

other Economic & Buying Power state data. SSG analysis of 2013 ACS. Gen Y (Millennials): Persons born between 1979 & 1995 (Ages 15-31). Gen Z: Persons born between 1996 & 2013 (Ages 0-17) \*Includes WI White non-Linguise AA African Arrows and the second state of the \*Includes WNH: White non-Hispanic, AA: African American non-Hispanic, AsianHPI: Asian Nat. Hawaiian Pac. Islander non-Hispanic, Other: Other non-Hispanic. Hisp: Hispanics

Santiago Solutions Group Inc. SantiagoSolutionsGroup.com 818.905.5666