

## Adverse Impact Analysis

New Hires - Gender

*From 1/1/2007 to 12/31/2007*

Establishment:Corporate

Job Group	Male Applicants	Male Offers	Female Applicants	Female Offers	Total Applicants	Total Offers	Male Rate	Female Rate	Overall Rate	Std Dev	Potential Adverse Impact	Expected # of Fem Selected	Actual # of Fem Selected	# of Female Affected	Affected Job Group	Degree Adverse Impact	Note
1.1	0	0	0	0	0	0	0.0%	0.0%	0.0%		No						
1.2	3	2	30	5	33	7	66.7%	16.7%	21.2%	2.02	Yes	6	5	1	1.2	*	
2A	0	0	0	0	0	0	0.0%	0.0%	0.0%		No						
5A	0	0	0	0	0	0	0.0%	0.0%	0.0%		No						
6A	0	0	0	0	0	0	0.0%	0.0%	0.0%		No						
6B	2	1	10	1	12	2	50.0%	10.0%	16.7%	1.39	No						

Degree of Adverse Impact:

(\*) appears upon failure of the Standard Deviation test if one or two persons are being affected in that Job Group.

(\*\*) appears upon failure of the Standard Deviation test if three or more persons are being affected in that Job Group.

Standard Deviations of 2 and greater are generally regarded as statistically significant.

NOTE: The terms used herein are used solely in the context of the Affirmative Action Program under Executive Order 11246 for the purpose of complying with the Affirmative Action objectives of such year. They have no meaning for any other purpose.

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