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Entrepreneurship in the Population Survey

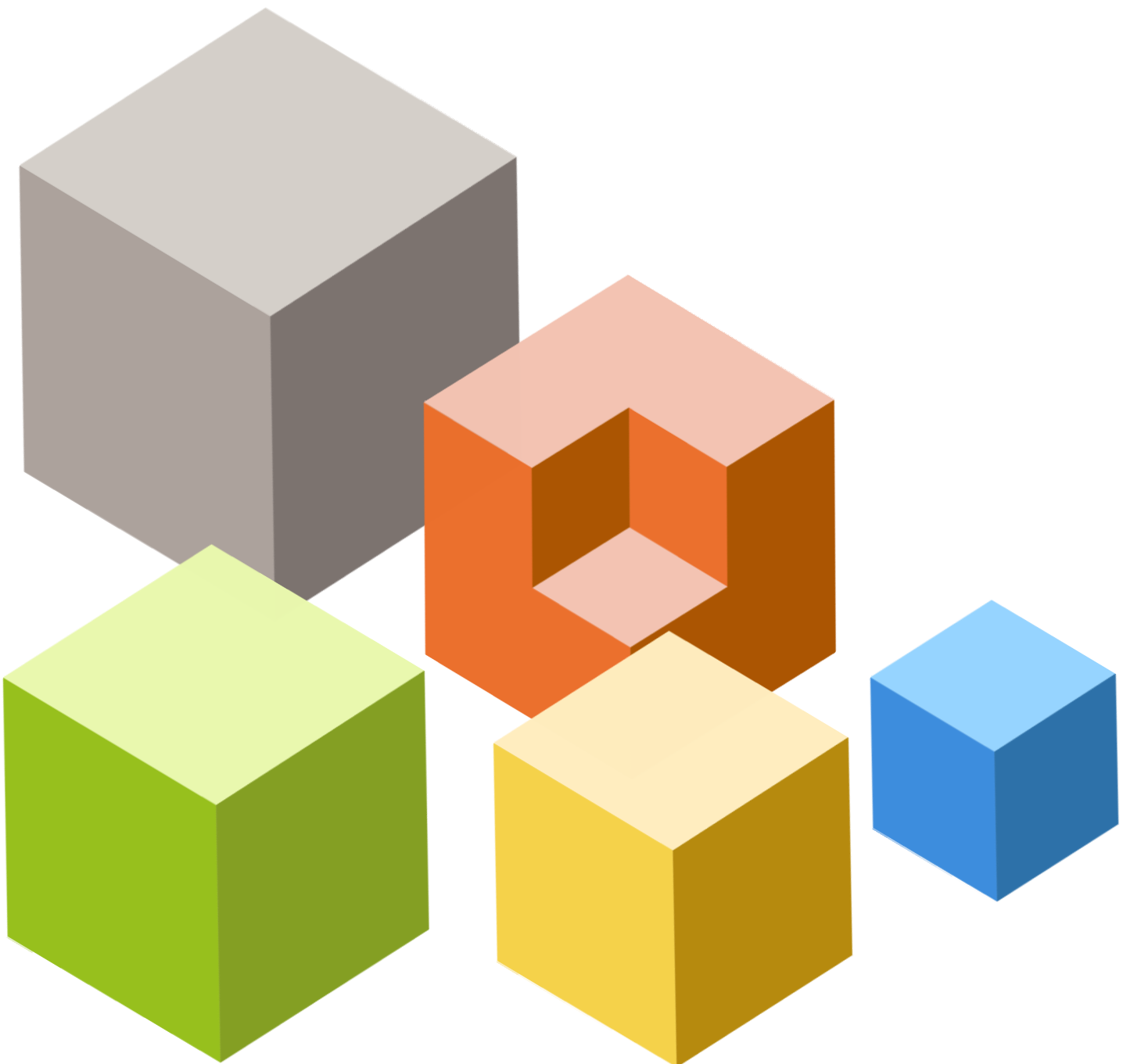
EPOP:2025 Data User Guide

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The Entrepreneurship in the Population Survey Project is being conducted by researchers at NORC at the University of Chicago with funding from a grant from the Ewing Marion Kauffman Foundation. Questions about this research project should be directed to EPOPresearch@norc.org.

The full title of the survey is “The Entrepreneurship in the Population Survey” and the abbreviation is EPOP Survey. In referencing the project or document, follow these standards:

Full Project Title: **The Entrepreneurship in the Population Survey Project: 2025**

Project Abbreviation: **EPOP**

Survey Cycle

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1. OVERVIEW

ABOUT THE EPOP SURVEY

The Entrepreneurship in the Population Survey, or EPOP Survey, has been conducted in 2022, 2023, 2024 and 2025; one more annual collection is planned in 2026. The survey is designed to understand the scope of entrepreneurial activities from adults 18 years and older in United States and result in a variety of measures of entrepreneurial behavior including current and former business ownership, whether individuals are currently taking or have in the past taken steps towards starting a business, the extent to which individuals engage in freelance work, and engagement with the “gig economy.” In addition to capturing the characteristic profile of the individuals involved in these various entrepreneurial activities across the U.S., the survey collects information on the behaviors, challenges, and resources available to individuals during the entrepreneurial process.

Information about the EPOP Survey methods, data availability, publications, and access to data user support may be found on the project’s website: EPOP.norc.org.

EPOP SURVEY MANAGER AND CONSERVATOR

NORC at the University of Chicago (NORC) is developing and conducting the EPOP Survey Project with grant funding from the Ewing Marion Kauffman Foundation. NORC is responsible for collecting, maintaining, disseminating, and safeguarding the resulting EPOP Survey data. For the project, NORC is both the manager of the enterprise and conservator of the resulting data.

NORC is an independent research institution that delivers reliable data and rigorous analysis to guide critical programmatic, business, and policy decisions. We conduct objective, non-partisan research to help inform people in government, nonprofits, and businesses making decisions on key issues of the day. Our research addresses important issues like employment, education, and health care. Since 1941, NORC has conducted groundbreaking studies, created and applied innovative methods and tools, and advanced principles of scientific integrity and collaboration. Today, government, corporate, and nonprofit clients around the world partner with NORC to transform increasingly complex information into useful knowledge. For more information, visit norc.org and connect with us via Twitter (twitter.com/norcnews) or Facebook (facebook.com/NORCatUofC).

SPONSOR AND PARTNER

The Ewing Marion Kauffman Foundation is a private, nonpartisan foundation based in Kansas City, MO., which seeks to build inclusive prosperity through a prepared workforce and entrepreneur-focused economic development. The Foundation uses its \$3 billion in assets to change conditions, address root causes, and break down systemic barriers so that all people –

regardless of race, gender, or geography – have the opportunity to achieve economic stability, mobility, and prosperity.

For more information, visit their website at Kauffman.org or connect with Kauffman via Twitter (twitter.com/kauffmanfdn) or Facebook (facebook.com/kauffmanfdn).

ABOUT THIS DOCUMENT

EPOP survey data is available via both a restricted use data file (RUF) and a public use data file (PUF) for each annual survey including EPOP:2025. This document is designed to help data users analyze and better understand the EPOP:2025 data. If there is methodology that is not covered in this document, a full methodology report for the 2025 survey may be found on EPOP.norc.org.

2. EPOP SURVEY DESIGN AND RESPONSE RATES

TARGET POPULATION

The target population of the EPOP Survey includes noninstitutionalized adults 18 years or older in the United States.

The sample design supports the following estimation objectives:

- National estimates of entrepreneurial activity by demographics such as race/ethnicity, gender, age, and education, but not necessarily by the cross of these demographic variables,

SAMPLE DESIGN

EPOP:2025 involved a change in sample design relative to past rounds of the survey.

- In EPOP:2022, 2023 and 2024, the sample sources included AmeriSpeak, a probability-based sample, an address-based sample, and opt-in online survey panels. For EPOP:2025, the AmeriSpeak panel was the only sample source.
- In prior rounds, the survey used a State and MSA sample design. EPOP:2025 used a national sample design centered around creating national estimates.

The EPOP:2025 sample was selected solely from the AmeriSpeak Panel using sampling strata at the national level based on race/ethnicity, age, educational attainment, and sex.

Within each sampling stratum, sample selection considers the expected survey completion rates across the sampling strata. The size of the selected sample per stratum is determined such that the distribution of the complete surveys matches that of the target population as represented by the March 2024 Current Population Survey.¹ If a panel household has more than one active adult panel member, only one adult panel member is selected at random to complete the survey.

Samples selected from the AmeriSpeak Panel are probability samples with explicit stratification and known sample selection probabilities. This greatly simplified the process of developing sample weights for estimation from prior rounds that accounted for nonprobability samples with unknown frame coverage. As a result, for the EPOP:2025 round only a probability weight is included in final data files to conduct estimation. More information on prior round sample construction, including information regarding opt-in online survey panels and the ABS frame sources can be found in the EPOP:2022, 2023, and 2024 Data User Guides.

¹ More information about the Current Population Survey may be found here: <https://www.census.gov/programs-surveys/cps/about.html>.

DATA COLLECTION AND RESPONSE RATES

EPOP:2025 survey data collection began on February 12, 2025 and ended on April 4, 2025. Data were primarily collected via an online survey; computer-assisted telephone interviewing was a secondary mode and available upon request. The survey was available in both English and Spanish. All participants were compensated for their participation. The response rate for EPOP:2025 data collection was 27.1%

3. SURVEY CONTENT

QUESTIONNAIRE CHANGES FROM EPOP:2024 TO EPOP:2025

Based on data review of the EPOP:2024 data, some updates were made to the EPOP:2025 questionnaire. Appendix B lists all survey item updates, including the specific change made, variable name, questionnaire section, and update type and category. The three main types of updates are:

1. New items,
2. Removed items, and
3. Changes to existing items.

Changes to existing items includes logic updates, question text changes and response option changes. Overall, changes to the EPOP:2025 questionnaire were minor, including changing year references to 2025 and several response options referring to Government guaranteed business loans to say “institution” instead of “institutions” for a more grammatically correct sentence.

Note that a few demographic question were dropped for EPOP:2025 such as education attainment (DEM_EDU) and marital status (DEM_MARITAL). This change was made to the questionnaire because the data has already been reported by the AmeriSpeak panel cases prior to the survey. While these survey items were deleted, the data will still be available to data users and consistent with data provided in past rounds. Please see Appendix B for details.

Several questions focused on gig work, business health insurance, and gender/sexual orientation were added. Users should note that not all newly added questions were included in the final public use data files, however new questions related to gender at birth, current gender, and sexual orientation all contained small-n categories that risked respondent reidentification and suppression rules could not be applied without significantly changing the distribution of these variables. As a result, these data were not released.

A module funded by the Association for Enterprise Opportunities (AEO) focusing on employee staffing and management experiences was added. This module was answered by the subset of business owners with full-time or part-time employees. Although these questions were not part of the main EPOP survey, they are included in the RUF and PUF with the support of AEO.

SCREENER

The screener section of the survey determines a respondent’s working status (e.g., currently employed, retired, student, etc.) and, if working, their working arrangements and any potential entrepreneurial activities they might be engaged in. Through a multiple step process, the screener section identifies various possible entrepreneurial activities capturing current and former business ownership, current and former freelance/consultant/independent contracting work, and

any current new business planning as well as situations where respondents were planning to start a business of some type at one point but withdrew from the planning process. Additionally, the screener was designed to capture flexible work arrangements provided by the gig economy.

Employment Status Measurement

The EPOP Survey first establishes the respondent's work status by asking, *"In the last week, did you work for pay at a job or business?"* Following the results of Abraham and Amaya (2019), the questionnaire also asks, *"In the last week, did you do ANY work for pay, even for as little as one hour?"* By asking this follow-up question of respondents who report they are not working, the survey ensures more informal work activities are captured and asked about which is important for determining an accurate measurement of gig work and the full suite of entrepreneurial activities.

Job Type and Gig Work Measurement

After establishing employment status, the EPOP survey collects key job information from those employed to construct a typology for entrepreneurs. This includes three main job types: (1) self-employed/business owner (respondents who indicate they either own their own business or are freelancers), (2) working for a for-profit or non-for-profit company, or (3) working for the government. This information is collected for both primary and secondary jobs.

Additionally, respondents are asked if the primary or secondary job is gig work. Given the potential for lack of clarity in what counts as gig work, the survey includes extensive examples of gig work activities and includes a definition of gig work in the main text of the question:

"Some people earn money through short, paid tasks or jobs online or in-person that are conducted through companies that coordinate payment for the service. This is sometimes referred to as 'gig work.'"

A final question is asked to determine if respondents are engaged in gig work regardless of the prior responses about the primary and secondary jobs to ensure all gig work activities are reported even if that gig work is not the primary or secondary job.

Entrepreneurial Activities

Once job information has been captured, the EPOP Survey asks questions to gauge entrepreneurial activities directly. These survey items include a series of questions designed to determine if a respondent currently owns a business but does not work at it; has owned any sort of business enterprise in the past which is now closed; is planning a new business enterprise; or considered starting a business in the past, but ultimately withdrew from the enterprise. In EPOP:2023, the survey broadened the set of respondents asked former ownership and freelancer questions and nascent business owner questions to make each entrepreneurial activity fully

independent of one another. More information on these screener changes are detailed in the EPOP 2023 User Guide, Subsection 3, “Significant Changes from EPOP:2022 to EPOP:2023”.

1. **Former business ownership and freelancer.** Respondents are asked if they have ever owned a business or freelanced and if so when this activity stopped. Importantly, some respondents at this step report they currently own a business even though it is not reported as a current job. This likely reflects individuals who are currently passive business owners, and owning the business is not considered a job. The results presented below combine these business owners with those who report business ownership as their primary or secondary job.
2. **Nascent entrepreneur.** To measure whether respondents are currently taking steps towards owning a business venture of any type, respondents are asked, “*Are you, alone or with others, currently trying to start a new business, including any form of self-employment, freelancing, consulting, or independent contracting, or selling any goods or services to others?*”
3. **Withdrawn entrepreneur.** Respondents are asked if they have ever considered starting a business, but withdrew from planning the enterprise: “*Have you, alone or with others, ever considered starting a new business, including any form of self-employment, freelancing, consulting, or independent contracting, or selling any goods or services to others but decided to wait or change your mind?*”

PATHWAYS AND PRIORITIZATION

The EPOP Survey screener is intentionally designed to capture the full range of entrepreneurial activities in which an individual might be engaged. As a result, some respondents qualify for multiple categories. To limit the burden on survey participants, each respondent is assigned to just one entrepreneurship category for follow-up survey questions using a priority order schema. That priority schema and description of each entrepreneurship category are presented here and shown in Table 1.

1 Current Business Owners

Respondents who report they currently own a business. Importantly, some respondents report that they currently own a business even though it was not reported as a current job. This likely reflects individuals who are currently passive business owners, but for whom the business ownership is not considered a job. The results presented below combine these business owners with those who report business ownership as one of their two primary jobs. Therefore, “current business owners” includes individuals who report that they still own a business even if it is not one of their two primary jobs.

2 Current Freelancers

Respondents who report they are currently freelancers, consultants, or independent contractors. Like the current business owner category, this category includes individuals who report that they are freelancers, consultants, or contractors even if they do not report their freelance work as one of their two primary jobs.

3 Nascent Entrepreneur

To measure whether respondents are currently taking steps towards owning a business, respondents are asked “*Are you, alone or with others, currently trying to start a new business, including any form of self-employment, freelancing, consulting, or independent contracting, or selling any goods or services to others?*” For the purposes of survey categorization, this classification does not condition on specific steps being taken towards entrepreneurship (such as Bennet and Chatterji (2019)), but this information is available in the EPOP Survey’s follow questions. In this way, individual researchers can create measures suited to different definitions of nascent business development.

4 Former Business Owners

Respondents who answer they used to own a business but are no longer current business owners.

5 Former Freelancer

Respondents who report they were at one time a freelancer, consultant, or independent contractor but are no longer engaged in freelance work.

6 Withdrawn Entrepreneur

Respondents who answer yes to the following question regarding whether they have considered starting a business, “*Have you, alone or with others, ever considered starting a new business, including any form of self-employment, freelancing, consulting, or independent contracting, or selling any goods or services to others but decided to wait or change your mind?*”

7 Non-Entrepreneur

Respondents who are not engaged in any of the previous six entrepreneurial activities. These respondents receive “general population” questions.

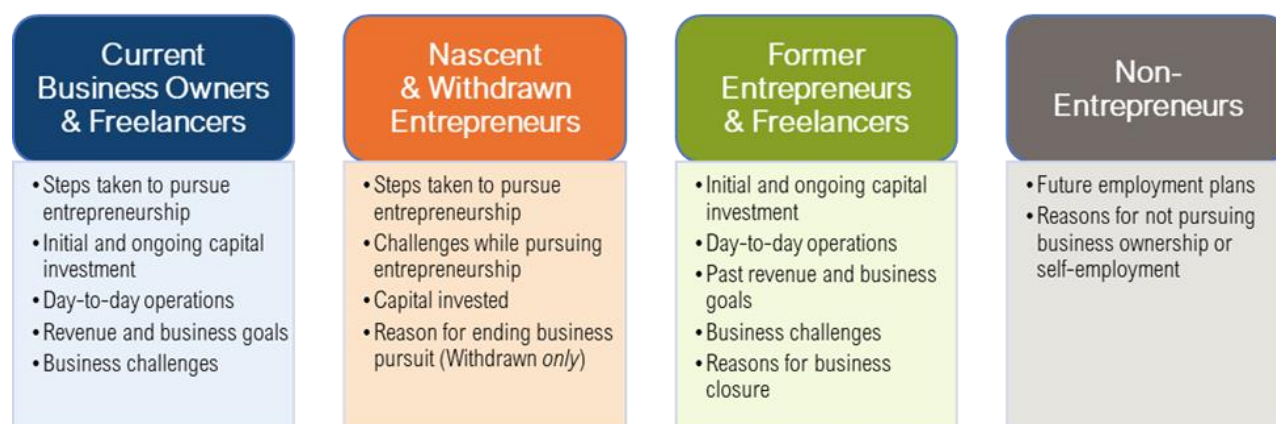
Table 1. Assigned Entrepreneurship Categories by Reported Entrepreneurship Activities

Survey Pathway Priority	Assigned Entrepreneurship Category	Total Surveys	Reported Entrepreneurship Activity					
			Current Business Ownership	Current Freelancing	Entrepreneurship Planning	Former Business Ownership	Former Freelancing	Withdrawn Entrepreneurship Planning
1	Current Business Owner	1,134	1,134	579	462	202	351	612
2	Current Freelancer	1,276	0	1,276	362	250	312	602
3	Nascent Entrepreneur	430	0	0	430	90	150	340
4	Former Business Owner	802	0	0	0	802	424	252
5	Former Freelancer	794	0	0	0	0	794	257
6	Withdrawn Entrepreneur	920	0	0	0	0	0	920
7	Non-Entrepreneur	2,894	0	0	0	0	0	0
Total		8,250	1,134	1,855	1,254	1,344	2,031	2,983

Source: NORC, Entrepreneurship in the Population Survey: 2025.

ANCILLARY QUESTIONS BY ENTREPRENEURSHIP CATEGORIES

The focus of the EPOP Survey ancillary or follow-up questions asked of each assigned entrepreneurship category is shown in Figure 1 and are briefly described below. Survey questions for current and former business owners and freelancers focus on concepts such as the operations and goals of the activities, whereas nascent and withdrawn entrepreneurs are asked more about concepts such as challenges starting a business. Non-entrepreneurs are asked more general questions about future employment plans as well as reasons for not pursuing business ownership or self-employment.

Figure 1. EPOP Survey Content Focus by Assigned Entrepreneurship Categories

Pursuing Entrepreneurship Section

The questions in this section focus on the steps respondents took to pursue starting a business or working for themselves. The topics covered within this section are asked of current business owners and Freelancers as well as nascent and withdrawn entrepreneurs.

Business Ownership Operations Section

The questions in this section focus on the day-to-day operations of business owners and freelancers/consultants/independent contractors when their businesses were in full operation. For former business owners and freelancers, the questions pertained to the last year when their business was in operation. Specifically, the topics covered in this section include questions on when they started the business or self-employment and general descriptions of the type of business, legal status of the business, and how they came up with the idea for the business or self-employment.

For current and former business owners and freelancers, this section also asked for the types and amounts of additional financing they requested and/or received to continue the business or self-employment, the number and types of employees they used in their business, how much time they spent managing or working in their business, their revenue and profit/loss margin, their goals for the next five years, their biggest challenges facing their business (or former business), and their post-entrepreneurship plans and exit strategy.

Finally, all entrepreneurship categories were asked to indicate the industry that best classifies their current, former, or idea for a business.

Non-Entrepreneur Section

The questions in this section focus on respondents who did not have any prior experience with business ownership and were not currently taking steps to own a business or be self-employed. These respondents are asked to provide reasons why they have not considered entrepreneurship and to describe their current work arrangements including how long they've been in their current job, how many coworkers they have, how much they've worked in the past year, what type of benefits they receive with their work, and their likelihood of starting a new job or changing jobs in the future.

See Appendix A from a detailed graphic showing the question topics asked across all the assigned entrepreneurship groups.

Microbusiness Owner Section

In addition to the changes made to the EPOP:2025 survey, several questions funded by the Association for Enterprise Opportunities (AEO) were added. There were 18 questions appended to the end of the EPOP:2025. These additional items were asked of microbusiness owners to uncover the unique barriers and opportunities that entrepreneurs face and identify resources that could help drive success. A microbusiness was defined as a business with fewer than 10 full-time or part-time W-2 employees. The questions explored access to business support services, financing needs beyond startup, and the adoption of cutting-edge technologies like generative artificial intelligence (AI). These questions were answered by 2,316 survey participants defined as microbusiness owners. Data from AEO's microbusiness owner questions are integrated into

the EPOP:2025 questionnaire and responses are included in the EPOP:2025 PUF and RUF. Table 2 shows the variable names of each of AEO microbusiness owner questions.

Table 2. Microbusiness Owner Variable Names

Variable Names	
BO_IMPACT_1	TECH_4
BO_IMPACT_2	TECH_5
BO_TAX_FILING_1	TECH_6
BO_SERVICES_1	TECH_7
BO_SERVICES_2	TECH_8
BO_SERVICES_3	TECH_9
TECH_1	TECH_10
TECH_2	TECH_11
TECH_3	TECH_12

DEMOGRAPHICS

The EPOP Survey asks a comprehensive set of demographic questions. The demographic questions asked at the start of the survey are critical for weighting and are considered primary. The remaining demographic survey items are asked last and considered secondary.

Primary

For EPOP:2025, the sample was solely drawn from NORC's AmeriSpeak Panel. Because AmeriSpeak panel member data on age, education, ethnicity, and race were already known at the time of the survey, they were not asked again as part of the EPOP Survey questionnaire. The EPOP:2025 survey did include questions asking the gender at birth and current gender of respondents. Responses to current gender were combined with AmeriSpeak baseline survey responses to create a two-category gender variable that provided updated information but was consistent with the Statistical Disclosure Limitation (SDL) plan (for more information see the Data Protection section).

Secondary

Secondary demographic variables included student status, health insurance and benefits, debt amount, marital status, number of household members, number of children in the household, military status, and citizenship status. These secondary demographic questions were asked of all respondents from all sample types.

4. WORKING WITH EPOP DATA FILES

EPOP survey data is available via both a restricted use data file (RUF) and a public use data file (PUF) for each annual survey. Both data file types include variables for all survey questions in a format suitable for analysis without disclosure risk. Many variables in the RUF and PUF represent all response choices in the original survey questions. However, based on the need to protect respondent identity, question responses have been aggregated as necessary. In some cases, as with open-ended questions, variables were omitted entirely as the answers are unique to the respondent. The [EPOP:2025 Questionnaire](#) shows how the survey item was asked and the data file codebooks (described below) will show if any response options were aggregated for the restricted and public use analysis files. Together, these documents allow data users to clearly see where and how survey item aggregation was implemented.

The RUF provides more finely grained response options aligned more closely to the original response choices in the survey. To obtain the RUF, data file data users must undergo training on disclosure and publishing considerations and sign an agreement. (Please see the “Data Protection” section of this document for more information on the disclosure review process and disclosure considerations). The PUF presents some survey data items in broader categories. The PUF is available on the project website and is available to all interested data users without the need for a formal data use agreement.

ADMINISTRATIVE VARIABLES

Both the RUF and PUF contain a set of administrative variables. Administrative variables include information relevant to how the survey was administered, how data was edited, or sample information. Table 3 shows the administrative variables included in the files. Note that only the RUF contains the EPOP Survey sample type variable (SAMP_TYPE). More information on these variables is provided in the data codebooks.

Table 3. EPOP Survey Data File Administrative Variables

Variable Name	Variable Label	RUF or PUF
R_SUID	RESPONDENT ID	Both
SAMP_TYPE	EPOP SAMPLE TYPE	Both
PARTIAL_CASE	INDICTOR FOR PARTIAL COMPLETE CASES	Both
Q_LANGUAGE	SURVEY LANGUAGE	Both
Q_MODE	SURVEY MODE	Both
DEM_AGE_IMPUTED	INDICATOR FOR IMPUTED AGE VALUES	Both

LOCATION VARIABLES

Both the RUF and the PUF include the respondents' residence location data. Each file includes a four-category Census region derived from the respondent's county or ZIP code. The RUF also includes a county and state variable. Some respondents provided their ZIP code if they could not identify their county. ZIP code was then linked to county. Note that many ZIP codes cross multiple counties. For these cases where county was identified from ZIP codes, the case was coded to the county with the highest population based on 2021 Census estimates. The derived variable ZIP_TO_M_COUNTY is set to '1' for these cases. Table 4 shows the location variables.

Changes to Year 4 Location Variables

In EPOP:2022, 2023, and 2024 a nine-category Census division was included in the RUF and PUF files. Because of concerns regarding disclosure avoidance, EPOP:2025 uses a 4-category Census region variable. For more information, please reference the Data Protection section of this document.

Table 4. EPOP Survey Location Variables

Variable Name	Variable Label	RUF or PUF
REGION_DRV	CENSUS REGION DERIVED FROM ZIP CODE	Both
COUNTY_DRV	COUNTY FIPS CODE DERIVED FROM ZIP CODE	Only RUF
DEM_STATE	RESPONDENT STATE	Only RUF

WEIGHTING VARIABLES

In addition to the probability weight (WTPROB), design variables (PSU, STRATA) are included to allow for calculating accurate standard errors (more information on the weighting process is in the "Weights" section of this document). Table 5 shows the available survey weight variables.

Changes to Year 4 Weight Variables

In EPOP:2022, 2023, and 2024, the three-sample frame design required a more complex weighting procedure to account for probability-based and non-probability frames. In these rounds, a survey weight (WTSURVY) and the probability weight (WTPROB) were provided in the PUF and RUF data files. For EPOP:2025 only the probability weight (WTPROB) is provided in both the RUF and PUF and should similar to how WTSURVY was used in past rounds.

Table 5. EPOP Survey Weight Variables by Survey Years 1 Through 4

Variable Name	Variable Label	Included in EPOP:2022, 2023, 2024	Included in EPOP:2025
WTSURVY	SURVEY WEIGHT: APPLIES TO ALL CASES	Both	n/a
WTPROB	PROBABILITY SAMPLE WEIGHT: FOR WORK WITH ONLY ABS AND AMERISPEAK SAMPLES	Both	Both
STRATA	SAMPLING STRATA	Both	Both
PSU	PRIMARY SAMPLING UNIT (PSU)	Both	Both

DATA FILE CONVENTIONS

Variable Names

In most instances, variable names within the RUF and PUF match each other and the variable names in the EPOP Survey Questionnaire. In instances when survey responses were aggregated to protect respondent confidentiality, variable names have been modified. For example, the original variable name in the questionnaire for the highest level of education is “DEM_EDU.” Both the RUF and PUF require a different level of aggregation based on disclosure considerations. The variable recoded for the RUF is appended with “_RUF.” The variable recoded for the PUF is appended with “_PUF.” When a variable is recoded using the same level of aggregation for both the RUF and the PUF, the variable name is appended with “_DRV.” For instance, the nine-category census division the same grouping for both the PUF and the RUF. This variable is named “REGION_DRV” in both files. Table 6 shows the variable name convention used to indicate which variables are modified for the RUF or PUF.

Beginning with the 2023 data collection round, additional naming conventions were developed to track differences between EPOP survey rounds. Efforts were made to use the same variable across rounds but in a small number of circumstances, this was not possible. In some instances, improvements to the survey content or flow required the use of new variable names and at times different aggregations were necessary to preserve respondent confidentiality during the disclosure review process. When this occurred, we added a ‘Y2’ to the variable to indicate that the content or the code-frame of this variable changed from the Year 1 round, EPOP:2022.

If a variable changed in Year 2 but underwent no further changes in the Year 3, the ‘Y2’ naming convention was retained. For example, the response options to the survey question “*Are you still*

working for yourself as a consultant, freelancer, or independent contractor either full-time or part-time?” (S_FORMFREE_STAT_1) changed from Year 1 to Year 2. No further changes were made in Year 3 so the Year 2 variable name was retained. Therefore, the delivery variable name changed from ‘S_FORMFREE_STAT_1’ in Year 1 to ‘S_FORMFREE_STAT_1_Y2’ in Year 2 and remained ‘S_FORMFREE_STAT_1_Y2’ in Year 3. There were no further changes to the variable in the Year 3, so the Year 2 name was retained. Therefore, variables that contain ‘Y2’ in the variable name, indicate a previously existing question had a variable format change from the Year 1 to the Year 2 but no further changes in the Year 3. Variables with a ‘Y3’ in the variable name indicate there was a change in a previously existing variable’s format from the Year 2 to the Year 3. Tables 6 and 7 provide examples of how the ‘Y2’ naming convention is used.

Table 6. EPOP Survey Data Variable Name Conventions indicating Aggregation

Variable Source	Name Convention	Example
Original Questionnaire Variable	No change	DEM_EDU
Aggregated for RUF	_RUF	DEM_EDU_RUF
Aggregated for PUF	_PUF	DEM_EDU_PUF
RUF Aggregations updated in Year 2, retained in Year 3 & 4	_Y2_RUF	BO_REVENUE_1_Y2_RUF
RUF Aggregations updated in Year 4	_Y4_RUF	BO_STARTBIZ_1_Y4_RUF
PUF Aggregations updated in Year 2, retained in Year 3 & 4	_Y2_PUF	BO_REVENUE_1_Y2_PUF
PUF Aggregations updated in Year 3 and used in Year 4	_Y3_PUF	BO_NUMEMPLOY_1_Y3_PUF
Aggregated for RUF and PUF	_DRV	REGION_DRV

Table 7. EPOP Survey Data Variable Name Conventions indicating Across-Round Changes in Questionnaire Content

Variable Source	Name Convention	Example
EPOP Year 1, 2, and 3 variables	No change	PE_GIGREASON_1_1
EPOP Year 2 and 3	_Y2	PE_CHALLENGE_1_8_Y2
EPOP Year 3 variable	_Y3	PE_CAPITAL_5_1_Y3
EPOP Year 4 variable	_Y4	BO_STARTBIZ_1_Y4_RUF

When merging files from multiple rounds together, these naming conventions will prevent data users from accidentally combining variables that have a different meaning. In some instances, variables that have answer choices specific to EPOP:2025 (i.e., Year 4) can be recoded and combined with Year 1 ,Year 2, or Year 3 variables. Tables in Appendix C show which variables

can be combined and is provided with the EPOP:2025 RUF and PUF downloads. Data users should reference these tables for guidance on how to combine these variables.

Reserve Codes

When respondents skipped or refused questions or indicated they did not know the response to a question, the response is coded with a reserve code value. Similarly, data points that present a disclosure risk either in isolation or in combination with other data points are masked with a reserve code value. Table 8 shows the list of reserve codes used in the EPOP Survey data files.

Table 8. EPOP Survey Reserve Code Values

Reserve Code	Label
-3	Missing
-5	Don't Know
-7	Suppressed

DATA PROTECTION

To protect the EPOP Survey data from allowing the potential re-identification of respondents, these four Statistical Disclosure Limitation (SDL) techniques have been used:

1. **Recoding.** Recoding can be used for both categorical and continuous variables. For categorical variables, it involves combining smaller categories into larger categories. It can also be used for continuous variables to code numbers into categories.
2. **Local Suppression.** Local suppression creates missing values to replace some the values.
3. **Rounding.** Rounding is applied to continuous variables like numbers to make the data harder to re-identify.
4. **Micro-aggregation.** Micro-aggregation clusters records into small groups and then the average is released as the value for some of the sensitive units.

The variables that have undergone recoding, rounding, or micro-aggregation are indicated in the data files with variable names with the suffixes _PUF, _RUF, or _DRV (see Table 6). Variables that have undergone local suppression are in Table 9. All suppressed values in the PUF and RUF are indicated by -7 (see Table 8). For a full description of the various recoding schemas used in the PUF and RUF and the SDL methods used in the EPOP Survey data files, see the methodology report on [EPOP.norc.org](https://www.norc.umd.edu/ePOP).

Table 9. EPOP Survey Restricted and Public Data File Suppression Count by Variable

Variable Name	Suppression Case Counts
RUCC_DRV	63
DEM_AGE	14
RACE	0
DEM_GENDER	0
DEM_EDU	155
DEM_MARITAL	103
DEM_HHINC	211
DEM_MILITARY_1	123
DEM_CITIZEN	118
DEM_HOUSEHOLD_2_Y2_DRV	2
DEM_HOUSEHOLD_3_Y2_DRV	0
DEM_NUMCHILD_DRV	1
DEM_HOUSECHILDB_DRV	2
DEM_STUDENT	41
BO_INDUSTRY1	106
BO_EMPLOYEES_1_1	31
BO_EMPLOYEES_1_2	10
BO_EMPLOYEES_1_3	17
BO_EMPLOYEES_1_4	8
BO_EMPLOYEES_1_5	19
BO_EMPLOYEES_1_6	5
BO_EMPLOYEES_1_7	3
BO_NUMEMPLOY_1_Y3_PUF	74
BO_STARTBIZ_1_Y4_PUF	46
BO_WORKHOME_1	35
BO_PLMARGIN_1	0
BO_REVENUE_1_Y2_PUF	25
DEM_DISABILITY_1A_PUF	28
DEM_DISABILITY_1B_PUF	40
DEM_DISABILITY_1C_PUF	25
DEM_DISABILITY_1D_PUF	25

Variable Name	Suppression Case Counts
DEM_DISABILITY_1E_PUF	56
DEM_DISABILITY_1F_PUF	55
DEM_DISABILITY_1G_PUF	51

Suppressed values are noted with a value of -7 in the data except in cases where only one category is suppressed. When only one category of the variable is suppressed, suppressed cases are coded as -3 so they are intermixed with other missing values.

WEIGHTS

Development of Weights

The EPOP:2025 survey data contains one set of probability sample weights for the AmeriSpeak sample. This differs from prior rounds, that contained two sets of weights: probability weights for probability samples (AmeriSpeak and ABS samples) and combined sample weights for the combined probability and nonprobability samples. For the Year 4 round, only the probability weight is needed for sample estimation and included in both the PUF and RUF files. For more information on the creation of weights in prior rounds, please reference the EPOP:2022, 2023, and 2024 User Guides.

Creation of the probability sample weights follows these steps:

1. **AmeriSpeak sample base weights.** Computed as the AmeriSpeak Panel weights divided by the probabilities of selection from the AmeriSpeak Panel to the study sample.
2. **Adjustment for interview nonresponse.** The interview nonresponse adjustments inflated the weights w_{2i} assigned to eligible complete cases so that they represented the incomplete cases among the eligible sample members. Nonresponse adjustments required information about both respondents and nonrespondents. Baseline survey responses for the AmeriSpeak panel sample provided information on nonrespondents.

For the AmeriSpeak sample, adjustment cells were constructed by cross-classifying:

- a. *Race/Ethnicity* (Hispanic/Non-Hispanic Black, and All Other),
- b. *Age* (18-34, 35-64, 65 and older),
- c. *Education* (Some college or less and bachelor's degree or above) and,
- d. *Gender* (Male and Female).

3. **Raking to derive probability sample final weights.** Raking benchmarks are developed using the 2023 American Community Survey (ACS) 1-year estimates. Raking adjustments are conducted at the national-level using these dimensions:
- Race and Ethnicity (Non-Hispanic White, Non-Hispanic Black, Hispanic, Non-Hispanic Other)
 - Gender (Male, Female)
 - Age (18-24, 25-29, 30-39, 40-49, 50-59, 60-64, 65+)
 - Education (Less than High School, High School/GED, Some College, and BA and Above)
 - Number of Adults in Household (1 adult in Household, 2 adults in Household, 3 or more adults in Household)
 - Census Division (New England, Middle Atlantic, East North Central, West North Central, South Atlantic, East South Central, West South Central, Mountain, and Pacific)
 - Age by Gender (18-34, 35-49, 50-64, 65+ by Male, Female)
 - Age by Race (18-34, 35-49, 50-64, 65+ by Non-Hispanic White, All Other)
 - Race by Gender (Non-Hispanic White, All Other by Male, Female)
 - MSA (50 most populous metropolitan areas, remainder)

Survey weights are developed to reduce estimation bias that could arise from unequal selection probabilities, nonresponse, and frame coverage errors. However, excessive weight variation could increase the total sampling error by inflating the variance of the estimates. For that reason, at the final stage of the weighting process, extreme final weights greater than the median ± 10 times the interquartile range were trimmed so that extreme weights do not overly influence the survey estimates.

How to Use Weights

The final EPOP:2025 analysis data contains 8,250 records. The provided weight (WTPROB) can be used to generate approximately unbiased estimates of the population.

Probability sample weights (WTPROB) are developed for AmeriSpeak to correct for potential bias due to unequal sample selection probabilities, nonresponse, and coverage errors. These weights can be used to produce unbiased national estimates, and estimates for other domains defined by the user. Any software package that can handle sample weights should produce correct weighted points estimates. The probability sample weights are available in both the restricted use file and public use file.

Variance Estimation

The EPOP Survey uses a complex sample design that needs to be accounted for in variance estimation. Otherwise, statistical software will likely underestimate standard errors of estimates.

To facilitate variance estimation, we provide sample weights as well as two design variables: PSU and STRATA.

For samples selected from the AmeriSpeak Panel, these variables are pseudo-PSUs and pseudo STRATA that are defined to represent the first stage PSUs and STRATA associated with the NORC National Frame (Master Sample) that was used as the sampling frame for AmeriSpeak Panel recruitment sampling. Using PSU and STRATA with the probability sample weights will provide approximately unbiased variance estimates.

Standard variance estimation method can be used to approximate the variance of estimates based on the probability sample. NORC can provide additional information to support proper variance estimation.

The sample code provided in Figure 2 shows examples of how variable AVAR can be analyzed using corrections for weighting and sample design in R and Stata. This example uses the probability sample with the corresponding weight variable, WTPROB. SAS users can use PROC SURVEYFREQ and PROC SURVEYMEANS to calculate the design-corrected standard errors.

Figure 2. EPOP Survey Sample Stata and R Code

STATA	
Load data	use EPOP_YR4_PUF.dta, clear
Set survey design	svyset [pweight=WTPROB], /// strata(STRATA) psu(PSU) singleunit(scaled)
Weighted mean	svy: mean AVAR
Weighted percentage	svy: proportion AVAR
Weighted total	svy: total AVAR
Weighted one-way table	svy: tabulate AVAR
Subset mean	svy, subpop (if SUBGROUP==1): mean AVAR
Specifying subgroups	svy: mean AVAR, over(GROUPVAR)
R	
Install & load required packages	install.packages(c("tidyverse", "survey")) library(haven) library(survey)
Load data	mydata <- read_dta("EPOP_YR4_PUF.dta")
Set survey design	mydesign <- svydesign(id = ~PSU, weights = ~WTPROB, strata = ~STRATA, data = mydata, nest = TRUE)
Singleton PSU correction	options(survey.lonely.psu = "adjust")
Weighted mean	svymean(~AVAR, mydesign, na.rm = TRUE)
Weighted total	svytotal(~AVAR, mydesign, na.rm = TRUE)
Weighted one-way table	svytable(~AVAR, mydesign)
Subset mean	svymean(~AVAR, subset(mydesign, SUBGROUP == 1), na.rm = TRUE)
Specifying subgroups	svyby(~AVAR, by = ~GROUPVAR, mydesign, svymean)

Statistical software may return errors when conducting variance estimation on subsamples and/or variables with a large number of observations with missing values. STRATA and PSU were created so that there was a minimum number of respondents within a STRATA/PSU cell.

However, if all respondents within a cell are missing on a variable, it will be impossible to calculate the standard error. This is sometimes referred to as a “lonely PSU” or “singleton PSU.” If the dataset is subset (to current entrepreneurs, for example), this error becomes more likely to happen. In these situations, you may receive an error such as this:

STATA error handling: "missing standard error because of stratum with single sampling unit"

The best workaround to avoid this type of error is to manually combine the single-PSU stratum with a similar stratum. Alternatively, the sample code provided addresses the lonely PSU issue using automatic adjustments. In Stata, the correction is made with the `svyset` option “singleunit(scaled)” and in R, with the command “options (survey.lonely.psu = “adjust”).” These methods of adjustment involve taking variance averages from stratum with multiple sampling units. Users should refer to their software documentation for more information on automatic adjustment methods before implementing them in their own research.

DATA FILE FORMATS

Both the RUF and PUF are available in three file formats: .csv, SAS, and STATA. Each file provides a different set of meta-data requiring different accompanying programs. As an example, the PUF package will include the data files and formatting programs shown in Table 10.

Table 10. EPOP Survey PUF Package File and Formatting Program Contents

File	Name
CSV data file	EPOP_YR4PUF.csv
STATA data file with formatting applied	EPOP_YR4_PUF.dta
SAS data file	EPOP_YR4_PUF.sas7bdat
SAS program containing labels	EPOP_YR4_PUF_LABELS.sas
SAS program containing formats	EPOP_YR4_PUF_FORMATS.sas
SAS program to apply labels and formats	EPOP_YR4_PUF_APPLY_FORMATS_LABELS.sas

Using the .CSV data file

Users of the .csv can refer to the variable names in the header column and review the data codebooks to retrieve variable format information.

Using the STATA data file

The STATA file provided is a formatted file. The file contains all labels and format information. STATA users can simply import that file and run frequencies to review variable formats and variable labels.

Using the SAS data file

Users of the SAS file may apply label and variable format information by applying the provided label and format definitions. To do this, open the provided SAS program ‘EPOP_YR4_PUF_APPLY_FORMATS_LABELS.sas’ and update the folder reference to the location where the data user has saved the EPOP data files and programs. Then run the program to apply the formatting information.

CODEBOOKS

A separate codebook is provided for the RUF and PUF. Each codebook includes an index of all variables included in the file. For each variable, a table is presented containing the variable name, variable label, original question text, and any survey skip logic. For most variables, a frequency table was the appropriate format to report answer choices. Each frequency table includes unweighted and weighted counts and percentages for each response choice and reserve code (i.e., -3-missing, -5-don’t know, -7-suppressed). Continuous variables were reported as a table containing descriptive statistics: valid n, mean, median, min, max. Variables that were not continuous but contained many categories (e.g., the case identifier [R_SUID]) were reported in a frequency table where rows were grouped by valid and reserve code categories.

DATA USER SUPPORT

If you are having issues accessing the link for the PUF, specific files that were sent, or you have other questions about the EPOP Survey data or methods, please contact the EPOP research team at EPOPresearch@norc.org.

5. REPORTING, DISSEMINATION AND FUTURE FILES

ABBREVIATIONS AND CITATIONS

The full title of the survey is “The Entrepreneurship in the Population Survey” and the abbreviation is EPOP Survey. In referencing a specific year, follow these standards:

Full Project Title: **The Entrepreneurship in the Population Survey Project: 2025**

Project Abbreviation: **EPOP Survey**

Survey Cycle

Abbreviation: **EPOP:2025**

User Guide Citation: **“Entrepreneurship in the Population Survey User Guide: 2025.”**
NORC at the University of Chicago. July 31, 2025.
EPOP.norc.org.

Data File Citations: **“Entrepreneurship in the Population (EPOP) Survey Project**
Restricted Use Data File: <year>.” NORC at the University of
Chicago. <month> <day>, <year>. EPOP.norc.org.

“Entrepreneurship in the Population (EPOP) Survey Project Public
Use Data File: <year>.” NORC at the University of Chicago.
<month> <day>, <year>. EPOP.norc.org.

EPOP WEBSITE: NEWS AND PUBLICATIONS

The EPOP Survey project website at EPOP.norc.org posts up-to-date news and information on research using the EPOP Survey data. As researchers use the data to write journal articles, research briefs, book chapters, presentations, and other products, the EPOP research team will post links to their publications on the website at their request.

Other individuals and organizations—in government, non-profit, and for-profit sectors—will also find EPOP data compelling. Ideally, they will use the data for a variety of purposes including policy action, advocacy, media releases, and proposals. Should changes to policies or programs be made based on the EPOP Survey data, the EPOP research team would appreciate being notified and will create a post about it, if permissible.

Where to find other Publications

As the EPOP Survey data gets analyzed by NORC and other researchers and mentioned by news media, a repository of EPOP related research, publications and media mentions will be available on the EPOP website: EPOP.norc.org.

Publish your analysis on the EPOP Website

The EPOP research team welcomes information on research using EPOP Survey data. Please contact EPOPresearch@norc.org if you have analyzed EPOP data and would like your research displayed on the website.

ANTICIPATED DATA RELEASE SCHEDULE

The overall timeline for implementing this project is July 1, 2021, to June 30, 2026. Table 11 shows the past and future release dates for EPOP PUFs.

Table 11. EPOP Survey Past and Future Data Release Schedule

Data Release	Anticipated Release Period
EPOP:2022	October 2022
EPOP:2023	October 2023
EPOP:2024	October 2024
EPOP:2025	July 2025
EPOP:2026	August 2026

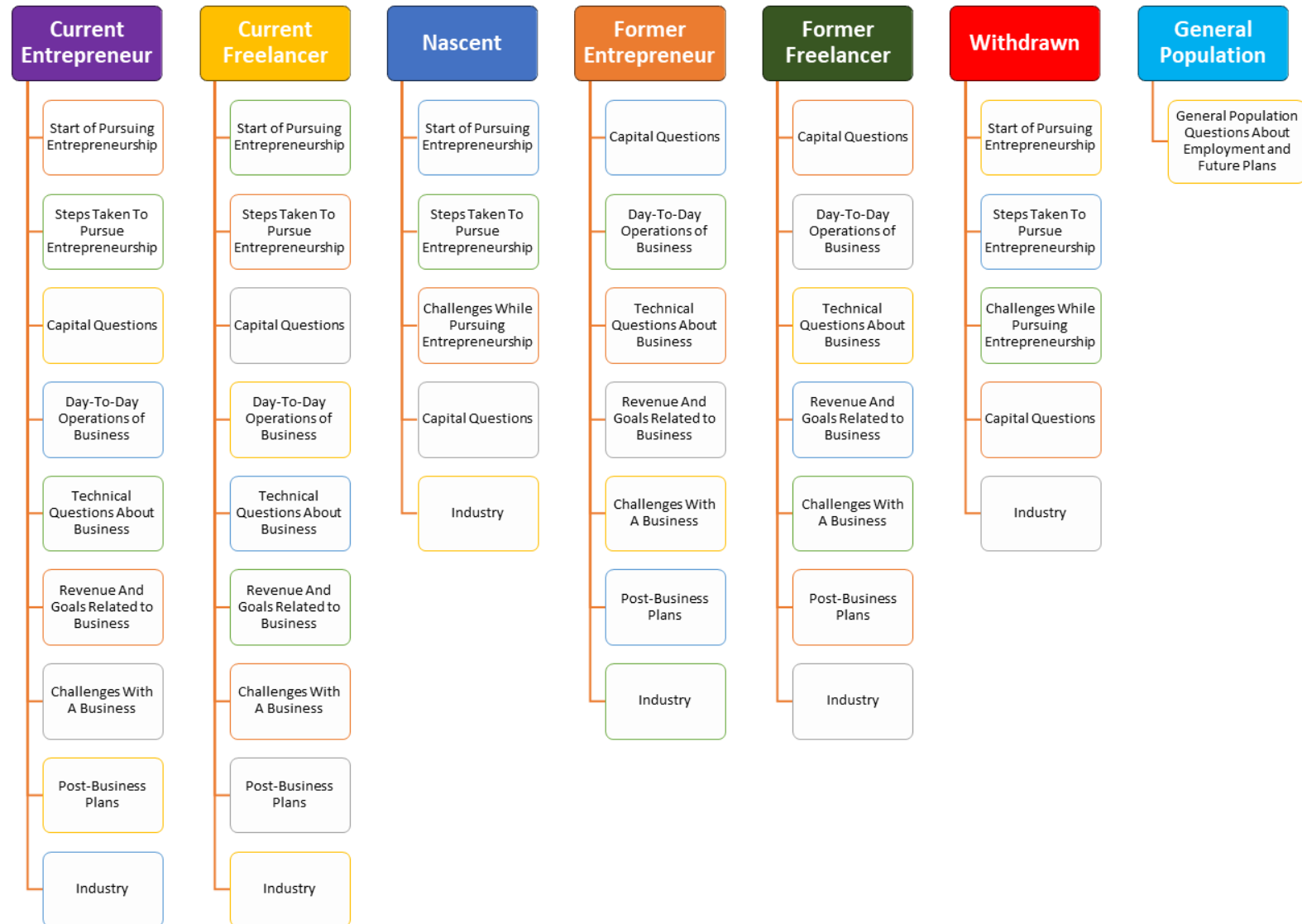
Any changes to these release periods will be posted on the EPOP website: EPOP.norc.org.

REFERENCES

- Abraham, K.G. and Amaya, A., (2019). Probing for Informal Work Activity. *Journal of Official Statistics*, 35(3), pp.487-508. <https://doi.org/10.2478/jos-2019-0021>.
- “Entrepreneurship in the Population (EPOP) Survey Project Questionnaire: 2022.” NORC at the University of Chicago. October 12, 2022. [EPOP.norc.org](https://www.norc.uchicago.edu/ePOP).
- “Entrepreneurship in the Population (EPOP) Survey Project Questionnaire: 2023.” NORC at the University of Chicago. October 12, 2023. [EPOP.norc.org](https://www.norc.uchicago.edu/ePOP).

APPENDIX

APPENDIX A: ENTREPRENEURSHIP PATHWAYS AND TOPICAL AREAS IN EPOP:2025



APPENDIX B: SURVEY QUESTIONNAIRE CHANGES FROM EPOP:2024 TO EPOP:2025

No.	Change	Variable	Section	Type	Category
1	Changed the acceptable number range to 1920-2025 instead of 1920-2024.	S_FORMSTAT_2	Screeners	Changed Item	Range Option Change
2	Changed the acceptable number range to 1920-2025 instead of 1920-2024.	S_FORMFREE_STAT_2	Screeners	Changed Item	Range Option Change
3	Added a new item that asks about length of time doing gig work.	S_GIGTIME_1.	Screeners	New Item	New Item
4	Added a new item that asks about the percentage of income the gig work job provides as a part of total income for the respondent.	PE_GIGINCOME_1	Screeners	New Item	New Item
5	Changed questionnaire text at the end from a period to a question mark to read the following “To what extent do the following statements reflect the reasons you [IF DOV_GROUP = 1,2,4,5: started/IF DOV_GROUP = 3: want to start/ELSE: wanted to start] [INSERT DOV_ACTIVITY]?”.	PE_MOTIVE_1	Pursuing Entrepreneurship	Changed Item	Question Text Change
6	Updated response option #6 to read “Government-guaranteed business loan from a bank or financial institutions, including SBA-guaranteed loans” instead of “Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans”.	PE_CAPITAL_1	Pursuing Entrepreneurship	Changed Item	Response Option Change
7	Updated response option C to read “Government-guaranteed business loan from a bank or financial institutions, including SBA-guaranteed loans” instead of “Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans”.	PE_CAPITAL_2	Pursuing Entrepreneurship	Changed Item	Response Option Change
8	Updated response option B to read “Government-guaranteed business loan from a bank or financial institutions, including SBA-guaranteed loans” instead of “Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans”.	PE_CAPITAL_3	Pursuing Entrepreneurship	Changed Item	Response Option Change
9	Changed the acceptable number range to 1920-2025 instead of 1920-2024.	BO_STARTBIZ_1	Business Operations	Changed Item	Range Option Change
10	Updated response option 4 to read “Government-guaranteed business loan from a bank or financial	BO_ADDFINANCE_2	Business Operations	Changed Item	Response Option Change

No.	Change	Variable	Section	Type	Category
	institutions, including SBA-guaranteed loans” instead of “Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans”.				
11	Updated response option C to read “Government-guaranteed business loan from a bank or financial institutions, including SBA-guaranteed loans” instead of “Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans”.	BO_ADDFINANCE_3	Business Operations	Changed Item	Response Option Change
12	Updated response option B to read “Government-guaranteed business loan from a bank or financial institutions, including SBA-guaranteed loans” instead of “Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans”.	BO_ADDFINANCE_4	Business Operations	Changed Item	Response Option Change
13	Added a prompt to respondents who do not enter a number for employees that reads “Please enter a number for each type of worker. If you did not use that type of worker, please enter 0”.	BO_NUMEMPLOY_1	Business Operations	Changed Item	Added Prompt
14	Changed the logic for qualifying as a microbusiness from “(BO_EMPLOYEES_1 = 10 OR (SUM(BO_NUMEMPLOY_1_A : BO_NUMEMPLOY_1_B) < 10 AND SUM(BO_NUMEMPLOY_1_A : BO_NUMEMPLOY_1_B) >= 0))” to “SUM(BO_NUMEMPLOY_1_A : BO_NUMEMPLOY_1_B) < 10 AND SUM(BO_NUMEMPLOY_1_A : BO_NUMEMPLOY_1_B) >= 0”. The logic for those who do not qualify was also changed from “IF DOV_GROUP=1 AND ANY(BO_EMPLOYEES_1_1 THROUGH BO_EMPLOYEES_1_2) = 1) AND ALL ANY (BO_NUMEMPLOY_1_A THROUGH BO_NUMEMPLOY_1_B) = 777777, 999998, 999999,MISSING” to “IF DOV_GROUP=1 AND ANY(BO_EMPLOYEES_1_1 THROUGH BO_EMPLOYEES_1_2) = 1 AND ANY (BO_NUMEMPLOY_1_A THROUGH BO_NUMEMPLOY_1_B) = 777777, 999998, 999999”.	DOV_MICROBIZ	Business Operations	Changed Item	Changed Item Flag Logic
15	Added new item that talks about how much of health	BO_EMPBENEFIT_HEALTHINS_1	Business	New Item	New Item

No.	Change	Variable	Section	Type	Category
	insurance costs the business covers for employees.		Operations		
16	Added new item that talks about challenges and opportunities for businesses in offering health benefits.	BO_EMPBENEFIT_HEALTHINS_2	Business Operations	New Item	New Item
17	Changed from “What was the amount of your income or sales and operating revenues, including grants, during 2023 from your work as [INSERT DOV_JOB]?” to “What was the amount of your income or sales and operating revenues, including grants, during 2024 from your work as [INSERT DOV_JOB]?”.	BO_REVENUE_1	Business Operations	Changed Item	Question Text Change
18	Changed from “In 2023” to “In 2024” and the response option from “Not applicable (My business started in 2024)” to “Not applicable (My business started in 2025).”.	BO_PLMARGIN_1	Business Operations	Changed Item	Question Text Change & Response Option Change
19	Changed from “Now we want to ask you some questions about what you did [IF DOV_GROUP=2: or plan to do after you finish” to “Now we want to ask you some questions about what you [IF DOV_GROUP = 1 or 2: plan to do after you finish; IF DOV_GROUP = 4 or 5: did after you finished]”.	DISPLAY_BO_POSTPLANS	Business Operations	Changed Item	Question Text Change
25	Removed item that asks about educational attainment.	DEM_EDU	Demographics	Removed Item	Removed Item
26	Removed item that asks about marital status.	DEM_MARITAL	Demographics	Removed Item	Removed Item

APPENDIX C: CROSS ROUND VARIABLE CHANGES TO REFERENCE WHEN COMPARING OR MERGING DATA FROM EPOP:2022 TO EPOP:2025

Table C-1. EPOP Round Specific Variable Names For Cross-Round Merging #343434

EPOP:2022 Variable Name	EPOP:2023 Variable Name	EPOP:2024 & 2025 Variable Name
<i>n/a: Item not included</i>	PE_CAPITAL_5_1	PE_CAPITAL_5_1_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_5_2	PE_CAPITAL_5_2_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_5_3	PE_CAPITAL_5_3_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_5_4	PE_CAPITAL_5_4_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_5_5	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	<i>n/a: Item not included</i>	PE_CAPITAL_5_5_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_5_6	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	PE_CAPITAL_5_7	PE_CAPITAL_5_6_Y3
<i>n/a: Item not included</i>	<i>n/a: Item not included</i>	PE_CAPITAL_5_7_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_6_1	PE_CAPITAL_6_1_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_6_2	PE_CAPITAL_6_2_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_6_3	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	<i>n/a: Item not included</i>	PE_CAPITAL_6_3_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_6_4	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	PE_CAPITAL_6_5	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	PE_CAPITAL_6_6	PE_CAPITAL_6_4_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_6_7	PE_CAPITAL_6_5_Y3
<i>n/a: Item not included</i>	<i>n/a: Item not included</i>	PE_CAPITAL_6_6_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_7_1	PE_CAPITAL_7_1_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_7_2	PE_CAPITAL_7_2_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_7_3	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	<i>n/a: Item not included</i>	PE_CAPITAL_7_3_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_7_4	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	PE_CAPITAL_7_5	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	PE_CAPITAL_7_6	PE_CAPITAL_7_4_Y3
<i>n/a: Item not included</i>	PE_CAPITAL_7_7	PE_CAPITAL_7_5_Y3
<i>n/a: Item not included</i>	<i>n/a: Item not included</i>	PE_CAPITAL_7_6_Y3
PE_CHALLENGE_1_1	PE_CHALLENGE_1_1_Y2	PE_CHALLENGE_1_1_Y2
PE_CHALLENGE_1_2	PE_CHALLENGE_1_2_Y2	PE_CHALLENGE_1_2_Y2

EPOP:2022 Variable Name	EPOP:2023 Variable Name	EPOP:2024 & 2025 Variable Name
PE_CHALLENGE_1_3	PE_CHALLENGE_1_3_Y2	PE_CHALLENGE_1_3_Y2
PE_CHALLENGE_1_4	PE_CHALLENGE_1_4_Y2	PE_CHALLENGE_1_4_Y2
PE_CHALLENGE_1_5	PE_CHALLENGE_1_5_Y2	PE_CHALLENGE_1_5_Y2
n/a: Item not included	PE_CHALLENGE_1_6_Y2	PE_CHALLENGE_1_6_Y2
n/a: Item not included	PE_CHALLENGE_1_7_Y2	PE_CHALLENGE_1_7_Y2
PE_CHALLENGE_1_6	PE_CHALLENGE_1_8_Y2	PE_CHALLENGE_1_8_Y2
<i>n/a: Item not included</i>	BO_ADDFINANCE_6_1	BO_ADDFINANCE_6_1_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_6_2	BO_ADDFINANCE_6_2_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_6_3	BO_ADDFINANCE_6_3_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_6_4	BO_ADDFINANCE_6_4_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_6_5	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	<i>n/a: Item not included</i>	BO_ADDFINANCE_6_5_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_6_6	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	BO_ADDFINANCE_6_7	BO_ADDFINANCE_6_6_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_7_1	BO_ADDFINANCE_7_1_Y3; BO_ADDFINANCE_7_1_Y4
<i>n/a: Item not included</i>	BO_ADDFINANCE_7_2	BO_ADDFINANCE_7_2_Y3
<i>n/a: Item not included</i>	<i>n/a: Item not included</i>	BO_ADDFINANCE_7_3_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_7_3	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	BO_ADDFINANCE_7_4	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	BO_ADDFINANCE_7_5	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	BO_ADDFINANCE_7_6	BO_ADDFINANCE_7_4_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_7_7	BO_ADDFINANCE_7_5_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_8_1	BO_ADDFINANCE_8_1_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_8_2	BO_ADDFINANCE_8_2_Y3
<i>n/a: Item not included</i>	<i>n/a: Item not included</i>	BO_ADDFINANCE_8_3_Y3
<i>n/a: Item not included</i>	BO_ADDFINANCE_8_3	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	BO_ADDFINANCE_8_4	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	BO_ADDFINANCE_8_5	<i>n/a: Item not included</i>
<i>n/a: Item not included</i>	BO_ADDFINANCE_8_6	BO_ADDFINANCE_8_4_Y3
BO_CHALLENGE_2_1	BO_CHALLENGE_2_1_Y2	BO_CHALLENGE_2_1_Y2
BO_CHALLENGE_2_2	BO_CHALLENGE_2_2_Y2	BO_CHALLENGE_2_2_Y2
BO_CHALLENGE_2_3	BO_CHALLENGE_2_3_Y2	BO_CHALLENGE_2_3_Y2

EPOP:2022 Variable Name	EPOP:2023 Variable Name	EPOP:2024 & 2025 Variable Name
BO_CHALLENGE_2_4	n/a: Item not included	n/a: Item not included
BO_CHALLENGE_2_5	BO_CHALLENGE_2_4_Y2	BO_CHALLENGE_2_4_Y2
BO_CHALLENGE_3_1	BO_CHALLENGE_3_1_Y2	BO_CHALLENGE_3_1_Y2
BO_CHALLENGE_3_2	BO_CHALLENGE_3_2_Y2	BO_CHALLENGE_3_2_Y2
BO_CHALLENGE_3_3	BO_CHALLENGE_3_3_Y2	BO_CHALLENGE_3_3_Y2
n/a: Item not included	BO_CHALLENGE_3_4_Y2	BO_CHALLENGE_3_4_Y2
BO_CHALLENGE_3_4	BO_CHALLENGE_3_5_Y2	BO_CHALLENGE_3_5_Y2
BO_CHALLENGE_4_1	BO_CHALLENGE_4_1_Y2	BO_CHALLENGE_4_1_Y2
BO_CHALLENGE_4_2	BO_CHALLENGE_4_2_Y2	BO_CHALLENGE_4_2_Y2
BO_CHALLENGE_4_3	BO_CHALLENGE_4_3_Y2	BO_CHALLENGE_4_3_Y2
BO_CHALLENGE_4_4	BO_CHALLENGE_4_4_Y2	BO_CHALLENGE_4_4_Y2
BO_CHALLENGE_4_5	BO_CHALLENGE_4_5_Y2	BO_CHALLENGE_4_5_Y2
BO_CHALLENGE_4_6	BO_CHALLENGE_4_6_Y2	BO_CHALLENGE_4_6_Y2
BO_CHALLENGE_4_7	BO_CHALLENGE_4_7_Y2	BO_CHALLENGE_4_7_Y2
BO_CHALLENGE_4_8	BO_CHALLENGE_4_8_Y2	BO_CHALLENGE_4_8_Y2
n/a: Item not included	BO_CHALLENGE_4_9_Y2	BO_CHALLENGE_4_9_Y2
n/a: Item not included	BO_CHALLENGE_4_10_Y2	BO_CHALLENGE_4_10_Y2
BO_CHALLENGE_4_9	BO_CHALLENGE_4_11_Y2	BO_CHALLENGE_4_11_Y2
BO_CHALLENGE_5_1	BO_CHALLENGE_5_1_Y2	BO_CHALLENGE_5_1_Y2
BO_CHALLENGE_5_2	BO_CHALLENGE_5_2_Y2	BO_CHALLENGE_5_2_Y2
BO_CHALLENGE_5_3	BO_CHALLENGE_5_3_Y2	BO_CHALLENGE_5_3_Y2
BO_CHALLENGE_5_4	BO_CHALLENGE_5_4_Y2	BO_CHALLENGE_5_4_Y2
BO_CHALLENGE_5_5	BO_CHALLENGE_5_5_Y2	BO_CHALLENGE_5_5_Y2
n/a: Item not included	BO_CHALLENGE_5_6_Y2	BO_CHALLENGE_5_6_Y2
BO_CHALLENGE_5_6	BO_CHALLENGE_5_7_Y2	BO_CHALLENGE_5_7_Y2
BO_CHALLENGE_ENDA	BO_CHALLENGE_ENDA_Y2	BO_CHALLENGE_ENDA_Y2
BO_CHALLENGE_ENDB	BO_CHALLENGE_ENDB_Y2	BO_CHALLENGE_ENDB_Y2
BO_CHALLENGE_ENDC	BO_CHALLENGE_ENDC_Y2	BO_CHALLENGE_ENDC_Y2
BO_CHALLENGE_ENDD	BO_CHALLENGE_ENDD_Y2	BO_CHALLENGE_ENDD_Y2
BO_CHALLENGE_ENDE	BO_CHALLENGE_ENDE_Y2	BO_CHALLENGE_ENDE_Y2
BO_CHALLENGE_ENDF	BO_CHALLENGE_ENDF_Y2	BO_CHALLENGE_ENDF_Y2
BO_CHALLENGE_ENDG	BO_CHALLENGE_ENDG_Y2	BO_CHALLENGE_ENDG_Y2
BO_CHALLENGE_ENDH	BO_CHALLENGE_ENDH_Y2	BO_CHALLENGE_ENDH_Y2

EPOP:2022 Variable Name	EPOP:2023 Variable Name	EPOP:2024 & 2025 Variable Name
BO_CHALLENGE_ENDI	BO_CHALLENGE_ENDI_Y2	BO_CHALLENGE_ENDI_Y2
BO_CHALLENGE_ENDJ	BO_CHALLENGE_ENDJ_Y2	BO_CHALLENGE_ENDJ_Y2
BO_CHALLENGE_ENDK	BO_CHALLENGE_ENDK_Y2	BO_CHALLENGE_ENDK_Y2
BO_CHALLENGE_ENDL	BO_CHALLENGE_ENDL_Y2	BO_CHALLENGE_ENDL_Y2
BO_CHALLENGE_ENDM	BO_CHALLENGE_ENDM_Y2	BO_CHALLENGE_ENDM_Y2
<i>n/a: Item not included</i>	BO_CHALLENGE_ENDN_Y2	BO_CHALLENGE_ENDN_Y2
BO_CHALLENGE_ENDN	BO_CHALLENGE_ENDO_Y2	BO_CHALLENGE_ENDO_Y2
BO_CHALLENGE_ENDO	BO_CHALLENGE_ENDP_Y2	BO_CHALLENGE_ENDP_Y2
BO_CHALLENGE_ENDP	BO_CHALLENGE_ENDQ_Y2	BO_CHALLENGE_ENDQ_Y2
BO_CHALLENGE_ENDQ	BO_CHALLENGE_ENDR_Y2	BO_CHALLENGE_ENDR_Y2
BO_CHALLENGE_ENDR	BO_CHALLENGE_ENDS_Y2	BO_CHALLENGE_ENDS_Y2
BO_CHALLENGE_ENDS	BO_CHALLENGE_ENDT_Y2	BO_CHALLENGE_ENDT_Y2
BO_CHALLENGE_ENDT	BO_CHALLENGE_ENDU_Y2	BO_CHALLENGE_ENDU_Y2
BO_CHALLENGE_ENDU	BO_CHALLENGE_ENDV_Y2	BO_CHALLENGE_ENDV_Y2
<i>n/a: Item not included</i>	BO_CHALLENGE_ENDW_Y2	BO_CHALLENGE_ENDW_Y2
<i>n/a: Item not included</i>	BO_CHALLENGE_ENDX_Y2	BO_CHALLENGE_ENDX_Y2
BO_CHALLENGE_ENDV	BO_CHALLENGE_ENDY_Y2	BO_CHALLENGE_ENDY_Y2
BO_CHALLENGE_ENDW	BO_CHALLENGE_ENDZ_Y2	BO_CHALLENGE_ENDZ_Y2
BO_CHALLENGE_ENDX	BO_CHALLENGE_ENDAA_Y2	BO_CHALLENGE_ENDAA_Y2
BO_CHALLENGE_ENDY	BO_CHALLENGE_ENDBB_Y2	BO_CHALLENGE_ENDBB_Y2
BO_CHALLENGE_ENDZ	BO_CHALLENGE_ENDCC_Y2	BO_CHALLENGE_ENDCC_Y2
<i>n/a: Item not included</i>	BO_CHALLENGE_ENDDD_Y2	BO_CHALLENGE_ENDDD_Y2
DEM_HOUSEHOLD_1_RUF	<i>n/a: Item not included; refer to DEM_HOUSENUM_DRV</i>	<i>n/a: Item not included; refer to DEM_HOUSENUM_DRV</i>
DEM_HOUSEHOLD_2_RUF	DEM_HOUSEHOLD_1_Y2_DRV	DEM_HOUSEHOLD_1_Y2_DRV
DEM_HOUSEHOLD_3_RUF	DEM_HOUSEHOLD_2_Y2_DRV	DEM_HOUSEHOLD_2_Y2_DRV
DEM_HOUSEHOLD_4_RUF	DEM_HOUSEHOLD_3_Y2_DRV	DEM_HOUSEHOLD_3_Y2_DRV
DEM_HOUSEHOLD_5_RUF	DEM_HOUSEHOLD_4_Y2_DRV	DEM_HOUSEHOLD_4_Y2_DRV
DEM_HOUSENUM_RUF	DEM_HOUSENUM_DRV	DEM_HOUSENUM_DRV
GP_CONSIDER_1_1	GP_CONSIDER_1_1_Y2	GP_CONSIDER_1_1_Y2
GP_CONSIDER_1_2	GP_CONSIDER_1_2_Y2	GP_CONSIDER_1_2_Y2
GP_CONSIDER_1_3	GP_CONSIDER_1_3_Y2	GP_CONSIDER_1_3_Y2
GP_CONSIDER_1_4	GP_CONSIDER_1_4_Y2	GP_CONSIDER_1_4_Y2

EPOP:2022 Variable Name	EPOP:2023 Variable Name	EPOP:2024 & 2025 Variable Name
GP_CONSIDER_1_5	GP_CONSIDER_1_5_Y2	GP_CONSIDER_1_5_Y2
GP_CONSIDER_1_6	GP_CONSIDER_1_6_Y2	GP_CONSIDER_1_6_Y2
GP_CONSIDER_1_7	GP_CONSIDER_1_7_Y2	GP_CONSIDER_1_7_Y2
GP_CONSIDER_1_8	GP_CONSIDER_1_8_Y2	GP_CONSIDER_1_8_Y2
GP_CONSIDER_1_9	GP_CONSIDER_1_9_Y2	GP_CONSIDER_1_9_Y2
GP_CONSIDER_1_10	GP_CONSIDER_1_10_Y2	GP_CONSIDER_1_10_Y2
GP_CONSIDER_1_11	GP_CONSIDER_1_11_Y2	GP_CONSIDER_1_11_Y2
GP_CONSIDER_1_12	GP_CONSIDER_1_12_Y2	GP_CONSIDER_1_12_Y2
GP_CONSIDER_1_13	GP_CONSIDER_1_13_Y2	GP_CONSIDER_1_13_Y2
GP_CONSIDER_1_14	GP_CONSIDER_1_14_Y2	GP_CONSIDER_1_14_Y2
GP_CONSIDER_1_15	GP_CONSIDER_1_15_Y2	GP_CONSIDER_1_15_Y2
GP_CONSIDER_1_16	GP_CONSIDER_1_16_Y2	GP_CONSIDER_1_16_Y2
<i>n/a: Item not included</i>	GP_CONSIDER_1_17_Y2	GP_CONSIDER_1_17_Y2
GP_CONSIDER_1_17	GP_CONSIDER_1_18_Y2	GP_CONSIDER_1_18_Y2
DEM_HOUSEHOLD_1_RUF	<i>n/a: Item not included; refer to DEM_HOUSENUM_DRV</i>	<i>n/a: Item not included; refer to DEM_HOUSENUM_DRV</i>
DEM_HOUSEHOLD_2_RUF	DEM_HOUSEHOLD_1_Y2_DRV	DEM_HOUSEHOLD_1_Y2_DRV
DEM_HOUSEHOLD_3_RUF	DEM_HOUSEHOLD_2_Y2_DRV	DEM_HOUSEHOLD_2_Y2_DRV
DEM_HOUSEHOLD_4_RUF	DEM_HOUSEHOLD_3_Y2_DRV	DEM_HOUSEHOLD_3_Y2_DRV
DEM_HOUSEHOLD_5_RUF	DEM_HOUSEHOLD_4_Y2_DRV	DEM_HOUSEHOLD_4_Y2_DRV
DEM_HOUSENUM_RUF	DEM_HOUSENUM_DRV	DEM_HOUSENUM_DRV

Table C-2A. EPOP Round Specific Variable Code Frames Across EPOP:2022, 2023, 2024 and 2025

EPOP:2022 Variable Name & Response Values	EPOP:2023 Variable Name & Response Values	EPOP:2024 Variable Name & Response Values	EPOP:2025 Variable Name & Response Values
BO_STARTBIZ_1_PUF	BO_STARTBIZ_1_Y2_PUF	BO_STARTBIZ_1_Y3_PUF	BO_STARTBIZ_1_Y4_PUF
1: Before 1980	1: Before 1990	1: Before 1990	1: Before 1990
2: 1980-1989	2: 1990-1999	2: 1990-1999	2: 1990-1999
3: 1990-1999	3: 2000-2009	3: 2000-2009	3: 2000-2009
4: 2000-2009	4: 2010-2014	4: 2010-2014	4: 2010-2014
5: 2010-2014	5: 2015-2016	5: 2015-2016	5: 2015-2016
6: 2015-2016	6: 2017-2018	6: 2017-2018	6: 2017-2018
7: 2017-2018	7: 2019	7: 2019	7: 2019-2021
8: 2019	8: 2020	8: 2020	8: 2022-2024
9: 2020	9: 2021	9: 2021	9: 2025
10: 2021	10: 2022-2023	10: 2022-2024	
BO_STARTBIZ_1_RUF	BO_STARTBIZ_1_Y2_RUF	BO_STARTBIZ_1_Y3_RUF	BO_STARTBIZ_1_Y4_RUF
1: Before 1970	1: Before 1980	1: Before 1980	1: Before 1980
2: 1970-1979	2: 1980-1989	2: 1980-1989	2: 1980-1989
3: 1980-1989	3: 1990-1999	3: 1990-1999	3: 1990-1999
4: 1990-1999	4: 2000-2009	4: 2000-2009	4: 2000-2009
5: 2000-2009	5: 2010	5: 2010	5: 2010
6: 2010	6: 2011	6: 2011	6: 2011
7: 2011	7: 2012	7: 2012	7: 2012
8: 2012	8: 2013	8: 2013	8: 2013
9: 2013	9: 2014	9: 2014	9: 2014
10: 2014	10: 2015	10: 2015	10: 2015
11: 2015	11: 2016	11: 2016	11: 2016
12: 2016	12: 2017	12: 2017	12: 2017
13: 2017	13: 2018	13: 2018	13: 2018
14: 2018	14: 2019	14: 2019	14: 2019
15: 2019	15: 2020	15: 2020	15: 2020
16: 2020	16: 2021	16: 2021	16: 2021
17: 2021	17: 2022	17: 2022	17: 2022
	18: 2023	18: 2023	18: 2023
		19: 2024	19: 2024
			20: 2025

Table C-2B. EPOP Round Specific Variable Code Frames Across EPOP 2022, 2023, 2024, and 2025

EPOP:2022 Variable Name	EPOP:2023 Variable Name	EPOP:2024 & 2025 Variable Name	EPOP:2022 Response Values	EPOP:2023 Response Values	EPOP:2024 & 2025 Response Values
BO_NUMEMPL OY_1_PUF	BO_NUMEMPL OY_1_Y2_PUF	BO_NUMEMPL OY_1_Y3_PUF	0: 0	0: 0	0: 0
			1: 1-4	1: 1-4	1: 1-9
			2: 5-9	2: 5-9	2: 10-49
			3: 10-19	3: 10-19	3: 50-99
			4: 20-49	4: 20-49	4: 100-199
			5: 50-74	5: 50-99	5: 200+
			6: 75-99	5: 50-99	
			7: 100+	6: 100-199	
			7: 100+	7: 200+	

Table C-3. EPOP Round Specific Variable Code Frames Across EPOP:2022 through EPOP:2025

EPOP:2022 Variable Name	EPOP:2023, EPOP:2024, & EPOP: 2025 Variable Name	EPOP:2022 Response Values	EPOP:2023, EPOP:2024, & EPOP: 2025 Response Values
BO_EXITSTRAT_ 1	BO_EXITSTRAT_1_Y 2	1. Sold your business at a loss	1. Sold your business at a loss
		2. Sold your business at more or less break even	2. Sold your business at more or less break even
		3. Sold your business at a profit	3. Sold your business at a profit
		4. Bankruptcy or liquidation	4. Bankruptcy or liquidation
		5. Transferred business to a family member	5. Transferred business to a family member
		6. Did not complete any forms/paperwork, just stopped working or taking work	6. Did not complete any forms/paperwork, just stopped working or taking work
		<i>n/a: value not included in Year 1</i>	7. Transferred business to a non-family member
		<i>n/a: value not included in Year 1</i>	8. Converted the business to an employee ownership model
S_FORMFREE_S TAT_1	S_FORMFREE_STAT _1_Y2	7. Other, specify: [TEXTBOX]	9. Other, specify: [TEXTBOX]
		1. Yes, I am still working for myself as a freelancer, consultant, or independent contractor	1. Yes
		2. No, I stopped working as a freelancer, consultant, or independent contractor <u>within the last 5 years</u>	2. No
		3. No, I stopped working as a freelancer, consultant, or independent contractor <u>more than 5 years ago</u>	2. No

EPOP:2022 Variable Name	EPOP:2023, EPOP:2024, & EPOP: 2025 Variable Name	EPOP:2022 Response Values	EPOP:2023, EPOP:2024, & EPOP: 2025 Response Values
S_GIGPLATFOR M_DRV	S_GIGPLATFORM_Y 2_DRV	1: Confirmed Gig Platform: Services	1: Confirmed Gig Platform: Services
		2: Confirmed Gig Platform: Selling/Renting of Goods	2: Confirmed Gig Platform: Selling/Renting of Goods
		3: Confirmed Gig Platform: Online Surveys	3: Confirmed Gig Platform: Online Surveys
		4: Payment Provider	4: Payment Provider
		5: Unconfirmed Gig Work	5: Unconfirmed/unlikely Gig Work
		6: Unlikely Gig Work	5: Unconfirmed/unlikely Gig Work
DEM_MARITAL_ PUF	DEM_MARITAL_Y2_ PUF	1: Married	1: Married/Cohabiting
		2: Widowed	2: Widowed/Divorced/Separated
		3: Divorced/Separated	2: Widowed/Divorced/Separated
		4: Single	3: Single
		5: Cohabiting	1: Married/Cohabiting
BO_NUMEMPLO Y_1_RUF	BO_NUMEMPLOY_1 _Y2_RUF	0: 0	0: 0
		1: 1	1: 1
		2: 2	2: 2
		3: 3	3: 3
		4: 4	4: 4
		5: 5	5: 5
		6: 6	6: 6
		7: 7	7: 7
		8: 8	8: 8
		9: 9	9: 9
		10: 10-14	10: 10-14
		11: 15-19	11: 15-19
		12: 20-29	12: 20-29

EPOP:2022 Variable Name	EPOP:2023, EPOP:2024, & EPOP: 2025 Variable Name	EPOP:2022 Response Values	EPOP:2023, EPOP:2024, & EPOP: 2025 Response Values
		13: 30-49	13: 30-49
		14: 50-74	14: 50-74
		15: 75-99	15: 75-99
		16: 100-199	16: 100-199
		17: 200+	17: 200-499
		17: 200+	18: 500-999
		17: 200+	19: 1000+
BO_REVENUE_1 _PUF	BO_REVENUE_1_Y2 _PUF	1: 0-99	0: 0
		1: 0-99	1: 1-99
		2: 100-499	2: 100-499
		3: 500-999	3: 500-999
		4: 1,000-4,999	4: 1,000-4,999
		5: 5,000-9,999	5: 5,000-9,999
		6: 10,000-24,999	6: 10,000-24,999
		7: 25,000-49,999	7: 25,000-49,999
		8: 50,000-74,999	8: 50,000-74,999
		9: 75,000-99,999	9: 75,000-99,999
		10: 100,000-249,999	10: 100,000-249,999
		11: 250,000-499,999	11: 250,000-499,999
		12: 500,000-999,999	12: 500,000+
		13: 1,000,000+	12: 500,000+

EPOP:2022 Variable Name	EPOP:2023, EPOP:2024, & EPOP: 2025 Variable Name	EPOP:2022 Response Values	EPOP:2023, EPOP:2024, & EPOP: 2025 Response Values
BO_REVENUE_2 _PUF	BO_REVENUE_2_Y2 _PUF	1: 0-99	0: 0
		1: 0-99	1: 1-99
		2: 100-499	2: 100-499
		3: 500-999	3: 500-999
		4: 1,000-4,999	4: 1,000-4,999
		5: 5,000-9,999	5: 5,000-9,999
		6: 10,000-24,999	6: 10,000-24,999
		7: 25,000-49,999	7: 25,000-49,999
		8: 50,000-74,999	8: 50,000-74,999
		9: 75,000-99,999	9: 75,000-99,999
		10: 100,000-249,999	10: 100,000-249,999
		11: 250,000-499,999	11: 250,000+
		12: 500,000+	11: 250,000+



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