABLE II (ctd.)

OCCUPATION AND SSN	N*	YEARS OF EXPERIENCE			
		ALL YEARS	1 OR MORE	2 OR MORE	3 OR MORE
Draftsman (070)	60	120	120	120	122
Draftsman, Mechanical (071)	40	120	120	119	118
Electrician (078)	265	109	109	109	108
Embalmer (079)	36	114	114	114	113
Stationary Fireman (084)	76	95	95	94	96
Heat Treater (090)	31	108	108	108	108
Horse Breaker (093)	76	97	97	98	97
Installer-Repairman, Telephone and Telegraph (097)	30	115	115	117	117
Geologist (099)	32	114	113	116	116
Structural Steel Worker (100)	63	104	103	104	101
Engine Lathe Operator - obs. (101)	61	110	110	110	108
Foreman, Laundry (102)	32	107	107	107	107
Laundry Machine Operator (103)	75	93	94	93	93
Addressing-Embossing Machine Operator (105)	43	119	119	119	119
Linotype Operator (106)	32	116	116	116	119
Locomotive Fireman (111)	37	108	108	109	108
Woodworking-Machine Operator (113)	117	100	100	100	99
Machinist (114)	363	110	110	110	110
Meat or Dairy Inspector (120)	26	118	118	117	120
Utility Repairman (121)	212	105	105	105	103

*N for group with 3 or more years of experience.

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TABLE II (ctd.)

OCCUPATION AND SSN	N*	YEARS OF EXPERIENCE			
		ALL YEARS	1 OR MORE	2 OR MORE	3 OR MORE
Student, Medicine (122)	52	127	127	127	127
Steward (124)	59	111	111	110	109
Electroplater (125)	40	107	107	108	109
Millwright (127)	43	104	104	101	99
Foundryman (129)	71	99	99	98	101
Animation Artist (130)	63	99	99	99	98
Projectionist, Motion Picture (137)	62	110	108	108	108
Motorcycle Mechanic (138)	26	115	117	117	117
Painter, Automobile (143)	49	98	98	99	99
Painter, General (144)	527	99	99	99	99
Painter, Sign (145)	70	110	110	110	111
Pharmacist (149)	60	121	121	121	121
Photographer (152)	45	114	114	114	113
Photographer, Portrait (155)	25	112	112	112	112
Pipe Fitter (162)	96	101	101	101	101
Steam Fitter (163)	32	107	107	107	107
Plumber (164)	154	103	103	102	104
Lineman, Power (165)	53	101	101	104	102
Printer (168)	153	111	111	112	112
Job Pressman (169)	82	106	106	105	105
Engineering Aide (170)	46	108	108	108	105
Radio Repairman (174)	114	117	117	115	117

*N for group with 3 or more years of experience.

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TABLE II (ctd.)

OCCUPATION AND SSN	N*	YEARS OF EXPERIENCE			
		ALL YEARS	1 OR MORE	2 OR MORE	3 OR MORE
Railway Mechanic, General - obs. (180)	36	110	110	111	110
Receiving or Shipping Checker (186)	410	109	109	110	110
Rodman and Chainman, Surveying (191)	34	111	110	102	101
Salvage Man (194)	27	105	105	105	108
Shipping Clerk (195)	235	111	111	113	112
Section Hand, Railway (199)	166	90	90	88	86
Sewing Machine Operator (200)	62	98	98	98	97
Sheet Metal Worker (201)	199	107	107	107	106
Packing Case Maker (203)	30	101	101	99	98
Shoe Repairman (204)	102	93	94	94	94
Statistical Clerk (212)	37	125	125	124	125
Stenographer (215)	110	122	122	122	122
Stonemason (214)	26	97	97	99	99
Student, Chemical Engineering (221)	28	125	124	124	120
Surveyor (227)	26	114	114	115	114
Survey and Instrument Man (228)	25	117	117	117	119
Tailor (234)	58	97	97	96	96
Teamster (235)	248	87	87	87	87
Lineman, Telephone and Telegraph (238)	34	109	109	108	109
Tire Rebuilder (240)	38	105	105	108	104

*N for group with 3 or more years of experience.

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TABLE II (ctd.)

OCCUPATION AND SSN	N*	YEARS OF EXPERIENCE			
		ALL YEARS	1 OR MORE	2 OR MORE	3 OR MORE
Tool Maker (241)	87	112	112	112	112
Tractor Driver (244)	691	99	99	98	98
Truck Driver, Heavy (245)	2468	98	98	97	97
Typist - obs. (247)	33	121	122	123	123
Upholsterer (248)	77	96	96	96	95
Warehouseman (251)	29	95	95	96	101
Foreman, Warehouse (252)	91	111	112	113	111
Welder, Electric Arc (255)	123	103	103	104	106
Welder, Combination (256)	140	104	104	104	103
Welder, Acetylene (257)	47	102	101	100	100
Well Driller (259)	45	95	95	94	94
Accountant (268)	153	129	129	129	129
Cashier (269)	110	117	118	117	118
Longshoreman (271)	35	95	95	95	91
Writer (274)	43	126	126	126	126
Lawyer (279)	124	124	124	124	123
Office Machine Serviceman (282)	33	110	110	110	110
Athletic Instructor (283)	49	115	115	113	111
Policeman (291)	87	109	109	109	107
Artist (296)	70	114	114	114	114
Investigator (301)	43	120	120	120	119
Machine Operator, Designated Machine (302)	1301	103	103	102	101

*N for group with 3 or more years of experience.

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TABLE II (ctd.)

OCCUPATION AND SSN	N*	YEARS OF EXPERIENCE			
		ALL YEARS	1 OR MORE	2 OR MORE	3 OR MORE
Hospital Orderly (303)	54	99	79	98	93
Electric Motor Repairman (304)	37	106	106	104	104
Geographer (306)	26	91	73	91	91
Concrete-Mixer Operator (310)	41	96	77	95	96
Small Craft Operator (314)	32	102	102	100	100
Highway Maintenance Man (315)	31	101	101	100	101
Automobile Serviceman (316)	635	101	101	101	100
Construction Equipment Mechanic (319)	32	108	108	108	108
Salesman (321)	634	115	115	115	114
Refrigerator Mechanic (322)	39	109	109	108	106
Stock Record Clerk (323)	55	117	117	117	117
Stock Clerk (324)	296	110	110	111	110
Miner (325)	373	87	87	87	85
Teacher (327)	252	124	124	124	124
Lumberjack (329)	176	85	85	86	87
Student, Business or Public Administration (336)	82	124	126	127	127
Foreman, Automotive Repair Shop (337)	35	105	105	105	104
Shop Maintenance Mechanic (341)	173	106	106	104	104
Burner, Acetylene (343)	33	100	100	102	103
Chauffeur (344)	215	100	100	99	99
Truck Driver, Light (345)	2284	95	95	94	94

*N for group with 3 or more years of experience.

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TABLE II (ctd.)

OCCUPATION AND SSN	N*	YEARS OF EXPERIENCE			
		ALL YEARS	1 OR MORE	2 OR MORE	3 OR MORE
Parts Clerk, Automotive (348)	82	110	110	111	110
Bookkeeper, General (350)	205	122	122	123	123
Bookkeeping Machine Operator (351)	34	118	118	119	118
Store Manager (352)	328	115	115	115	115
Electric Truck Driver (354)	27	101	100	97	97
File Clerk (355)	32	114	114	112	112
Foreman, Labor (356)	153	108	108	108	109
Gas and Oil Man - obs. (357)	29	95	95	98	98
Construction Machine Operator (359)	103	97	96	96	96
Hoist Operator (360)	62	98	97	97	95
Optician (365)	30	108	108	108	106
Manager, Production (369)	76	117	117	117	117
Purchasing Agent (371)	159	117	117	116	116
Sales Clerk (373)	1391	109	109	109	109
Stock Control Clerk (374)	87	117	117	117	113
Watch Repairman (381)	41	109	109	109	109
Fire Fighter (383)	26	108	108	107	105
Entertainer (386)	36	108	109	108	107
Auditor (390)	64	124	124	123	122
Reporter (399)	52	120	120	120	120
Tabulating Machine Operator (400)	28	120	120	120	122
Clerk-Typist (405)	257	119	119	119	120

*N for group with 3 or more years of experience.

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TABLE II (ctd.)

OCCUPATION AND SSN	N*	YEARS OF EXPERIENCE			
		ALL YEARS	1 OR MORE	2 OR MORE	3 OR MORE
Dispatcher, Motor Vehicle (410)	50	112	112	114	112
Chemical Laboratory Assistant (411)	51	120	120	120	123
Machinist's Helper (431)	102	108	108	108	108
Bandsman, Cornet or Trumpet (433)	26	111	110	109	109
Bandsman, Snare Drum (435)	26	107	107	107	107
Shop Clerk (457)	38	114	114	116	116
Student, High School, Academic (480)	1358	113	113	113	113
Student, High School, Commercial (481)	143	110	109	109	109
Student, High School, Vocational (482)	298	108	106	106	107
Student, High School, Agricultural (483)	61	102	98	97	99
Farmer (499)	5308	86	86	85	84
Laborer (590)	4124	93	93	90	89

*N for group with 3 or more years of experience.

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Acetylene Welder (257)	174	25
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Addressing-Embossing Machine Operator (105)	28	12
Advisor, Vocational - obs. (380)	*	37
Aerial Photographer (001)	97	43
Aerial Photographic Technician - obs. (003)	151	1
Aerial Phototopographer (004)	*	1
Aeronautical Engineer (330)	*	31
Aeronautical Engineering Student (331)	*	31
Agent, Purchasing (371)	42	36
Agricultural Engineer - obs. (417)	*	39
Agricultural High School Student (483)	171	42
Aide, Engineering (170)	129	18
Air Compressor Operator - obs. (467)	*	41
Aircraft Assembler (179)	**	**
Airplane Electrician (295)	104	29
Airplane and Engine Mechanic (008)	61	1
Airplane Engine Mechanic (006)	126	1
Airplane Engine Service Mechanic - obs. (404)	67	38
Airplane Fabric and Dope Worker (007)	81	1
Airplane Pilot (273)	*	27
Airport Control Operator (408)	*	38
Analyst, Job (298)	*	29
Animation Artist (130)	193	14
Architect (313)	*	30
Architectural Engineering Student (216)	*	21
Arranger, Music (496)	*	42
Artist (296)	63	29
Artist, Animation (130)	193	14
Assembler, Aircraft (179)	**	**
Assembler, Electrical (260)	*	26
Athletic Instructor (283)	52	28
Auditor (390)	14	37
Automatic Telephone System Maintenance Man (115)	*	13
Automobile Body Repairman (040)	153	5
Automobile Painter (143)	199	15
Automobile Radiator Man (172)	*	18
Automobile Serviceman (316)	184	64
Automotive Electrician (012)	135	1
Automotive Mechanic (014)	172	45
Automotive Parts Clerk (348)	99	33
Automotive Repair Shop Foreman (337)	157	32
Axman, Surveying - obs. (349)	*	33
Baker (017)	195	46
Band Leader (020)	64	2
Bandsman, Bass Drum (434)	*	39
Bandsman, Bassoon (176)	*	19

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Bandsman, French Horn (438)	*	40
Bandsman, Oboe (175)	*	19
Bandsman, Saxophone (439)	*	40
Bandsman, Snare Drum (435)	144	40
Bandsman, Trombone (440)	*	40
Bandsman, Tuba (441)	*	40
Barber (022)	219	2
Barn Boss (210)	*	21
Biologist (389)	*	37
Blacksmith (024)	173	3
Blaster or Powderman (027)	176	3
Blueprinter or Photostat Operator (028)	71	3
Body Repairman, Automobile (040)	153	5
Boiler Inspector (029)	*	3
Boilermaker (030)	156	3
Boilermaker, Layer-Out - obs. (031)	47	4
Bookbinder (416)	*	39
Bookkeeper, General (350)	16	71
Bookkeeping Machine Operator (351)	32	33
Boring Mill Operator - obs. (032)	89	4
Brake Inspector, Railway (005)	60	1
Brakeman, Railway (033)	152	4
Bricklayer (034)	175	4
Bridge Inspector (036)	*	5
Burner, Acetylene (343)	189	33
Business or Public Administration Student (336)	13	32
Cabinetmaker (038)	125	5
Cable Splicer, High Voltage (401)	*	38
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Cameraman, Motion Picture (043)	115	6
Canvas Cover Repairman (044)	*	6
Car Carpenter, Railway (046)	*	6
Car Mechanic, Railway (048)	112	6
Carburetor Specialist (414)	*	39
Cargo Checker (470)	*	41
Cargo Gear Mechanic (246)	*	24
Carpenter, General (050)	180	48
Carpenter, Heavy Construction (035)	72	5
Carpenter, Ship (202)	143	20
Cartographer (387)	*	37
Cashier (269)	38	26
Casting Machine Operator (318)	*	30

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Chemical Engineering Student (221)	10	22
Chemical Laboratory Assistant (411)	22	39
Chemist (292)	5	28
Chief Clerk (052)	17	7
Chiropractor (423)	*	39
City Planner (424)	*	39
Civil Engineer (217)	*	21
Civil Engineering Student (222)	8	22
Classification Specialist (275)	*	27
Clerk, Chief (052)	17	7
Clerk, Dispatcher, Crew (266)	56	26
Clerk, File (355)	58	34
Clerk, General (055)	40	49
Clerk, Personnel (368)	3	35
Clerk, Postal (056)	31	50
Clerk, Sales (373)	107	73
Clerk, Shipping (195)	83	57
Clerk, Shop (457)	62	40
Clerk, Statistical (212)	9	21
Clerk, Stock (324)	94	66
Clerk, Stock Control (374)	45	36
Clerk, Stock Record (323)	39	30
Clerk, Traffic Rate (379)	29	36
Clerk-Typist (405)	30	74
Combination Welder (256)	160	25
Commercial High School Student (481)	103	41
Computer, Geodetic (243)	*	24
Concrete-Mixer Operator (310)	208	30
Conductor, Railway (058)	*	7
Construction Equipment Mechanic (319)	130	30
Construction Equipment Mechanic - obs. (051)	**	**
Construction Foreman (059)	164	7
Construction Laborer (188)	*	19
Construction Machine Operator (359)	201	34
Consultant, Personnel (289)	*	28
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Control Operator, Airport (408)	*	38
Control Room Operator (492)	**	**
Control Supervisor (493)	222	42
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Dental Laboratory Technician (067)	91	8
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Dentistry Student (066)	15	8
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Diesel Mechanic (013)	142	2
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Dispatcher, Railway Shop (163)	*	19
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Diver's Helper (455)	*	40
Dock Boss - obs. (471)	*	41
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Drafting Student - obs. (392)	*	37
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Dredgeman (116)	*	13
Dresser, Tool (026)	57	3
Driller, Well (259)	215	26
Driver, Electric Truck (354)	182	33
Driver, Tractor (244)	190	60
Earth-Boring Machine Operator (353)	*	33
Economist (426)	*	39
Electric Arc Welder (255)	166	62
Electric Locomotive Repairman (135)	*	15
Electric Motor Repairman (304)	146	29
Electric Truck Driver (354)	182	33
Electrical Assembler (260)	*	26
Electrical Draftsman (075)	*	9
Electrical Engineer (218)	*	21
Electrical Engineering Student (223)	6	22
Electrician (078)	108	52
Electrician, Airplane (295)	104	29
Electrician, Automotive (012)	135	1
Electrician, Motion Picture (132)	*	15
Electrician, Sound Transmission (415)	*	39
Electrician, Storage Battery (215)	*	21
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Engine Specialist (412)	*	39
Engineer, Aeronautical (330)	*	31
Engineer, Agricultural - obs. (417)	*	39
Engineer, Chemical (293)	*	28
Engineer, Civil (217)	*	21
Engineer, Electrical (218)	*	21
Engineer, Industrial (294)	*	28
Engineer, Locomotive (110)	*	12
Engineer, Marine (080)	*	9
Engineer, Mechanical (219)	*	21
Engineer, Mining (326)	*	31
Engineer, Powerhouse (077)	*	9
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Engineer, Traffic (421)	*	39
Engineer, Water Supply (254)	*	25
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Entertainment Specialist (442)	*	40
Entomology Technician (484)	*	42
Equipment Maintenance Man, Motion Picture - obs. (133)	*	15
Fabric and Dope Worker, Airplane (007)	81	1
Farmer (499)	229	78
Fighter, Fire (383)	128	37
File Clerk (355)	58	34
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Fire Fighter (383)	128	37
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Fireman, Locomotive (111)	121	12
Fireman, Marine (117)	216	13
Fireman, Oven (367)	*	35
Fireman, Stationary (084)	210	10
Foreman, Automotive Repair Shop (337)	157	32
Foreman, Construction (059)	164	7
Foreman, Foundry (088)	*	10
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Forester (451)	*	40
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Foundry Foreman (088)	*	10
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General Bookkeeper (350)	16	71
General Carpenter (050)	180	48
General Clerk (055)	40	49
General Painter (144)	191	55
Generator Switchboard Operator (092)	*	10
Geodetic Computer (243)	*	24
Geographer (306)	224	30
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Geologist (099)	66	11
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Heavy Construction Carpenter (035)	72	5
Heavy Truck Driver (245)	198	61
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Highway Maintenance Man (315)	183	30
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Horseshoer (094)	*	10
Horsebreaker (093)	202	10
Hospital Orderly (303)	194	29
Hygienist, Dental (376)	*	36
Industrial Engineer (294)	*	28
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Interpreter (320)	*	30
Interviewer, Employment - obs. (406)	*	38
Investigator (301)	24	29
Jackhammer Operator (339)	221	32
Jeweler (361)	*	35
Job Analyst (298)	*	29
Job Pressman (169)	148	18
Journalism Student (394)	*	37
Jumper, Parachute (328)	*	31
Key Punch Machine Operator (272)	*	27
Labor Foreman (356)	120	34
Laboratory Assistant, Chemical (411)	22	39
Laboratory Assistant, Physics (160)	44	16
Laboratory Technician, Dental (067)	91	8
Laboratory Technician, Motion Picture (134)	*	15
Laboratory Technician, V-mail or Microfilm (016)	92	2
Laborer (590)	218	79
Laborer, Construction (188)	*	19
Laundry Foreman (102)	*	12
Laundry Machine Operator (103)	217	12
Laundry Maintenance Mechanic (104)	*	12
Lawyer (279)	12	27
Leader, Band (020)	64	2
Librarian (391)	*	37
Librarian, Music (495)	*	42
Light Truck Driver (345)	209	70
Lineman, High Voltage (182)	*	19
Lineman, Power (165)	178	17
Lineman, Telephone and Telegraph (238)	109	23
Linotype Operator (106)	49	12
Lithographic Engraver (109)	*	12
Lithographic Pressman (167)	145	17
Locksmith (362)	*	35
Locomotive Engineer (110)	*	12
Locomotive Fireman (111)	121	12
Locomotive Mechanic (112)	*	12
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<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Lumberjack (329)	230	31
Machine Operator, Designated Machine (302)	169	63
Machine Operator, Sawmill (459)	*	40
Machine Shop Foreman (086)	93	10
Machinist (114)	96	53
Machinist's Helper (431)	119	75
Maintenance Man, Automatic Telephone System (115)	*	13
Maintenance Man, Highway (315)	183	30
Maintenance Man, Sound Recording Equipment (207)	**	**
Maintenance Mechanic, Laundry (104)	*	12
Maintenance Mechanic, Shop (341)	147	32
Maintenance Technician, Medical Equipment (229)	*	22
Manager, Production (369)	46	35
Manager, Store (352)	53	72
Manual Arts Student - obs. (396)	105	37
Marine Engine Mechanic (477)	*	41
Marine Engineer (080)	*	9
Marine Fireman (117)	216	13
Marine Master Mechanic (476)	*	41
Marine Otter (141)	*	15
Master Mechanic (342)	*	33
Master Mechanic, Marine (476)	*	41
Master, Ship (118)	*	13
Mate (119)	*	13
Materials Inspector (363)	*	35
Mathematician (312)	*	30
Meat Cutter (037)	123	47
Meat or Dairy Inspector (120)	33	13
Mechanic, Airplane and Engine (008)	61	1
Mechanic, Airplane Engine (006)	126	1
Mechanic, Automotive (014)	172	45
Mechanic, Cargo Gear (246)	*	24
Mechanic, Construction Equipment (319)	130	30
Mechanic, Construction Equipment - obs. (051)	**	**
Mechanic, Diesel (013)	142	2
Mechanic, General, Railway - obs. (180)	101	19
Mechanic, Locomotive (112)	*	12
Mechanic, Marine Engine (477)	*	41
Mechanic, Master (342)	*	33
Mechanic, Motorcycle (138)	55	15
Mechanic, Orthopedic (366)	*	35
Mechanic, Refrigeration (322)	114	30
Mechanic, Service, Airplane Engine - obs. (404)	67	38
Mechanic, Teletype (239)	*	23
Mechanical Draftsman (071)	23	9
Mechanical Engineer (219)	*	21
Mechanical Engineering Student (224)	2	22
Mechanics Student - obs. (397)	50	38
Medical Equipment Maintenance Technician (229)	*	22
Medical Student (122)	4	13

* Insufficient Cases

** No Cases

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<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Medical Technician (409)	*	38
Metallurgist (305)	*	29
Meteorologist (126)	*	14
Microfilm Equipment Repairman (158)	**	**
Millwright (127)	165	14
Millwright, Sawmill (464)	*	41
Miner (325)	228	67
Mining Engineer (326)	*	31
Mining Engineering Student (332)	*	31
Model Maker (136)	*	15
Modern Language Student (398)	*	38
Monotype Operator (317)	*	30
Motion Picture Cameraman (043)	115	6
Motion Picture Cameraman, Animated (285)	**	**
Motion Picture Director (286)	*	28
Motion Picture Electrician (132)	*	15
Motion Picture Equipment Maintenance Man - obs. (133)	*	15
Motion Picture Film Editor (131)	*	15
Motion Picture Laboratory Technician (134)	*	15
Motion Picture Projectionist (137)	90	15
Motion Picture Sound Editor (287)	*	28
Motion Picture Sound Mixer (407)	**	**
Motion Picture Sound Recorder (208)	**	**
Motor Inspector (413)	*	39
Motor Vehicle Dispatcher (410)	73	38
Motorcycle Mechanic (138)	55	15
Motorcyclist (378)	188	36
Mountaineer (419)	*	39
Multilith or Multigraph Operator (128)	82	14
Music Arranger (496)	*	42
Music Librarian (495)	*	42
Musician, Instrumental (021)	75	2
News Photographer (402)	*	38
North Woodsman (420)	*	39
Not Elsewhere Classified (010)	118	44
Nurse, Industrial - obs. (333)	*	31
Nurse, Practical (123)	77	13
Nurse, Registered (225)	*	22
Office Machine Serviceman (282)	102	28
Oiler, Locomotive (140)	*	15
Oiler, Marine (141)	*	15
Operating Engineman (081)	163	9
Operator, Addressing-Embossing Machine (105)	28	12
Operator, Air Compressor - obs. (467)	*	41
Operator, Bookkeeping Machine (351)	32	33
Operator, Boring Mill - obs. (032)	89	4
Operator, Casting Machine (318)	*	30
Operator, Concrete Mixer (310)	208	30
Operator, Construction Machine (359)	201	34
Operator, Control Room (492)	**	**

* Insufficient Cases ** No Cases

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<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Operator, Crane (063)	205	8
Operator, Crusher (372)	*	36
Operator, Earth-Boring Machine (353)	*	33
Operator, Engine Lathe - obs. (101)	98	11
Operator, Forging Press (087)	213	10
Operator, Hoist (360)	200	35
Operator, Jackhammer (339)	221	32
Operator, Key Punch Machine (272)	*	27
Operator, Laundry Machine (103)	217	12
Operator, Linotype (106)	49	12
Operator, Machine, Designated (302)	169	63
Operator, Monotype (317)	*	30
Operator, Multilith or Multigraph (128)	82	14
Operator, Photradio (159)	*	16
Operator, Power Shovel (064)	150	8
Operator, Pump (220)	*	21
Operator, Radio (177)	48	19
Operator, Railway Signal (185)	*	19
Operator, Sewing Machine (200)	197	20
Operator, Small Craft (314)	177	30
Operator, Stenotype - obs. (308)	*	30
Operator, Still (479)	*	41
Operator, Submarine Cable Station (209)	*	21
Operator, Substation (184)	**	**
Operator, Tabulating Machine (400)	27	38
Operator, Telegraph (236)	*	23
Operator, Telephone (309)	116	30
Operator, Teletype (237)	35	23
Operator, Winch (473)	*	41
Operator, Woodworking Machine (113)	186	13
Optician (365)	131	35
Optometrist (452)	*	40
Orderly, Hospital (303)	194	29
Orthopedic Mechanic (366)	*	35
Osteopath (427)	*	39
Oven Fireman (367)	*	35
Packer, High Explosives (139)	132	15
Packer, Parachute (340)	*	32
Packer, Supplies (049)	196	6
Packing Case Maker (203)	179	20
Painter, Automobile (143)	199	15
Painter, General (144)	191	55
Painter, Sign (145)	95	15
Parachute Jumper (328)	*	31
Parachute Packer (340)	*	32
Parachute Repairman (147)	*	16
Parts Clerk, Automotive (348)	99	33
Patrolman, Pipeline (489)	*	42
Pattern Laker, Wood (148)	134	16
Personnel Clerk (368)	3	35

* Insufficient Cases

** No Cases

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SSN's are Given in Alphabetical Order

<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Personnel Consultant (289)	*	28
Personnel Technician (290)	*	28
Petroleum Products Gager (488)	*	42
Petroleum Pumping Equipment Repairman (487)	*	42
Petroleum Storage Technician (485)	133	42
Pharmacist (149)	19	16
Pharmacy Student (375)	*	36
Photoengraving Photographer (153)	*	16
Photographer (152)	65	16
Photographer, Aerial (001)	97	43
Photographer, News (402)	*	38
Photographer, Photoengraving (153)	*	16
Photographer, Portrait (155)	78	16
Photographer, Retouching Artist (157)	*	16
Photographic Laboratory Technician (154)	34	16
Photographic Technician, Aerial - obs. (003)	151	1
Photolithographer (107)	79	12
Photoradio Operator (159)	*	16
Photostat Operator or Blueprinter (028)	71	3
Phototopographer, Aerial (004)	*	1
Physical Therapy Technician (072)	*	9
Physician (277)	*	27
Physicist (388)	*	37
Physics Laboratory Assistant (160)	44	16
Piano Tuner (297)	*	29
Pigeon Trainer (161)	*	16
Pilot, Airplane (273)	*	27
Pipe Fitter (162)	181	16
Pipeline Patrolman (489)	*	42
Playwright (288)	*	28
Plumber (164)	167	17
Pneumatic Riveter (190)	149	19
Podiatrist (422)	*	39
Police Radio Dispatcher - obs. (444)	*	40
Policeman (291)	106	28
Portrait Photographer (155)	78	16
Postal Clerk (056)	31	50
Powderman or Blaster (027)	176)
Power Lineman (165)	178	17
Power Plant Installer (385)	**	**
Power Shovel Operator (064)	150	8
Powerhouse Engineer (077)	*	9
Powerman (166)	**	**
Practical Nurse (123)	77	13
Pressman, Job (169)	148	18
Pressman, Lithographic (167)	145	17
Printer (168)	84	17
Process Background Supervisor (449)	*	40
Production Man, Radio (494)	**	**
Production Manager (369)	46	35

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SSN's are Given in Alphabetical Order

<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Program Transmission Supervisor, Radio (498)	*	42
Projectionist, Motion Picture (137)	90	15
Proofreader (370)	*	35
Psychological Assistant - obs. (428)	*	39
Psychology Student (347)	*	33
Pump Operator (220)	*	21
Purchasing Agent (371)	42	36
Quarryman (171)	*	18
Radio Dispatcher, Police - obs. (444)	*	40
Radio Engineer (178)	*	19
Radio Operator (177)	48	19
Radio Production Man (494)	**	**
Radio Program Transmission Supervisor (498)	*	42
Radio Recording Engineer (497)	*	42
Radio Repairman (174)	41	18
Railway Brake Inspector (005)	60	1
Railway Brakeman (033)	152	4
Railway Car Carpenter (046)	*	6
Railway Car Mechanic (048)	112	6
Railway Conductor (058)	*	7
Railway Dispatcher (069)	*	9
Railway Mechanic, General - obs. (180)	101	19
Railway Section Foreman (198)	*	20
Railway Section Hand (199)	225	58
Railway Shop Dispatcher (183)	*	19
Railway Shop Engineer (205)	*	21
Railway Signal Mechanic (181)	*	19
Railway Signal Operator (185)	*	19
Railway Station Agent (211)	*	21
Railway Switchman (233)	168	22
Railway Traffic Man (047)	*	6
Rebuilder, Tire (240)	154	24
Receiving or Chipping Checker (186)	111	56
Recording Engineer, Radio (497)	*	42
Refrigeration Mechanic (322)	114	30
Registered Nurse (225)	*	22
Repairman, Camera (042)	*	6
Repairman, Canvas Cover (044)	*	6
Repairman, Central Office (095)	*	10
Repairman, Electric Locomotive (135)	*	15
Repairman, Electric Motor (304)	146	29
Repairman, Electrical Instrument (338)	140	32
Repairman, Microfilm Equipment (158)	**	**
Repairman, Nonelectrical Instrument (098)	88	11
Repairman, Parachute (147)	*	16
Repairman, Petroleum Pumping Equipment (487)	*	42
Repairman, Radio (174)	41	18
Repairman, Shoe (204)	220	20
Repairman, Sound Projector (206)	*	21
Repairman, Tabulating Machine (425)	*	39

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<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Repairman, Third Rail (281)	*	28
Repairman, Utility (121)	155	54
Repairman, Watch (381)	110	37
Repeaterman, Telephone (187)	*	19
Reporter (399)	25	38
Retouching Artist Photographer (157)	*	16
Rigger (189)	185	19
Riveter, Pneumatic (190)	149	19
Rodman and Chainman, Surveying (191)	80	19
Saddle and Harness Maker (192)	*	20
Safety Inspector (486)	*	42
Sales Clerk (373)	107	73
Salesman (321)	51	65
Salvage Inspector (193)	*	20
Salvage Man (194)	158	20
Sanitary Technician (196)	*	20
Sawmill Foreman (460)	*	40
Sawmill Machine Operator (459)	*	40
Sawmill Millwright (464)	*	41
Scaler, Log (463)	**	**
Script Writer (491)	*	42
Seaman (065)	162	8
Section Foreman, Railway (198)	*	20
Section Hand, Railway (199)	225	58
Serviceman, Automobile (316)	184	64
Serviceman, Office Machine (282)	102	28
Sewing Machine Operator (200)	197	20
Sheet Metal Worker (201)	138	59
Ship Carpenter (202)	143	20
Ship Fitter (478)	137	41
Ship Master (118)	*	13
Shipping Clerk (195)	83	57
Shoe Repairman (204)	220	20
Shop Clerk (457)	62	40
Shop Engineer, Railway (205)	*	21
Shop Maintenance Mechanic (341)	147	32
Sign Painter (145)	95	15
Signal Mechanic, Railway (181)	*	19
Skier (418)	*	39
Small Craft Operator (314)	177	30
Social Worker (263)	*	26
Sociology Student (395)	36	37
Sound Editor, Motion Picture (287)	*	28
Sound Mixer, Motion Picture (407)	**	**
Sound Projector Repairman (206)	*	21
Sound Recorder, Motion Picture (208)	**	**
Sound Recording Equipment Maintenance Man (207)	**	**
Sound Transmission Electrician (415)	*	39
Special Effects Supervisor (453)	*	40
Specialist, Carburetor (414)	*	39

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<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Specialist, Classification (275)	*	27
Specialist, Engine (412)	*	39
Specialist, Entertainment (442)	*	40
Specialist, Firearms Identification (443)	**	**
Spot Welder (334)	161	31
Stableman (311)	*	30
Station Agent, Railway (211)	*	21
Stationary Engineer (082)	*	10
Stationary Fireman (084)	210	10
Statistical Clerk (212)	9	21
Steam Fitter (163)	141	17
Steel Worker, Structural (100)	159	11
Stenographer (213)	18	21
Stenotype Operator - obs. (308)	*	30
Stevedore Foreman (468)	*	41
Steward (124)	85	13
Still Operator (479)	*	41
Stock Clerk (324)	94	66
Stock Control Clerk (374)	45	36
Stock Record Clerk (323)	39	30
Stonemason (214)	204	21
Storage Battery Electrician (215)	*	21
Store Manager (352)	53	72
Structural Draftsman (074)	*	9
Structural Steel Worker (100)	159	11
Student, Aeronautical Engineering (331)	*	31
Student, Architectural Engineering (216)	*	21
Student, Business or Public Administration (336)	13	32
Student, Chemical Engineering (221)	10	22
Student, Civil Engineering (222)	8	22
Student, Dentistry (066)	15	8
Student, Drafting - obs. (392)	*	37
Student, Electrical Engineering (223)	.	22
Student, Geography (448)	*	40
Student, Geology (393)	*	37
Student, High School, Academic (480)	70	76
Student, High School, Agricultural (483)	171	42
Student, High School, Commercial (481)	103	41
Student, High School, Vocational (482)	124	77
Student, Journalism (394)	*	37
Student, Manual Arts - obs. (396)	105	37
Student, Mechanical Engineering (224)	2	22
Student, Mechanics - obs. (397)	50	38
Student, Medicine (122)	4	13
Student, Mining Engineering (332)	*	31
Student, Modern Language (398)	*	38
Student, Pharmacy (375)	*	36
Student, Psychology (347)	*	33
Student, Sociology (395)	36	37
Student, Veterinary Medicine (249)	*	24

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<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Submarine Cable Station Operator (209)	*	21
Submarine Cable Station Technician (197)	*	20
Substation Electrician (258)	**	**
Substation Operator (184)	**	**
Supervisor, Control (493)	222	42
Supervisor, Process Background (449)	*	40
Supplies Packer (049)	196	6
Surgical Technician, Veterinary - obs. (226)	*	22
Survey and Instrument Man (228)	43	22
Surveying Axman - obs. (349)	*	33
Surveying Rodman and Chainman (191)	80	19
Surveyor (227)	69	22
Surveyor, Topographic (230)	*	22
Switchboard Installer, Telephone and Telegraph, Dial (231)	37	22
Switchboard Installer, Telephone and Telegraph, Manual (232)	*	22
Switchboard Operator, Generator (092)	*	10
Switchman, Railway (233)	168	22
Tabulating Machine Operator (400)	27	38
Tabulating Machine Repairman (425)	*	39
Tailor (234)	203	23
Tallyman, Forest Products (462)	*	40
Teacher (327)	11	68
Teamster (235)	227	23
Technician, Entomology (484)	*	42
Technician, Medical (409)	*	38
Technician, Personnel (290)	*	28
Technician, Petroleum Storage (485)	133	42
Technician, Photographic Laboratory (154)	34	16
Technician, Physical Therapy (072)	*	9
Technician, Sanitary (196)	*	20
Technician, Submarine Cable Station (197)	*	20
Technician, Veterinary (250)	*	25
Technician, X-ray (264)	*	26
Telegraph Operator (236)	*	23
Telephone Inspector - obs. (403)	*	38
Telephone Operator (309)	116	30
Telephone Repeaterman (187)	*	19
Telephone and Telegraph Cable Splicer (039)	68	5
Telephone and Telegraph Cable Tester (041)	*	6
Telephone and Telegraph Dial Switchboard Installer (231)	37	22
Telephone and Telegraph Frameman (089)	*	10
Telephone and Telegraph Installer-Repairman (097)	54	10
Telephone and Telegraph Lineman (238)	109	23
Telephone and Telegraph Manual Switchboard Installer (232)	*	22
Telephone and Telegraph Wire Chief (261)	*	26
Telephone, Telegraph, or Power Groundman (299)	223	29
Teletype Mechanic (239)	*	23

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<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Teletype Operator (237)	35	23
Tender, Hatch - obs. (475)	117	41
Third Rail Repairman (281)	*	28
Timber Cruiser (465)	*	41
Timberman (364)	*	35
Tire Rebuilder (240)	154	24
Toll Telephone and Telegraph Installer (384)	*	37
Tool Designer - obs. (300)	26	29
Tool Dresser (026)	57	3
Tool Maker (241)	76	24
Toolroom Keeper (242)	113	24
Topographic Draftsman (076)	*	9
Topographic Surveyor (230)	*	22
Tracer (377)	*	36
Tractor Driver (244)	190	60
Traffic Engineer (421)	*	39
Traffic Man, Railway (047)	*	6
Traffic Patrolman - obs. (447)	*	40
Traffic Rate Clerk (379)	29	36
Trainer, Dog (458)	*	40
Trainer, Pigeon (161)	*	16
Translator (267)	*	26
Trapper (430)	*	39
Truck Driver, Heavy (245)	198	61
Truck Driver, Light (345)	209	70
Tuner, Piano (297)	*	29
Typist - obs. (247)	20	24
Typist-Clerk (405)	30	74
Upholsterer (248)	206	24
Utility Repairman (121)	155	54
Veterinarian (278)	*	27
Veterinary Medicine Student (249)	*	24
Veterinary Surgical Technician - obs. (226)	*	22
Veterinary Technician (250)	*	25
Vice Squad Patrolman - obs. (446)	*	40
V-mail or Microfilm Laboratory Technician (016)	92	2
Vocational Adviser - obs. (380)	*	37
Vocational Counselor (262)	*	26
Vocational High School Student (482)	124	77
Walking Boss - obs. (472)	*	41
Warehouse Foreman (252)	86	25
Warehouseman (251)	211	25
Watch Repairman (381)	110	37
Water Supply Engineer (254)	*	25
Water Supply Filter Operator (083)	*	10
Water Supply Foreman (253)	*	25
Welder, Acetylene (257)	174	25
Welder, Combination (256)	160	25
Welder, Electric Arc (255)	166	62
Welder, Spot (334)	161	31

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<u>TITLE</u>	<u>RANK</u>	<u>PAGE</u>
Well Driller (259)	215	26
Winch Operator (473)	*	41
Wire Chief, Telephone and Telegraph (261)	*	26
Wood Pattern Maker (148)	134	16
Woodworking-Machine Operator (113)	186	13
Writer (274)	7	27
Writer, Continuity - obs. (490)	226	42
Writer, Script (491)	*	42
X-ray Technician (264)	*	26
Yardmaster (265)	*	26

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TABLE III

SELECTED PERCENTILE POINTS FOR AGCT DISTRIBUTIONS OF
NORTHERN AND SOUTHERN WHITE ENLISTED MEN IN
CIVILIAN OCCUPATIONS CODED AS IN TM 12-426,
ARRANGED IN DESCENDING ORDER OF AGCT
MEDIAN FOR THE TOTAL GROUP

(Data from Machine Records Survey #3, June 1944)

RANK	SSN NAME	R*	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
1	268 Accountant	N	173	117	123	130	137	144	7.0
		S	37			124			
		T	216	114	121	129	136	143	7.5
2	224 Student, Mechanical Engineering	N	47			128			
		T	62	114	122	128	135	140	6.5
3	368 Personnel Clerk	N	31			128			
		T	33			128			
4	122 Student, Medicine	N	97	116	123	128	136	141	6.5
		S	25			124			
		T	124	116	120	127	135	140	7.5
5	292 Chemist	N	33			128			
		T	40			127			
6	223 Student, Electrical Engineering	N	29			127			
		T	36			127			
7	274 Writer	N	46			127			
		T	54	114	123	126	133	140	5.0
8	222 Student, Civil Engineering	N	32			126			
		T	39			126			
9	212 Statistical Clerk	N	63	114	119	126	135	142	8.0
		T	72	114	119	125	133	141	7.0
10	221 Student, Chemical Engineering	N	58	108	118	125	135	144	8.5
		T	73	105	117	125	134	142	8.5

*R - Residence at time of induction. Service Commands grouped as follows:

N - North (1st, 2nd, 3rd, 5th, 6th, 7th, 9th)

S - South (4th, 8th)

U - Unknown

T - Total

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
11	327 Teacher	N	278	111	119	126	134	140	7.5
		S	69	103	113	121	129	142	8.0
		T	360	110	117	124	132	140	7.5
12	279 Lawyer	N	138	112	118	125	133	141	7.5
		T	164	112	118	124	132	141	7.0
13	336 Student, Business or Public Administration	N	116	111	118	125	130	140	6.0
		T	152	114	118	124	131	140	6.5
14	390 Auditor	N	77	98	115	124	134	146	9.5
		T	89	88	112	124	132	145	10.0
15	066 Student, Dentistry	N	29			124			
		T	31			124			
16	350 Bookkeeper, General	N	221	108	115	124	129	139	7.0
		S	67	105	112	119	127	134	7.5
		T	302	108	114	122	129	138	7.5
17	052 Chief Clerk	N	231	108	115	123	133	142	9.0
		S	57	102	110	120	128	139	9.0
		T	297	107	114	122	131	141	8.5
18	213 Stenographer	N	172	110	115	122	130	139	7.5
		S	29			119			
		T	206	109	115	122	130	139	7.5
19	149 Pharmacist	N	64	101	114	121	128	135	7.0
		T	78	103	112	121	129	135	8.5
20	247 Typist - obs.	N	63	102	112	119	128	139	8.0
		T	75	102	112	121	128	139	8.0
21	070 Draftsman	N	123	99	108	120	127	135	9.5
		T	139	99	109	120	127	137	9.0
22	411 Chemical Laboratory Assistant	N	119	99	109	120	127	139	9.0
		T	134	97	109	120	127	138	9.0
23	071 Draftsman, Mechanical	N	91	105	110	120	128	135	9.0
		T	99	105	111	120	128	135	8.5
24	301 Investigator	N	56	98	110	120	124	129	7.0
		T	72	99	114	120	124	132	5.0

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
25	399 Reporter	N	62	105	113	120	127	134	7.0
		T	70	104	113	120	128	136	7.5
26	300 Tool Designer - obs.	T	29			120			
27	400 Tabulating Machine Operator	N	54	102	110	119	128	141	9.0
		T	61	102	111	120	127	134	8.0
28	105 Addressing-Embossing Machine Operator	N	67	99	108	121	128	137	10.0
		T	78	99	109	119	127	132	9.0
29	379 Traffic Rate Clerk	N	32			120			
		T	42			119			
30	405 Clerk-Typist	N	503	100	110	119	125	133	7.5
		S	94	102	111	119	127	133	8.0
		T	616	101	110	119	126	134	8.0
31	056 Postal Clerk	N	319	99	109	119	127	136	9.0
		S	43			117			
		T	377	100	109	119	126	136	8.5
32	351 Bookkeeping Machine Operator	N	37			119			
		T	56	97	108	118	128	140	10.0
33	120 Meat or Dairy Inspector	N	32			118			
		T	37			118			
34	154 Photographic Laboratory Technician	N	33			118			
		T	36			118			
35	237 Teletype Operator	T	29			118			
36	395 Student, Sociology	T	28			118			

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
37	231 Switchboard Installer, Telephone and Telegraph, Dial	N T	29 34			120 117			
38	269 Cashier	N S T	122 38 168	94 91	108 107	119 116 117	128 127	134 134	10.0 10.0
39	323 Stock Record Clerk	N T	90 114	98 91	109 107	119 117	126 125	133 131	8.5 9.0
40	055 Clerk, General	N S U T	1645 342 76 2063	98 95 96 97	109 106 105 108	118 115 114 117	126 124 124 125	133 133 131 133	8.5 9.0 9.5 8.5
41	174 Radio Repairman	N S T	162 32 198	100 97	109 108	117 114 117	125 125	136 136	8.0 8.5
42	371 Purchasing Agent	N S T	153 41 197	89 88	104 104	117 114 117	126 125	136 134	11.0 10.5
43	228 Survey and Instrument Man	N T	34 51	91	102	117 117	123	130	10.5
44	160 Physics Laboratory Assistant	T	26			117			
45	374 Stock Control Clerk	N T	125 152	95 95	106 107	116 117	124 124	133 133	9.0 8.5
46	369 Manager, Production	N T	81 94	99 99	110 111	116 117	121 124	129 129	5.5 6.5
47	031 Boilermaker, Layer-Out - obs.	N T	65 88	93 76	102 99	119 116	127 125	137 137	12.5 13.0
48	177 Radio Operator	T	31			116			

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
49	106 Linotype Operator	N T	33 43			115 116			
50	397 Student, Mechanics - obs.	N T	54 66	93 93	105 105	118 115	126 122	130 128	10.5 8.5
51	321 Salesman	N S T	667 169 859	97 83 94	108 99 107	117 110 115	126 120 125	134 129 133	9.0 10.5 9.0
52	283 Athletic Instructor	N T	55 73	91 93	103 104	117 115	130 125	135 133	13.5 10.5
53	352 Store Manager	N S T	293 72 385	94 82 91	108 95 104	116 108 115	124 117 124	133 128 133	8.0 11.0 10.0
54	097 Installer-Repairman, Telephone and Telegraph	N T	48 62	98	108	115 115	120	133	6.0
55	138 Motorcycle Mechanic	N T	39 46			115 115			
56	266 Dispatcher Clerk, Crew	T	25			115			
57	026 Tool Dresser	N T	38 49			114 115			
58	355 File Clerk	N T	107 119	98 96	108 105	115 114	123 123	130 129	7.5 9.0
59	079 Embalmer	N T	37 55	98	105	115 114	119	130	7.0
60	005 Brake Inspector, Railway	N S T	92 34 130	91 90	101 102	114 115 114	127 127	133 133	13.0 12.5
61	003 Airplane and Engine Mechanic	N S T	74 34 115	94 92	105 102	114 112 114	123 123	130 130	9.0 10.5

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
62	457 Shop Clerk	N	83	93	104	114	124	133	10.0
		T	89	93	104	114	124	133	10.0
63	296 Artist	N	74	93	107	114	121	127	7.0
		T	82	96	106	114	121	127	7.5
64	020 Band Leader	N	67	93	99	114	125	132	13.0
		T	82	92	99	114	124	129	12.5
65	152 Photographer	N	61	88	110	114	124	131	7.0
		T	70	88	109	114	124	129	7.5
66	099 Geologist	N	52	96	105	114	126	133	10.5
		T	62	93	105	114	124	131	9.5
67	404 Airplane Engine Service Mechanic - obs.	N	44			114			
		T	52	99	105	114	119	131	7.0
68	039 Cable Splicer, Telephone and Telegraph	N	34			114			
		T	43			114			
69	227 Surveyor	N	30			114			
		T	42			114			
70	480 Student, High School, Academic	N	2060	94	104	114	123	130	9.5
		S	469	83	95	108	119	127	12.0
		U	79	89	103	110	116	126	6.5
		T	2608	92	102	113	122	129	10.0
71	028 Blueprinter or Photostat Operator	N	58	90	97	112	125	131	14.0
		T	67	91	100	113	125	134	12.5
72	035 Carpenter, Heavy Construction	N	62	90	100	115	125	133	12.5
		T	82	87	97	112	124	132	13.5
73	410 Dispatcher, Motor Vehicle	N	55	85	95	115	126	131	15.5
		T	71	82	93	112	124	131	15.5

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
74	011 Gunsmith	N	49			114			
		T	53	88	100	112	119	123	9.5
75	021 Musician, Instrumental	N	134	88	102	113	120	129	9.0
		T	161	90	103	112	120	129	8.5
76	241 Tool Maker	N	138	92	101	112	123	129	11.0
		T	147	92	101	112	123	129	11.0
77	123 Nurse, Practical	N	29			112			
		T	35			112			
78	155 Photographer, Portrait	T	28			112			
79	107 Photolithographer	T	26			112			
80	191 Rodman and Chainman, Surveying	N	73	92	102	117	124	129	11.0
		S	38			102			
		T	117	87	97	111	120	127	11.5
81	007 Airplane Fabric and Dope Worker	N	33			115			
		T	43			111			
82	128 Multilith or Multigraph Operator	N	47			114			
		T	54	98	105	111	120	130	7.5
83	195 Shipping Clerk	N	336	90	102	112	122	129	10.0
		S	59	77	91	103	114	126	11.5
		T	408	89	101	111	121	128	10.0
84	168 Printer	N	166	89	99	112	121	129	11.0
		T	192	89	99	111	120	129	10.5
85	124 Steward	N	51	83	97	112	120	125	11.5
		T	68	73	95	111	119	125	12.0
86	252 Foreman, Warehouse	N	112	80	100	111	120	130	10.0
		T	138	80	101	111	121	129	10.0

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
87	433 Bandsman, Cornet or Trumpet	N	30			111			
		T	33			111			
88	098 Instrument Repairman, Nonelectrical	N	32			110			
		T	37			111			
89	032 Boring Mill Operator - obs.	N	123	86	96	108	120	128	12.0
		T	150	86	98	111	120	129	11.0
90	137 Projectionist, Motion Picture	N	71	92	104	113	124	131	10.0
		S	33			106			
		T	111	87	100	110	122	129	11.0
91	067 Dental Laboratory Technician	N	53	77	91	112	121	127	15.0
		T	69	79	94	110	121	127	13.5
92	016 Laboratory Technician, V-mail or Microfilm	N	45			112			
		T	52	81	100	110	119	129	9.5
93	086 Foreman, Machine Shop	N	43			112			
		T	48			110			
94	324 Stock Clerk	N	660	86	99	111	120	128	10.5
		S	100	72	91	104	113	121	11.0
		U	31			109			
		T	791	85	99	110	120	127	10.5
95	145 Painter, Sign	N	77	83	98	111	119	127	10.5
		T	96	83	98	110	117	126	9.5
96	114 Machinist	N	540	87	99	110	120	127	10.5
		S	48			108			
		U	29			109			
		T	617	86	99	110	120	127	10.5
97	001 Photographer, Aerial	N	488	83	99	110	119	128	10.0
		S	109	74	93	108	117	123	12.0
		T	603	83	98	110	119	128	10.5

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
98	101 Engine Lathe Operator - obs.	N	263	89	101	110	120	128	9.5
		T	283	89	101	110	120	128	9.5
99	348 Parts Clerk, Automotive	N	98	93	98	110	120	128	11.0
		S	34			107			
		T	133	90	98	110	119	127	10.5
100	062 Cook's Helper	N	53	80	90	110	120	131	15.0
		T	62	78	89	110	122	132	16.5
101	180 Railway Mechanic, General - obs.	N	52	88	101	110	119	131	9.0
		T	61	88	98	110	119	131	10.5
102	282 Office Machine Serviceman	N	40			110			
		T	51	89	99	110	119	128	10.0
103	481 Student, High School, Commercial	N	243	90	99	109	117	125	9.0
		T	275	90	99	110	118	124	9.5
104	295 Electrician, Airplane	N	30			109			
		T	35			110			
105	396 Student, Manual Arts - obs.	N	51	93	100	112	125	132	12.5
		T	60	87	99	109	121	132	11.0
106	291 Policeman	N	127	88	100	111	119	129	9.5
		S	40			98			
		T	172	86	96	109	118	128	11.0
107	373 Sales Clerk	N	1767	85	98	110	120	129	11.0
		S	506	77	89	102	114	123	12.5
		U	89	86	99	109	119	128	10.0
		T	2362	82	95	109	119	128	12.0
108	078 Electrician	N	334	81	98	110	118	125	10.0
		S	76	83	91	105	115	124	12.0
		U	25			105			
		T	435	83	96	109	118	124	11.0

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
109	238 Lineman, Telephone and Telegraph	N	73	80	99	110	121	132	11.0
		T	96	79	97	109	120	129	11.5
110	381 Watch Repairman	N	40			110			
		T	51	93	103	109	119	123	8.0
111	186 Receiving or Shipping Checker	N	749	88	99	109	119	128	10.0
		S	109	87	99	111	120	126	10.5
		U	42			109			
		T	900	88	99	109	119	127	10.0
112	048 Car Mechanic, Railway	N	123	91	98	109	120	129	11.0
		S	31			107			
		T	158	89	98	109	119	129	10.5
113	242 Toolroom Keeper	N	61	78	97	109	118	121	10.5
		T	70	78	99	109	118	121	9.5
114	322 Refrigeration Mechanic	N	47			109			
		T	58	86	97	109	120	126	11.5
115	043 Cameraman, Motion Picture	T	29			109			
116	309 Telephone Operator	N	30			108			
		T	34			109			
117	475 Hatch Tender -- obs.	N	28			108			
		T	31			109			
118	010 Not Elsewhere Classified	N	11,642	79	95	109	120	129	12.5
		S	2284	67	81	99	115	124	17.0
		U	373	74	90	107	118	127	14.0
		T	14,299	76	92	108	120	129	14.0
119	431 Machinist's Helper	N	362	87	97	109	119	127	11.0
		S	48			96			
		T	429	85	96	108	118	125	11.0
120	356 Foreman, Labor	N	180	79	98	109	121	130	11.5
		S	46			92			
		T	238	77	93	108	120	129	13.5

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
121	111 Locomotive Fireman	N	85	77	95	109	119	127	12.0
		T	106	75	97	108	118	126	10.5
122	386 Entertainer	N	49			109			
		T	54	78	90	108	120	125	15.0
123	037 Meat Cutter	N	566	81	95	108	117	126	11.0
		S	107	75	83	104	114	127	15.5
		T	691	80	94	108	117	126	11.5
124	482 Student, High School, Vocational	N	461	86	96	108	116	124	10.0
		S	27			107			
		T	504	85	96	108	115	124	9.5
125	038 Cabinetmaker	N	85	82	96	108	119	130	11.5
		T	114	80	92	108	119	130	13.5
126	006 Airplane Engine Mechanic	N	54	83	96	108	120	130	12.0
		T	79	80	94	108	120	129	13.0
127	090 Heat Treater	N	64	79	94	108	118	127	12.0
		T	73	79	96	108	118	125	11.0
128	383 Fire Fighter	N	49			108			
		T	70	82	93	108	117	123	12.0
129	170 Engineering Aide	N	53	86	96	108	118	124	11.0
		T	69	87	96	108	119	124	11.5
130	319 Construction Equipment Mechanic	N	44			108			
		T	53	81	93	108	114	126	11.5
131	365 Optician	N	37			108			
		T	45			108			
132	139 Packer, High Explosives	N	28			108			
		T	29			108			
133	485 Petroleum Storage Technician	T	29			108			
134	148 Pattern Maker, Wood	T	25			108			

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TABLE III (c'd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
135	012 Electrician, Automotive	N	44			107			
		T	57	88	100	108	115	127	7.5
136	061 Coppersmith	N	35			107			
		T	43			108			
137	478 Ship Fitter	N	52	92	100	111	123	128	11.5
		T	66	87	99	107	120	128	10.5
138	201 Sheet Metal Worker	N	359	84	97	109	119	127	11.0
		S	85	77	89	103	111	123	11.0
		T	462	82	95	107	117	126	11.0
139	125 Electroplater	N	80	79	92	107	113	120	10.5
		T	84	78	90	107	113	120	11.5
140	338 Instrument Repairman, Electrical	N	42			107			
		T	50	81	100	107	120	131	10.0
141	163 Steam Fitter	N	34			107			
		T	47			107			
142	013 Diesel Mechanic	N	31			107			
		T	42			107			
143	202 Carpenter, Ship	N	27			107			
		T	34			107			
144	435 Bandsman, Snare Drum	T	28			107			
145	167 Lithographic Pressman	T	26			107			
146	304 Electric Motor Repairman	N	60	90	99	108	119	125	10.0
		T	76	88	96	106	117	125	10.5
147	341 Shop Maintenance Mechanic	N	223	82	92	107	117	124	12.5
		S	45			104			
		T	280	82	92	106	117	124	12.5
148	169 Job Pressman	N	93	86	96	106	118	127	11.0
		T	119	83	95	106	116	126	10.5

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P10	P25	P50	P75	P90	Q
149	190 Riveter, Pneumatic	N	85	77	92	106	115	125	11.5
		T	113	79	91	106	115	124	12.0
150	064 Power Shovel Operator	N	36			106			
		T	46			106			
151	003 Photographic Technician, Aerial - obs.	N	36			106			
		T	39			106			
152	033 Brakeman, Railway	N	142	79	91	108	118	126	13.5
		T	182	80	93	105	116	125	11.5
153	040 Automobile Body Repairman	N	97	76	91	108	119	127	14.0
		S	36			92			
		T	136	73	86	105	115	126	14.5
154	240 Tire Rebuilder	N	49			106			
		T	62	76	87	105	114	118	13.5
155	121 Utility Repairman	N	249	79	91	105	116	127	12.5
		S	40			97			
		T	305	79	91	105	116	127	12.5
156	030 Boilermaker	N	132	86	95	105	115	123	10.0
		T	158	81	94	105	115	123	10.5
157	337 Foreman, Automotive Repair Shop	N	30			105			
		T	39			105			
158	194 Salvage Man	N	29			104			
		T	35			105			
159	100 Structural Steel Worker	N	90	82	95	107	119	126	12.0
		T	107	76	88	104	119	126	15.5
160	256 Welder, Combination	N	182	73	90	105	116	124	13.0
		S	38			90			
		T	236	72	90	104	115	124	12.5
161	334 Welder, Spot	N	78	77	90	102	114	122	12.0
		T	89	73	89	104	112	122	11.5

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
162	065 Seaman	N	53	71	84	104	115	120	15.5
		T	65	69	84	104	114	120	15.0
163	081 Engineman, Operating	T	31			104			
164	059 Foreman, Construction	N	229	72	88	103	118	129	15.0
		S	45			107			
		T	281	72	88	104	118	128	15.0
165	127 Millwright	N	59	79	88	101	116	125	14.0
		T	71	81	90	104	118	125	14.0
166	255 Welder, Electric Arc	N	372	80	93	105	115	124	11.0
		S	88	64	80	92	105	119	12.5
		T	482	78	90	103	114	122	12.0
167	164 Plumber	N	162	75	92	105	114	124	11.0
		S	52	65	73	87	105	119	16.0
		T	222	71	87	103	114	123	13.5
168	233 Switchman, Railway	N	41			105			
		T	52	83	89	103	112	122	11.5
169	302 Machine Operator, Designated Machine	N	2679	78	90	104	114	123	12.0
		S	216	64	74	88	104	116	15.0
		U	149	76	90	105	114	123	12.0
		T	3044	77	89	103	114	123	12.5
170	025 Hammersmith	N	38			103			
		T	45			103			
171	483 Student, High School, Agricultural	N	67	82	93	108	119	123	13.0
		T	89	82	92	102	114	121	11.0
172	014 Automotive Mechanic	N	1262	76	90	104	114	123	12.0
		S	364	71	83	97	110	119	13.5
		U	67	76	88	108	119	124	15.5
		T	1693	75	89	102	114	122	12.5
173	024 Blacksmith	N	128	77	92	104	113	122	10.5
		S	32			92			
		T	162	75	88	102	113	122	12.5

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
174	257 Welder, Acetylene	N	85	83	93	104	114	124	10.5
		T	101	77	91	102	114	120	11.5
175	034 Bricklayer	N	162	78	89	103	117	124	14.0
		S	47			101			
		T	213	77	88	102	114	122	13.0
176	027 Blaster or Powderman	N	63	70	85	103	115	122	15.0
		T	75	73	85	102	115	121	15.0
177	314 Small Craft Operator	T	40			102			
178	165 Lineman, Power	N	55	75	94	106	114	125	10.0
		T	80	73	86	101	111	120	12.5
179	203 Packing Case Maker	N	57	73	88	106	117	127	14.5
		T	66	73	87	101	117	125	15.0
180	050 Carpenter, General	N	664	76	89	104	115	123	13.0
		S	292	68	79	94	108	119	14.5
		U	48			106			
		T	1004	73	86	101	113	123	13.5
181	162 Pipe Fitter	N	155	78	88	103	113	122	12.5
		S	32			89			
		T	194	76	86	101	112	121	13.0
182	354 Electric Truck Driver	N	80	64	86	103	112	121	13.0
		T	87	64	87	101	112	121	12.5
183	315 Highway Maintenance Man	N	35			103			
		T	44			101			
184	316 Automobile Serviceman	N	853	77	89	102	114	123	12.5
		S	255	68	80	96	108	119	14.0
		U	71	71	88	103	113	117	12.5
		T	1179	73	87	101	114	123	13.5
185	189 Rigger	N	38			102			
		T	44			101			

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
186	113 Woodworking-Machine Operator	N	155	79	90	103	114	120	12.0
		S	39			89			
		T	206	73	85	100	112	120	13.5
187	344 Chauffeur	N	281	77	89	102	114	123	12.5
		S	61	66	80	93	104	113	12.0
		T	358	74	87	100	113	122	13.0
188	378 Motorcyclist	N	26			101			
		T	32			100			
189	343 Burner, Acetylene	N	94	75	89	100	110	122	10.5
		T	113	75	88	100	110	121	11.0
190	244 Tractor Driver	N	698	72	86	101	112	122	13.0
		S	229	60	73	88	102	113	14.5
		U	41			102			
		T	968	69	82	99	110	120	14.0
191	144 Painter, General	N	542	75	86	101	114	122	14.0
		S	120	62	75	90	104	116	14.5
		T	680	70	83	99	113	121	15.0
192	129 Foundryman	N	129	68	85	101	114	122	14.5
		T	149	67	83	99	113	121	15.0
193	130 Animation Artist	N	127	75	86	101	112	123	13.0
		T	140	74	85	99	112	123	13.5
194	303 Hospital Orderly	N	106	75	89	100	112	122	11.5
		T	122	72	86	99	110	121	12.0
195	017 Baker	N	278	69	83	99	114	123	15.5
		S	45			93			
		T	334	69	83	99	113	123	15.0
196	049 Packer, Supplies	N	148	70	82	99	113	122	15.5
		S	54	63	77	98	109	117	16.0
		T	206	67	81	99	112	122	15.5
197	200 Sewing Machine Operator	N	76	71	85	100	112	124	13.5
		T	91	71	80	98	112	120	16.0

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
198	245 Truck Driver, Heavy	N	2754	73	86	99	112	120	13.0
		S	601	63	73	89	107	116	17.0
		U	118	67	86	99	110	118	12.0
		T	3473	71	83	98	111	120	14.0
199	143 Painter, Automobile	N	61	74	87	99	110	123	11.5
		T	72	72	83	98	108	123	12.5
200	360 Hoist Operator	N	100	74	84	98	109	119	12.5
		T	117	73	83	98	109	119	13.0
201	359 Construction Machine Operator	N	102	72	86	99	109	116	11.5
		S	35			85			
		T	145	70	79	97	107	117	14.0
202	093 Horsebreaker	N	68	72	85	98	108	119	11.5
		T	91	73	85	97	108	119	11.5
203	234 Tailor	N	61	69	82	97	112	120	15.0
		T	74	69	82	97	112	120	15.0
204	214 Stonemason	N	31			97			
		T	43			97			
205	063 Crane Operator	N	100	79	88	99	113	121	12.5
		T	128	72	87	96	111	120	12.0
206	248 Upholsterer	N	77	74	91	99	111	121	10.0
		T	98	74	88	96	111	121	11.5
207	060 Cook	N	501	67	80	98	113	121	16.5
		S	131	63	77	91	104	113	13.5
		T	653	67	79	96	111	120	16.0
208	310 Concrete-Mixer Operator	N	43			97			
		T	56	65	80	96	109	119	14.5
209	345 Truck Driver, Light	N	2921	71	83	97	110	119	13.5
		S	875	63	72	86	100	113	14.0
		U	170	70	80	97	112	124	16.0
		T	3966	69	80	95	109	119	14.5
210	084 Stationary Fireman	N	90	70	85	97	112	124	13.5
		T	107	67	80	95	109	124	14.5

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TABLE III (ctd.)

RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
211	251 Warehouseman	N	76	80	88	96	112	121	12.0
		T	90	70	87	95	110	120	11.5
212	357 Gas and Oil Man - obs.	N	44			96			
		T	61	75	85	95	111	124	13.0
213	087 Forging-Press Operator	N	38			96			
		T	43			95			
214	271 Longshoreman	N	48			95			
		T	53	61	77	95	109	116	16.0
215	259 Well Driller	N	32			91			
		S	27			99			
		T	62	71	82	95	114	122	16.0
216	117 Marine Fireman	T	27			94			
217	103 Laundry Machine Operator	N	98	74	87	99	114	123	13.5
		T	121	71	82	93	111	121	14.5
218	590 Laborer	N	6127	68	80	96	109	119	14.5
		S	1323	59	67	79	96	109	14.5
		U	355	67	80	95	109	119	14.5
		T	7805	65	76	93	108	119	16.0
219	022 Barber	N	132	64	79	95	108	118	14.5
		S	26			88			
		T	166	66	79	93	109	120	15.0
220	204 Shoe Repairman	N	90	68	78	95	111	119	16.5
		T	118	68	77	93	109	118	16.0
221	339 Jackhammer Operator	N	39			94			
		T	55	61	77	93	109	118	16.0
222	493 Control Supervisor*	T	25			93			
223	299 Groundman, Telephone, Telegraph, or Power	T	32			91			

*See footnote, page 73.

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TABLE III (ctd.)

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RANK	SSN NAME	R	NO.	P ₁₀	P ₂₅	P ₅₀	P ₇₅	P ₉₀	Q
224	306 Geographer*	T	30			91			
225	199 Section Hand, Railway	N	294	64	74	90	105	116	15.5
		T	337	64	74	90	104	115	15.0
226	490 Continuity Writer - obs.*	N	25			90			
		T	31			88			
227	235 Teamster	N	180	68	76	89	106	115	15.0
		S	92	60	69	80	91	106	11.0
		T	284	64	74	87	104	114	15.0
228	325 Miner	N	441	67	76	87	102	114	13.0
		S	44			80			
		T	502	67	75	87	103	114	14.0
229	499 Farmer	N	3850	64	74	90	106	118	16.0
		S	3422	58	65	79	95	108	15.0
		U	203	60	67	83	99	115	16.0
		T	6475	61	70	86	103	115	16.5
230	329 Lumberjack	N	186	62	72	89	103	118	15.5
		S	40			75			
		T	236	60	70	85	100	116	15.0

*The extreme deviation of these occupations from a position consistent with the total hierarchy is probably due to errors in sampling, classification, coding, or punching.

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