

**EXHIBIT 2**  
Average Hours Worked by  
Employees Working 20 or  
More Hours a Week

|               | <b>1977</b> | <b>1997</b> |
|---------------|-------------|-------------|
| All Employees | 43.6        | 47.1        |
| Males         | 47.1        | 49.9        |
| Females       | 39          | 44          |

*Source: Families and Work Institute, reported by E. Galinsky in The 1997 National Study of the Changing Workforce (1997).*