

NOTE: Significant disadvantage for a minority is identified with yellow highlighting and asterisks for Grantees; National Grantees by State; and National Grantees, State Grantees, and Nationwide rollups. Asterisks without yellow highlighting indicate significant differences that do not disadvantage the minority.

Grantee Earnings: Race

|                       | White |        | Black |        | Asian |        | American Indian |        | Pacific Islander |        |
|-----------------------|-------|--------|-------|--------|-------|--------|-----------------|--------|------------------|--------|
|                       | Count | Median | Count | Median | Count | Median | Count           | Median | Count            | Median |
| AARP                  | 305   | 2610   | 231   | 2818   | 5     | 6760   | 2               | 4962   | 1                | 3600   |
| ANPPM                 | 19    | 3705   | 23    | 3456   | 1     | 3445   | 1               | 2880   | 0                | .      |
| ATD                   | 25    | 3754   | 9     | 5487   | 0     | .      | 0               | .      | 0                | .      |
| Easter Seals          | 92    | 3366*  | 106   | 6512*  | 6     | 11385* | 8               | 3180   | 2                | 9551   |
| Goodwill              | 136   | 2737   | 99    | 2730   | 1     | 4814   | 2               | 3966   | 1                | 0      |
| IID [S]               | 7     | 3200   | 3     | 2330   | 0     | .      | 6               | 7335   | 1                | 2607   |
| IPDC                  | 0     | .      | 0     | .      | 0     | .      | 0               | .      | 0                | .      |
| National Able Network | 32    | 2859   | 7     | 3575   | 0     | .      | 1               | 3910   | 0                | .      |
| NAPCA[S]              | 3     | 5588   | 4     | 2803   | 20    | 3645   | 0               | .      | 0                | .      |
| NAPCA[G]              | 11    | 3120*  | 7     | 8495*  | 5     | 6612   | 0               | .      | 0                | .      |
| NCBA                  | 110   | 3160   | 250   | 3276   | 1     | 3900   | 2               | 3237   | 4                | 3900   |
| NCOA                  | 169   | 2925   | 157   | 3600   | 13    | 3600   | 1               | 3380   | 2                | 4936   |
| NICOA[S]              | 4     | 0      | 4     | 0      | 0     | .      | 9               | 0      | 0                | .      |
| NICOA[G]              | 0     | .      | 0     | .      | 0     | .      | 0               | .      | 0                | .      |
| NOWCC                 | 8     | 1880   | 2     | 657    | 0     | .      | 0               | .      | 0                | .      |
| NUL                   | 24    | 1798   | 25    | 3482   | 1     | 4425   | 0               | .      | 0                | .      |
| OAGB                  | 18    | 3185   | 5     | 3840   | 0     | .      | 0               | .      | 0                | .      |
| SER                   | 76    | 2930   | 37    | 2483   | 0     | .      | 0               | .      | 2                | 3708   |
| CWI                   | 184   | 2732   | 163   | 3072   | 9     | 3690   | 1               | 3346   | 1                | 198    |
| The WorkPlace         | 22    | 3456   | 53    | 4365   | 1     | 1690   | 0               | .      | 0                | .      |
| VANTAGE               | 8     | 3100   | 15    | 2867   | 0     | .      | 0               | .      | 0                | .      |
| National Grantees     | 1253  | 2860   | 1200  | 3327   | 63    | 3840   | 33              | 3132   | 14               | 2974   |
| Alabama               | 5     | 2371   | 10    | 525    | 0     | .      | 0               | .      | 0                | .      |
| Alaska                | 13    | 4087   | 8     | 4671   | 0     | .      | 5               | 5022   | 0                | .      |
| Arizona               | 5     | 0      | 1     | 0      | 0     | .      | 0               | .      | 0                | .      |
| Arkansas              | 6     | 0      | 4     | 1377   | 0     | .      | 0               | .      | 0                | .      |
| California            | 12    | 7355   | 8     | 7301   | 1     | 7680   | 0               | .      | 0                | .      |
| Colorado              | 1     | 6000   | 0     | .      | 0     | .      | 0               | .      | 0                | .      |
| Connecticut           | 2     | 3416   | 4     | 3496   | 0     | .      | 1               | 3360   | 0                | .      |
| Delaware              | 7     | 3004   | 20    | 2924   | 0     | .      | 0               | .      | 0                | .      |
| DC                    | 0     | .      | 3     | 3600   | 0     | .      | 0               | .      | 0                | .      |
| Florida               | 31    | 1023   | 20    | 1436   | 0     | .      | 0               | .      | 0                | .      |
| Georgia               | 4     | 3909   | 15    | 2068   | 0     | .      | 1               | 1450   | 0                | .      |
| Hawaii                | 0     | .      | 0     | .      | 3     | 2312   | 0               | .      | 1                | 3038   |
| Idaho                 | 3     | 3831   | 0     | .      | 1     | 3480   | 0               | .      | 0                | .      |
| Illinois              | 1     | 3006   | 12    | 3892   | 0     | .      | 0               | .      | 0                | .      |
| Indiana               | 11    | 3389   | 7     | 3770   | 0     | .      | 0               | .      | 0                | .      |
| Iowa                  | 7     | 2331   | 2     | 1661   | 0     | .      | 0               | .      | 0                | .      |
| Kansas                | 9     | 3030   | 3     | 1788   | 0     | .      | 0               | .      | 0                | .      |
| Kentucky              | 5     | 1071   | 4     | 3344   | 0     | .      | 0               | .      | 0                | .      |
| Louisiana             | 1     | 2800   | 12    | 3142   | 0     | .      | 0               | .      | 0                | .      |
| Maryland              | 4     | 2670   | 3     | 3120   | 0     | .      | 0               | .      | 0                | .      |
| Massachusetts         | 6     | 2422   | 5     | 6048   | 0     | .      | 0               | .      | 0                | .      |
| Michigan              | 11    | 3501   | 7     | 3450   | 0     | .      | 0               | .      | 0                | .      |
| Minnesota             | 10    | 2526   | 0     | .      | 0     | .      | 0               | .      | 0                | .      |
| Mississippi           | 0     | .      | 6     | 2193   | 0     | .      | 0               | .      | 0                | .      |
| Missouri              | 7     | 3166   | 4     | 2204   | 0     | .      | 0               | .      | 0                | .      |

|                 |      |      |      |      |    |      |    |      |    |      |
|-----------------|------|------|------|------|----|------|----|------|----|------|
| Montana         | 2    | 3114 | 0    | .    | 0  | .    | 0  | .    | 0  | .    |
| Nebraska        | 3    | 2500 | 2    | 4908 | 0  | .    | 0  | .    | 0  | .    |
| Nevada          | 0    | .    | 0    | .    | 0  | .    | 0  | .    | 0  | .    |
| New Hampshire   | 5    | 2840 | 0    | .    | 0  | .    | 0  | .    | 0  | .    |
| New Jersey      | 8    | 4513 | 14   | 5050 | 2  | 2574 | 0  | .    | 0  | .    |
| New Mexico      | 2    | 360  | 0    | .    | 0  | .    | 1  | 1200 | 0  | .    |
| New York        | 13   | 3780 | 14   | 3600 | 1  | 5760 | 0  | .    | 0  | .    |
| North Carolina  | 9    | 2992 | 15   | 3319 | 0  | .    | 2  | 6557 | 0  | .    |
| North Dakota    | 0    | .    | 0    | .    | 0  | .    | 0  | .    | 0  | .    |
| Ohio            | 9    | 3100 | 8    | 1118 | 0  | .    | 0  | .    | 0  | .    |
| Oklahoma        | 7    | 6000 | 2    | 4983 | 0  | .    | 0  | .    | 0  | .    |
| Oregon          | 5    | 0    | 0    | .    | 0  | .    | 2  | 1760 | 0  | .    |
| Pennsylvania    | 24   | 2037 | 23   | 2340 | 0  | .    | 0  | .    | 0  | .    |
| Puerto Rico     | 3    | 5436 | 5    | 4890 | 0  | .    | 0  | .    | 0  | .    |
| Rhode Island    | 0    | .    | 0    | .    | 0  | .    | 0  | .    | 0  | .    |
| South Carolina  | 5    | 2184 | 12   | 3235 | 0  | .    | 0  | .    | 0  | .    |
| South Dakota    | 2    | 1998 | 0    | .    | 0  | .    | 2  | 1590 | 0  | .    |
| Tennessee       | 10   | 2155 | 14   | 3750 | 0  | .    | 0  | .    | 0  | .    |
| Texas           | 31   | 3016 | 19   | 2214 | 0  | .    | 0  | .    | 0  | .    |
| Utah            | 4    | 2050 | 2    | 7080 | 0  | .    | 0  | .    | 0  | .    |
| Vermont         | 3    | 3125 | 0    | .    | 0  | .    | 0  | .    | 0  | .    |
| Virginia        | 2    | 1704 | 9    | 1443 | 0  | .    | 1  | 3915 | 0  | .    |
| Washington      | 6    | 4168 | 1    | 4455 | 0  | .    | 0  | .    | 0  | .    |
| West Virginia   | 3    | 3762 | 1    | 0    | 0  | .    | 0  | .    | 0  | .    |
| Wisconsin       | 5    | 1525 | 3    | 7041 | 0  | .    | 0  | .    | 0  | .    |
| Wyoming         | 0    | .    | 0    | .    | 0  | .    | 0  | .    | 0  | .    |
| American Samoa  | 0    | .    | 0    | .    | 0  | .    | 0  | .    | 0  | .    |
| Guam            | 0    | .    | 0    | .    | 0  | .    | 0  | .    | 1  | 2440 |
| Mariana Islands | 0    | .    | 0    | .    | 0  | .    | 0  | .    | 0  | .    |
| Virgin Islands  | 0    | .    | 6    | 4432 | 0  | .    | 0  | .    | 0  | .    |
| State Grantees  | 322  | 2849 | 308  | 3013 | 8  | 3495 | 15 | 3520 | 2  | 2739 |
| Nationwide      | 1575 | 2860 | 1508 | 3276 | 71 | 3795 | 48 | 3353 | 16 | 2933 |