

SAMPLE JOB GROUP/GOALS SUMMARY - CONFIDENTIAL

LOCATION JOB GROUP	TOTAL EMPLOYEES	MINORITY			FEMALE		
		#	(%)	GOAL SET	#	(%)	GOAL SET
COMPANY TOTALS	813	118	14.51%		195	23.98%	
1-1: EXECUTIVES	43	3	6.97%		2	4.65%	
1-2: MANAGERS	61	8	13.11%		13	21.31%	
2-1: PROFESSIONALS -ENGINEERS	172	33	19.19%		38	22.09%	
2-2: PROFESSIONALS -GENERAL	72	4	5.55%		36	50.00%	
2-3: PROFESSIONALS - SCIENTISTS	57	2	3.51%		18	31.58%	
3-1: TECHNICIANS	319	57	17.87%		34	10.66%	
5-1: ADMINISTRATIVE SUPPORT	54	6	11.11%		54	100.00%	
7-1: OPERATIVES	16	2	12.5%		0	0.00%	
8-1: LABORERS	18	3	16.67%		0	0.00%	
9-1: SERVICE WORKERS	1	0	0.00%		0	0.00%	
BALTIMORE, MD	605	106	17.52%		146	24.13%	
1-1: EXECUTIVES	29	2	6.90%	none	1	3.45%	9.10%
1-2: MANAGERS	49	6	12.24%	15.70%	9	18.37%	none
2-1: PROFESSIONALS - ENGINEERS	127	30	23.62%	none	28	22.05%	none
2-2: PROFESSIONALS - GENERAL	59	4	6.78%	29.60%	32	54.24%	none
2-3: PROFESSIONALS - SCIENTISTS	31	2	6.45%	26.70%	7	22.58%	52.20%
3-1: TECHNICIANS	249	53	21.29%	*	29	11.65%	18.70%
5-1: ADMINISTRATIVE SUPPORT	40	5	12.50%	29.80%	40	100.00%	none
7-1: OPERATIVES	13	2	15.38%	none	0	0.00%	8.60%
8-1: LABORERS	7	2	28.57%	none	0	0.00%	10.40%
9-1: SERVICE WKRS	1	0	0.00%	^*	0	0.00%	^*
RALEIGH, NC	105	9	8.57%		20	19.05%	
1-1: EXECUTIVES	7	1	14.29%	none	0	0.00%	8.70%
1-2: MANAGERS	5	1	20.00%	none	1	20.00%	none
2-1: PROFESSIONALS -ENGINEERS	22	1	4.55%	12.40%	5	22.73%	none
2-2: PROFESSIONALS - GENERAL	5	0	0.00%	^	0	0.00%	^
2-3: PROFESSIONALS -SCIENTISTS	9	0	0.00%	29.30%	3	33.33%	*
3-1: TECHNICIANS	33	4	12.12%	15.70%	1	3.03%	15.40%
5-1: ADMINISTRATIVE SUPPORT	10	1	10.00%	22.70%	10	100.00%	none
7-1: OPERATIVES	3	0	0.00%	^	0	0.00%	^
8-1: LABORERS	11	1	9.09%	*	0	0.00%	^
PITTSBURGH, PA	103	3	2.91%		29	28.16%	
1-1: EXECUTIVES	7	0	0.00%	7.80%	1	14.29%	none
1-2: MANAGERS	7	1	14.29%	none	3	42.86%	none
2-1: PROFESSIONALS - ENGINEERS	23	2	8.70%	none	5	21.74%	none
2-2: PROFESSIONALS - GENERAL	8	0	0.00%	**	4	50.00%	none
2-3: PROFESSIONALS - SCIENTISTS	17	0	0.00%	12.20%	8	47.06%	*
3-1: TECHNICIANS	37	0	0.00%	9.80%	4	10.81%	18.70%
5-1: ADMINISTRATIVE SUPPORT	4	0	0.00%	^	4	100.00%	none

* Based on the 80% goal. No goal is set if the internal workforce representation is within 80% of the final availability.

^ Based on the whole person rule. No goal is set because meeting the goal would equate to placing less than one whole person

Summary Personnel Activity by AAP (January 1, 2008 - December 31, 2008)

AAP	Applicants	Hires	Applicant-Hire Ratio	Promotions	All Terms	Involuntary Terms
Baltimore, MD	575	67	11.7%	15	48	7
Raleigh, NC	195	45	23.1%	6	38	6
Pittsburgh, PA	168	64	38.1%	5	51	18
	743	131	17.6%	20	99	25

Summary Adverse Impact Analysis by AAP (January 1, 2008 - December 31, 2008)

AAP	Hires AI	Proms (In) IRA	All Terms IRA	Involuntary Terms IRA
Baltimore, MD		1-2 - minorities & females	1-1 - minorities	2-1 - minorities $\bar{\sigma}$ (3.563)
		5-1 - minorities	2-2 - minorities & females $\bar{\sigma}$ (2.393)	2-2 - females
			3-1 - minorities & females	
Raleigh, NC	1-2 - minorities & females	2-2 - minorities	1-2 - females	2-2 - minorities $\bar{\sigma}$ (2.232)
	2-1 - minorities		5-1 - minorities	
	5-1 - females			
Pittsburgh, PA	1-2 - minorities & females	2-2 - minorities	1-2 - females	2-2 - minorities $\bar{\sigma}$ (2.232)
	2-1 - minorities		5-1 - minorities	
	5-1 - females			

Standard deviation greater than two has been identified in the parenthesis