



2001-2021



CHARACTERISTICS OF HISPANIC AND LATINO WORKERS IN OKLAHOMA

Oklahoma Employment Security Commission
Economic Research and Analysis Division



Characteristics of Hispanic and Latino Workers in Oklahoma 2001-2022

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February 2023

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Characteristics of Hispanic and Latino Workers in Oklahoma, 2001-2021

Introduction

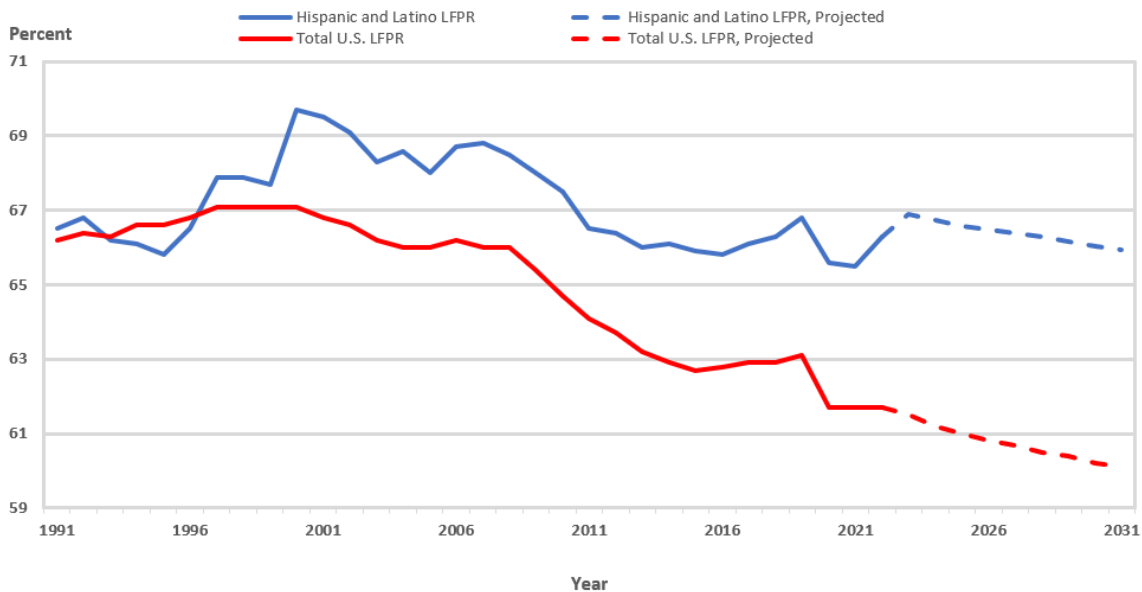
The U.S. Census Bureau uses the Office of Management and Budget’s (OMB) definition of Hispanic or Latino, which is a “person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.”¹ Individuals who identify as Hispanic or Latino classify themselves as such on the decennial census questionnaire and other Census Bureau survey questionnaires.² As of 2021, the Census Bureau estimates that there were a record high 62.6 million persons of Hispanic or Latino origin in the United States, making up almost 19% of the total population, also a new high. In Oklahoma, the Census Bureau recorded nearly 470,000 individuals of Hispanic or Latino descent in 2021, making up 11.7% of the total state population.³ Despite their minority status, Hispanic and Latino workers have seen a significant growth of employment in Oklahoma.

National Labor Force Participation Rate, 1999-2020 (Bureau of Labor Statistics)

The labor force participation rate (LFPR), defined as the percentage of people working or actively looking for work, has remained higher among Hispanic workers than the national average since 1997. In this time frame, the LFPR of Hispanic and Latino workers reached a high of 69.7% in 2000.

Chart 1: U.S. Labor Force Participation Rate (LFPR) by Hispanic and Latino Ethnicity, 1991-2021 and Projected 2022-2031

SOURCE: U.S. Bureau of Labor Statistics



The Hispanic and Latino LFPR is projected to reach a 14-year high in 2023 at 66.9% and is then projected to decline slightly until 2031. The gap is widening between the total LFPR and the Hispanic and Latino

¹ US Census Bureau. “About the Hispanic Population and Its Origin.” Census.gov, April 15, 2022.

² Ibid

³ U.S. Census Bureau

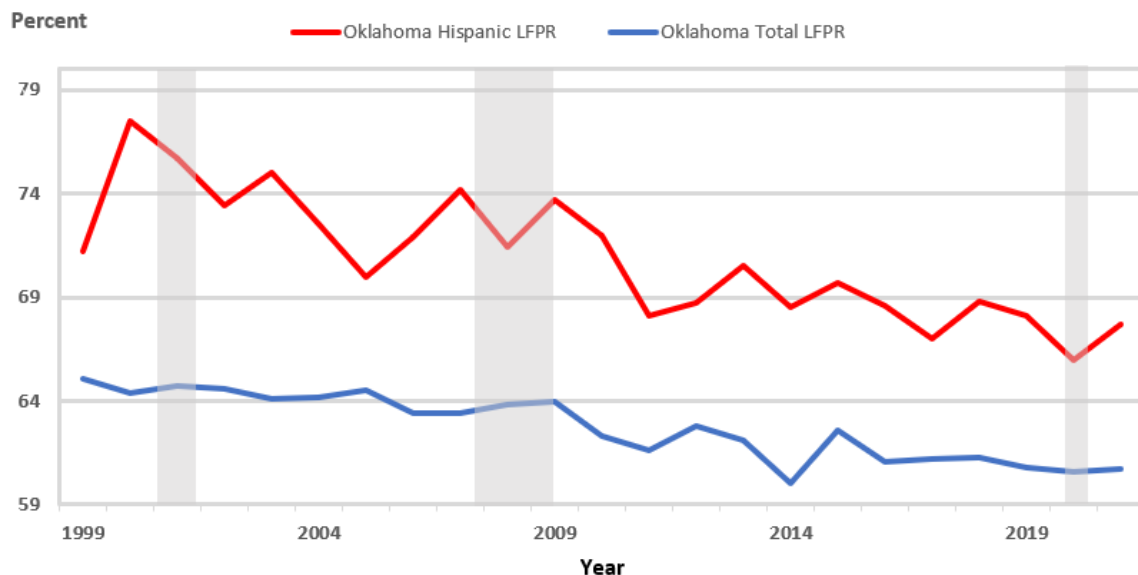
LFPR. 2020 saw the highest disparity between Hispanic LFPR and total LFPR, and the difference between the two is projected to reach an all-time high in 2031.

Oklahoma Labor Force Participation Rate, 1999-2020 (Current Population Survey)

In Oklahoma, the Hispanic and Latino LFPR remains higher than the total population. The Hispanic and Latino LFPR reached a high of 77.5% in 2000, and both the total LFPR and the Hispanic and Latino LFPR have been in overall decline. Notably, during periods of recession, the drop in the Hispanic and Latino LFPR were more extreme than the total population. In fact, during the 'Great Recession' (December 2007 to June 2009), the total LFPR increased, but the Hispanic and Latino LFPR decreased by 2.8% and an all-time low of 66.0% during the 2020 recession but returned to 67.7% in 2021.

Chart 2: Oklahoma Labor Force Participation Rate (LFPR), 1999-2021

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics and Current Population Survey (CPS)



Note: Shaded areas represent National Bureau of Economic Research defined recession periods

Characteristics of Older Workers in Oklahoma, 2001-2020 (Quarterly Workforce Indicators)

The Quarterly Workforce Indicators (QWI) data produced by the U.S. Census Bureau provide local labor market statistics by industry, worker demographics, employer age, and size. Unlike statistics tabulated from the firm or person-level data, the QWI source data are unique job-level data that link workers to their employers. Because of this link makes labor market data in the QWI available by worker age, sex, educational attainment, and race/ethnicity. This allows for analysis by demographics of a particular local labor market or industry – for instance, identifying initiatives with a high proportion of Hispanic and Latino workers.

Employment by Worker Ethnicity

Oklahoma has seen an increase in employment of all workers, both Hispanic and Latino and non-Hispanic or Latino, since 2001, and Hispanic and Latino workers have had a faster growth rate than non-Hispanic or Latino workers. Between 2001 and 2022, the number of Hispanic and Latino workers increased by 114%, whereas non-Hispanic and Latino workers grew by only 2.6%. Hispanic and Latino workers' proportion of the Oklahoma labor force has also increased in the last 21 years, rising by 5.5 percentage points. There was a total increase of 103,977 workers from 2001 to 2022, 72.9% of which were Hispanic and Latino. Since 2001, the percentage of Hispanic and Latino workers in Oklahoma has increased yearly, whereas the rate of non-Hispanic or Latino workers has decreased annually.

The most significant increase in Hispanic and Latino employment during this time frame was found between 2013 and 2014, with an addition of 6,304 workers. Comparatively, the most significant year-to-

Table 1. Oklahoma: Employment by Ethnicity of Worker, Annual Averages, 2001-2022

Year	Hispanic or Latino		Non-Hispanic or Latino	
	Number	Percent	Number	Percent
2001	66,477	5.7	1,104,952	94.3
2002	68,172	5.9	1,080,131	94.1
2003	68,752	6.1	1,049,541	93.9
2004	71,527	6.3	1,057,154	93.7
2005	76,391	6.6	1,077,077	93.4
2006	81,761	6.9	1,105,216	93.1
2007	86,264	7.1	1,126,608	92.9
2008	89,840	7.3	1,147,241	92.7
2009	89,410	7.6	1,094,471	92.4
2010	90,289	7.8	1,066,278	92.2
2011	95,872	8.1	1,091,749	91.9
2012	101,212	8.3	1,117,083	91.7
2013	106,983	8.6	1,130,617	91.4
2014	113,287	9.0	1,144,380	91.0
2015	117,771	9.3	1,152,087	90.7
2016	119,609	9.5	1,134,454	90.5
2017	124,014	9.9	1,133,305	90.1
2018	130,158	10.2	1,151,050	89.8
2019	135,072	10.4	1,159,825	89.6
2020	132,459	10.6	1,112,179	89.4
2021	136,757	11.0	1,111,673	89.0
2022	142,268	11.2	1,133,138	88.8

SOURCE: Quarterly Workforce Indicators, U.S. Census Bureau, (qwiexplorer.ces.census.gov).

year increase in employment among non-Hispanic and Latino workers occurred from 2005 to 2006, with an increase of 28,139 workers. Among Hispanic and Latino workers from 2001-2022, only two year-to-

year periods saw a decrease in employment: 2008-2009 and 2019-2020, both timeframes that included recessions. The highest reduction among Hispanic and Latino workers was during 2019-2020, yielding a loss of 2,613 people. Non-Hispanic and Latino workers saw employment loss during 2001-2002, 2002-2003, 2008-2009, 2009-2010, 2015-2016, 2016-2017, and 2019-2020, with 2008-2009 seeing the most significant employment loss during this time.

Employment of Hispanic and Latino Workers by Industry

In 2001, NAICS 31-33 Manufacturing saw the highest number of Hispanic and Latino workers, at 14,683. Also, in 2001, NAICS 11 Agriculture, Forestry, Fishing, and Hunting saw the highest proportion of Hispanic and Latino workers, at 24.3%. By 2022, NAICS 72 Accommodation and Food Services employed the highest number of Latino and Hispanic workers: 21,991. NAICS 11 Agriculture, Forestry, Fishing and Hunting remained the industry with the highest percentage of Hispanic and Latino workers, at 25.9%. In these 21 years, NAICS 48-49 Transportation and Warehousing saw the highest increase of Latino and Hispanic workers, growing by 375.1%. NAICS 55 Management of Companies and Enterprises also saw significant growth in Hispanic and Latino workers at 281.1%.

Table 2. Oklahoma: Employment of Hispanic and Latino Workers by Industry, Annual Averages, 2001-2022

	2001		2022	
	Number	Percent	Number	Percent
NAICS 11 Agriculture, Forestry, Fishing and Hunting	1,918	24.3	2,583	25.9
NAICS 21 Mining, Quarrying, and Oil and Gas Extraction	1,327	4.4	2,775	9.5
NAICS 22 Utilities	236	2.0	514	5.4
NAICS 23 Construction	5,552	8.6	12,477	15.9
NAICS 31-33 Manufacturing	14,683	8.4	18,535	14.1
NAICS 42 Wholesale Trade	2,598	4.5	4,796	8.6
NAICS 44-45 Retail Trade	7,236	4.2	19,709	11.0
NAICS 48 -49 Transportation and Warehousing	1,826	4.1	8,676	12.8
NAICS 51 Information	1,326	3.4	1,278	7.1
NAICS 52 Finance and Insurance	1,569	2.8	4,478	7.9
NAICS 53 Real Estate and Rental and Leasing	1,132	4.8	1,962	9.5
NAICS 54 Professional, Scientific, and Technical Services	1,512	2.9	5,421	6.9
NAICS 55 Management of Companies and Enterprises	509	3.5	1,940	8.3
NAICS 56 Administrative and Support and Waste Management and Remediation Services	6,791	7.2	11,239	11.4
NAICS 61 Educational Services	322	2.7	1,127	6.5
NAICS 62 Health Care and Social Assistance	5,136	3.4	16,304	8.1
NAICS 71 Arts, Entertainment, and Recreation	846	6.0	1,711	9.8
NAICS 72 Accommodation and Food Services	9,769	9.1	21,991	15.0
NAICS 81 Other Services (except Public Administration)	2,201	5.6	3,458	9.5

SOURCE: Quarterly Workforce Indicators, U.S. Census Bureau, (qwiexplorer.ces.census.gov).

From 2001 to 2022, NAICS 48 -49 Transportation and Warehousing saw the most significant increase in the proportion of Latino and Hispanic workers in the Oklahoma labor force, growing by 8.7% and gaining 6,850 workers. NAICS 23 Construction had the second-highest proportion increase of Hispanic and Latino workers, yielding an increase of 6,925 workers (7.3%). Between 2001 and 2022, Oklahoma gained 74,485 workers of Hispanic and Latino ethnicity, an 112.0% increase.

Hiring by Ethnicity

QWI's measure of employment change includes the indicator, Hires All ('HirA'), which is the estimated number of workers who started a new job in a specified quarter. This indicator includes workers who started a new job (Hires New, 'HirN') and those who returned to the same employer where they had worked within the previous year (Hires Recalls, 'HirR').

Table 3. Oklahoma: Hiring by Ethnicity, Annual Averages, 2001-2022

	Hispanic or Latino	Percent Total Hiring	Non-Hispanic or Latino	Percent Total Hiring	Total Hiring
2001	25,764	7.9	300,429	92.1	326,193
2002	23,235	8.2	261,033	91.8	284,268
2003	21,220	8.2	238,884	91.8	260,104
2004	22,332	8.3	245,447	91.7	267,779
2005	24,608	8.6	261,337	91.4	285,945
2006	26,846	8.9	276,144	91.1	302,990
2007	27,968	9.1	279,250	90.9	307,218
2008	28,135	9.5	267,785	90.5	295,920
2009	21,977	10.0	198,214	90.0	220,191
2010	23,384	10.1	208,686	89.9	232,070
2011	24,587	10.2	216,129	89.8	240,716
2012	26,389	10.5	225,487	89.5	251,876
2013	28,606	11.1	229,174	88.9	257,780
2014	30,300	11.3	238,302	88.7	268,602
2015	30,137	11.6	229,984	88.4	260,121
2016	29,214	11.8	218,706	88.2	247,920
2017	31,471	12.1	228,013	87.9	259,484
2018	33,138	12.3	236,227	87.7	269,365
2019	33,442	12.4	235,454	87.6	268,896
2020	30,879	12.6	214,975	87.4	245,854
2021	36,518	12.7	250,183	87.3	286,701
2022	32,242	12.8	219,249	87.2	251,491

SOURCE: Quarterly Workforce Indicators, U.S. Census Bureau, (qwiexplorer.ces.census.gov).

Overall, Oklahoma has seen an uptick in the hiring of Hispanic and Latino workers since 2001. However, U.S. periods of recession saw significant year-to-year decreases in hiring Hispanic and Latino workers. There were 6,158 fewer hires of Hispanic and Latino workers in 2008 than in 2007, and 2,563 fewer hires of Hispanic and Latino workers in 2020 than in 2019. Though not recognized as a recession, 2021-2022 also saw a steep decrease in hiring Hispanic and Latino workers, with the number decreasing by 4,276. 2021 saw the highest number of hires of Latino and Latino workers in 21 years: 36,518. Also, the proportion of new hires of Hispanic and Latino workers has increased yearly in this time frame, seeing a high of 12.8% in 2022. Simultaneously, the proportion of hiring of workers who are not Hispanic or Latino has gradually decreased over the last 21 years.

A possible explanation for the increase in hiring of Hispanic and Latino workers is the overall increase of Oklahomans of Latino and Hispanic descent. In the last decade, the percentage of the Latino and Hispanic population in the U.S. has substantially increased – about 14.7%.⁴ As the proportion of Hispanic and Latino Oklahoma residents increases, hiring trends correlate.

Hiring by Ethnicity and Industry

Except for NAICS 11 Agriculture, Forestry, Fishing, and Hunting, each industry saw an increase in the proportion of hiring of Hispanic and Latino workers between 2001 and 2022. NAICS 23 Construction saw the most significant increase in the percentage of hiring of Hispanic and Latino workers, increasing by 10.6 percentage points. NAICS 61 Educational Services saw the highest growth rate in the percentage of hiring of Hispanic and Latino people, leaping from 3.3% in 2001 to 9.9% in 2022, a 201.2% growth rate.

Table 4. Oklahoma: Hiring by Industry, Hispanic and Latino Workers, Annual Averages, 2001 and 2022

	2001		2022	
	Percent Hispanic or Latino	Percent Non-Hispanic or Non-Latino	Percent Hispanic or Latino	Percent Non-Hispanic or Non-Latino
NAICS 11 Agriculture, Forestry, Fishing and Hunting	26.8	73.2	19.7	80.3
NAICS 21 Mining, Quarrying, and Oil and Gas Extractive	7.6	92.4	16.5	83.5
NAICS 22 Utilities	4.6	95.4	7.4	92.6
NAICS 23 Construction	11.5	88.5	22.1	77.9
NAICS 31-33 Manufacturing	12.7	87.3	15.7	84.3
NAICS 42 Wholesale Trade	7.0	93.0	11.0	89.0
NAICS 44-45 Retail Trade	5.4	94.6	12.1	87.9
NAICS 48 -49 Transportation and Warehousing	6.3	93.7	13.7	86.3
NAICS 51 Information	4.6	95.4	8.2	91.8
NAICS 52 Finance and Insurance	4.7	95.3	10.3	89.7
NAICS 53 Real Estate and Rental and Leasing	7.1	92.9	10.6	89.4
NAICS 54 Professional, Scientific, and Technical Services	4.6	95.4	9.9	90.1
NAICS 55 Management of Companies and Enterprises	5.7	94.3	10.2	89.8
NAICS 56 Administrative and Support and Waste Management and Remediation Services	9.0	91.0	12.8	87.2
NAICS 61 Educational Services	3.3	96.7	9.9	90.1
NAICS 62 Health Care and Social Assistance	4.7	95.3	9.4	90.6
NAICS 71 Arts, Entertainment, and Recreation	6.0	94.0	10.0	90.0
NAICS 72 Accommodation and Food Services	8.8	91.2	13.4	86.6
NAICS 81 Other Services (except Public Administration)	7.1	92.9	11.2	88.8

SOURCE: Quarterly Workforce Indicators, U.S. Census Bureau, (qwexplorer.ces.census.gov).

Other industries that saw a significant percentage increase in the proportion of hiring of Hispanic and Latino people include NAICS 44-45 Retail Trade (124.1%), NAICS 52 Finance and Insurance (119.3%), NAICS 21 Mining, Quarrying, and Oil and Gas Extraction (118.8%), NAICS 54 Professional, Scientific, and Technical Services (117.3%), and NAICS 48 -49 Transportation and Warehousing (117.3%).

⁴ Nicholas Jones, “2020 Census Illuminates Racial and Ethnic Composition of the Country,” Census.gov, June 10, 2022, <https://www.census.gov/library/stories/2021/08/improved-race-ethnicity-measures-reveal-united-states-population-much-more-multiracial.html>.

In 2001, NAICS 11 Agriculture, Forestry, Fishing, and Hunting had the highest percentage of hiring of Hispanic and Latino workers, at 26.8%. In 2022, NAICS 23 Construction saw the highest hiring rate of Hispanics and Latinos, at 22.1%.

Oklahoma Earnings by Ethnicity

From 2001-2021, the average monthly earning for Hispanic and Latino workers was \$2,579, and the average monthly earning for non-Hispanic or Latino workers was \$3,547. 2021 saw the highest average monthly earnings of Hispanic and Latino workers and non-Hispanic or Latino workers, at \$3,408 and \$4,603, respectively.

Table 5. Oklahoma: Average Monthly Earnings by Ethnicity, Annual Averages, 2001-2022

	Hispanic or Latino	Non-Hispanic or Latino
2001	\$1,905	\$2,571
2002	\$1,915	\$2,591
2003	\$1,949	\$2,655
2004	\$2,039	\$2,793
2005	\$2,119	\$2,908
2006	\$2,237	\$3,075
2007	\$2,333	\$3,225
2008	\$2,474	\$3,372
2009	\$2,350	\$3,287
2010	\$2,431	\$3,394
2011	\$2,564	\$3,596
2012	\$2,705	\$3,747
2013	\$2,768	\$3,820
2014	\$2,863	\$3,964
2015	\$2,862	\$4,004
2016	\$2,820	\$3,926
2017	\$2,942	\$4,057
2018	\$3,115	\$4,193
2019	\$3,176	\$4,309
2020	\$3,189	\$4,399
2021	\$3,408	\$4,603

SOURCE: Quarterly Workforce Indicators, U.S. Census Bureau, (qwiexplorer.ces.census.gov).

From 2001 to 2022, the average monthly earnings of Oklahoma workers have increased year by year, except for the 2007-2008 period and the 2014-2015 period, and this remains true for Hispanic and Latino workers. The average monthly earnings of Hispanic and Latino workers increased by \$75 per year, whereas the average monthly earnings of non-Hispanic and non-Latino workers increased by \$102 per year. On average, workers who are not Hispanic or Latino made \$968 (37.5%) more per month during these 20 years than Hispanic and Latino workers made.

Earnings by Industry and Ethnicity

In 2001, the industry with the highest monthly earnings among Hispanic and Latino workers was NAICS 22 Utilities, averaging \$3,710. In 2021, the industry with the highest earnings among Latino and Hispanic workers had shifted to NAICS 21 Mining, Quarrying, and Oil and Gas Extraction, at \$6,305 per month. In 2001 and 2021, NAICS 72 Accommodation and Food Services yielded the lowest average monthly earnings of Hispanic workers at \$1,082 in 2001 and \$1,818 in 2021.

Table 6. Oklahoma: Average Monthly Earnings of Hispanic and Latino Workers by Industry, Annual Averages, 2001 and 2021

	2001	2021	Numeric Change	Percent Change
NAICS 11 Agriculture, Forestry, Fishing and Hunting	1,709	3,294	1,585	92.7
NAICS 21 Mining, Quarrying, and Oil and Gas Extraction	3,518	6,305	2,787	79.2
NAICS 22 Utilities	3,710	6,237	2,527	68.1
NAICS 23 Construction	2,267	4,204	1,937	85.4
NAICS 31-33 Manufacturing	2,185	4,216	2,031	93.0
NAICS 42 Wholesale Trade	2,320	4,187	1,867	80.5
NAICS 44-45 Retail Trade	1,460	2,637	1,177	80.6
NAICS 48-49 Transportation and Warehousing	2,559	3,430	871	34.0
NAICS 51 Information	2,663	4,792	2,129	79.9
NAICS 52 Finance and Insurance	2,092	4,057	1,965	93.9
NAICS 53 Real Estate and Rental and Leasing	1,844	3,575	1,731	93.9
NAICS 54 Professional, Scientific, and Technical Services	2,920	4,318	1,398	47.9
NAICS 55 Management of Companies and Enterprises	2,784	4,631	1,847	66.3
NAICS 56 Administrative and Support and Waste Management and Remediation Services	1,534	3,080	1,546	100.8
NAICS 61 Educational Services	1,982	3,326	1,344	67.8
NAICS 62 Health Care and Social Assistance	1,871	3,388	1,517	81.1
NAICS 71 Arts, Entertainment, and Recreation	1,149	3,374	2,225	193.6
NAICS 72 Accommodation and Food Services	1,082	1,818	736	68.0
NAICS 81 Other Services (except Public Administration)	1,405	3,033	1,628	115.9

SOURCE: Quarterly Workforce Indicators, U.S. Census Bureau, (qwexplorer.ces.census.gov).

All industries saw an increase in the average monthly earnings of Hispanic and Latino workers between 2001 and 2021. NAICS 71 Arts, Entertainment, and Recreation saw the highest percent growth, increasing by 193.6% (\$2,225). Other industries that had significant earnings growth were NAICS 81 Other Services (except Public Administration) (115.9%), NAICS 56 Administrative and Support and Waste Management and Remediation Services (100.8%), NAICS 52 Finance and Insurance (93.9%), and NAICS 53 Real Estate and Rental and Leasing (93.9%). On the other hand, NAICS 48-49 Transportation and Warehousing saw the lowest earnings growth among Latino and Hispanic workers, increasing by 34.0% in the 21 years. Compared to other industries, NAICS 54 Professional, Scientific, and Technical Services also saw a relatively low earnings growth rate, at 47.9%.

Summary

Persons of Hispanic and Latino origin comprise 19% of the total U.S. population. That number is projected to increase for the foreseeable future.⁵ In Oklahoma, the Hispanic and Latino population makes up 11.7% of the entire state population. They are an integral and essential part of the Oklahoma workforce.

Nationally, the labor force participation rate among Hispanic and Latino workers has consistently been higher than the total U.S. LFPR, and the gap is projected to widen in the foreseeable future. In Oklahoma, the LFPR of Hispanic and Latino workers also remains higher than the total population. Periods of recession affect the LFPR of Hispanic and Latino workers more drastically than the total population.

Oklahoma has seen an overall increase in employment since 2001, and employment rates of Hispanic and Latino workers increased by 114%, whereas non-Hispanic or Latino workers grew by only 2.6%. As of 2022, Hispanic and Latino workers make up 11.2% of the Oklahoma workforce, an all-time high. Presently, NAICS 72 Accommodation and Food Services employs the highest number of Hispanic and Latino workers in Oklahoma: 21,991. NAICS 11 Agriculture, Forestry, Fishing currently has the highest percentage of Latino and Hispanic workers, at 25.9%.

The hiring rate for Hispanic and Latino workers has gradually risen since 2001. A record 36,518 Hispanic and Latino people were hired in 2021, and 2022 saw the most significant Hispanic and Latino percentage of hiring: 12.8%. NAICS 23 Construction presently has the highest hiring rate of Hispanics and Latino workers, at 22.1%. NAICS 61 Educational Services saw the highest growth rate in the percentage of hiring of Hispanic and Latino workers, leaping from 3.3% in 2001 to 9.9% in 2022, a 201.2% growth rate.

On average, Hispanic and Latino workers earn less per month than non-Hispanic or non-Latino workers in Oklahoma. From 2001-2022, the average monthly earning for Hispanic and Latino workers was \$2,579, and the average monthly earning for non-Hispanic and Latino workers was \$3,547. However, the average monthly earnings of Hispanic and Latino workers reached a high of \$3,408 in 2021. The industry with the highest earnings among Hispanic and Latino workers was NAICS 21 Mining, Quarrying, and Oil and Gas Extraction at \$6,305 per month, followed shortly by NAICS 22 Utilities at \$6,237.

⁵ Jonathan Vespa, Lauren Medina, and David Armstrong, "Demographic Turning Points for the United States: Population Projections for 2020 to 2060," *Demographic Turning Points for the United States: Population Projections for 2020 to 2060* (U.S. Census Bureau).

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