

JOB GROUP ANALYSIS

Corporate
As Of: 1/1/2007

Job Cat	Job Group	Job Title	Total	Males						Females					
				Female	Minority	White	Black	Hispanic	Asian	Amer Indian	White	Black	Hispanic	Asian	Amer Indian
6 A		Electrician	8	0	3	5	3	0	0	0	0	0	0	0	0
		Senior Com. Repairman	27	8	8	15	1	1	1	1	4	3	0	1	0
		Totals	35	8	11	20	4	1	1	1	4	3	0	1	0
		Percentage		23%	31%										

AVAILABILITY ANALYSIS

Corporate

1/1/2007

Job Group: 1.1

Factor		B	H	A	AI	TM	F	Factor Weight	B	H	A	AI	TM	F	Census Source	Reason for Weight
									B	H	A	AI	TM	F		
1	Skilled candidates hired from outside	2.4	3.1	4	0.6	10.1	18.8	90.00%	2.16	2.79	3.6	0.54	9.09	16.9	2000 Census for a reasonable recruiting area	Skilled candidates hired from outside the company
2	Drawn from internal job groups	0	0	18.2	0	18.2	9.1	10.00%	0	0	1.82	0	1.82	0.91	Availability determined from internal data	Drawn from Internal Job Groups: 1.2
Final Availability								100.00%	2.16	2.79	5.42	0.54	10.9	17.8		

Job Group: 1.2

Factor		B	H	A	AI	TM	F	Factor Weight	B	H	A	AI	TM	F	Census Source	Reason for Weight
									B	H	A	AI	TM	F		
1	Skilled candidates hired from outside	4.7	5.3	3.3	0.8	14.1	26.3	20.00%	0.94	1.06	0.66	0.16	2.82	5.26	2000 Census for a reasonable recruiting area	Skilled candidates hired from outside the company
2	Drawn from internal job groups	20	2.9	5.7	2.9	31.5	22.9	80.00%	16	2.32	4.56	2.32	25.2	18.3	Availability determined from internal data	Drawn from Internal Job Groups: 6A
Final Availability								100.00%	16.9	3.38	5.22	2.48	28.0	23.6		

Job Group: 2A

Factor		B	H	A	AI	TM	F	Factor Weight	B	H	A	AI	TM	F	Census Source	Reason for Weight
									B	H	A	AI	TM	F		
1	Skilled candidates hired from outside	12.7	0.7	0.3	0.5	14.2	49.1	100.00%	12.7	0.7	0.3	0.5	14.2	49.1	2000 Census for a reasonable recruiting area	Skilled candidates hired from outside the company
2	Drawn from internal job groups	0	0	0	0	0	0	0.00%	0	0	0	0	0	0	Availability determined from internal data	No internal availability.
Final Availability								100.00%	12.7	0.7	0.3	0.5	14.2	49.1		

UTILIZATION ANALYSIS BY JOB GROUP BY FEMALE/MINORITY

Date: 1/1/2007

Establishment: Corporate

Job Group	Total	Employment										Availability Report						Underutilization						# To Meet Util.			
		B		H		A		AI		TM		F		B	H	A	AI	TM	F	B	H	A	AI	TM	F	TM	F
		#	%	#	%	#	%	#	%	#	%	#	%														
1.1	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	2.2	2.8	5.4	.5	10.9	17.8	N	N	N	N	N	N		
1.2	11	0	0.0	0	0.0	2	18.2	0	0.0	2	18.2	1	9.1	16.9	3.4	5.2	2.5	28.0	23.6	Y	N	N	N	Y	Y	1	1
2A	6	1	16.7	0	0.0	0	0.0	0	0.0	1	16.7	2	33.3	12.7	.7	.3	.5	14.2	49.1	N	N	N	N	N	N		
5A	5	1	20.0	0	0.0	0	0.0	0	0.0	1	20.0	4	80.0	27.2	1.9	.6	.6	30.3	74.7	N	N	N	N	N	N		
6A	35	7	20.0	1	2.9	2	5.7	1	2.9	11	31.4	8	22.9	9.7	2.4	2.1	.6	14.8	14.7	N	N	N	N	N	N		
6B	155	9	5.8	6	3.9	3	1.9	2	1.3	20	12.9	40	25.8	11.1	1.9	2.7	.1	15.8	12.4	Y	N	Y	N	Y	N	4	
Total #	214	18		7		7		3		35		56															
Total %	100	8.4		3.3		3.3		1.4		16.4		26.2															

*Whole Person Rule: Underutilization is declared when availability exceeds employment by 1 or more persons.

**2007
Placement Goals**

Establishment: Corporate

Standardized Job Group: 1.2

	TOTAL	MINORITIES	WOMEN
1. Profile	11	2	1
2. Profile (%)	100.00%	18.18%	9.09%
3. Availability (%)		28.02%	23.58%
Underutilized?			
4. (Yes or No)		Yes	Yes
5. Annual Goal Movement (%)		28.02%	23.58%

Problem Areas and Solutions

Analysis performed using the Whole Person Rule

Women in this job group are underutilized by 14.49% when compared to the census data. This equates to 1 employees in the job group. Every effort will be made to promote and recruit qualified women into this job group. Efforts will be made to reach availability as opportunities arise. In addition, we will make every effort to retain women by providing opportunities for advancement, training, mentoring and responding in a positive manner to feedback from women employees.

Minorities in this job group are underutilized by 9.84% when compared to the census data. This equates to 1 employees in the job group. Every effort will be made to promote and recruit qualified minorities into this job group. Efforts will be made to reach availability as opportunities arise. In addition, we will make every effort to retain minorities by providing opportunities for advancement, training, mentoring and responding in a positive manner to feedback from minority employees.

NOTE: This "Underutilization Analysis" is part of the Affirmative Action Program prepared to standards required by Revised Order No. 4. The terms used herein, such as "Underutilized" and "Availability" are used solely in the context of the Affirmative Action Program for the purpose of complying with the Affirmative Action objectives of such order. They have no meaning for any other purpose.

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**EEO WORK FORCE ANALYSIS
Within Managerial Units**

Supervisor: Kupchinskas, Tony (WM)

Work Group Supervisor: Bianchini Jr, Johnny (WM) Location: Mt. Pleasant SC

Corporate										As of 1/1/2007				Page 1 of 18				
Job Title	EEO 1 Cat	Job Grp	ALL EMPLOYEES			MINORITIES												
			T	M	F	ALL EMPLOYEES				MALES				FEMALES				
						B	H	A	AI	B	H	A	AI	B	H	A	AI	
Senior Com. Repairman	6	A	2	0	2	1	0	0	0	0	0	0	0	0	1	0	0	0
Computer Repairman	6	B	13	8	5	2	0	1	0	1	0	0	0	1	0	1	0	0
GRAND TOTAL			15	8	7	3	0	1	0	1	0	0	0	2	0	1	0	0

DIVERSITY PROFILE

Corporate

POPULATION BY RACE AND SEX

As Of DECEMBER 31, 2007

JOB CATEGORIES	TOTAL	MALE						FEMALE			
		WM	BM	HM	AM	AIM	WF	BF	HF	AF	AIF
1 Officials & Managers	14	9	1	0	1	0	1	1	0	1	0
2 Professionals	5	3	1	0	0	0	1	0	0	0	0
5 Office & Clerical	4	1	0	0	0	0	2	1	0	0	0
6 Craft Workers	170	120	7	2	1	2	22	8	5	2	1
TOTAL	193	133	9	2	2	2	26	10	5	3	1
% OF POPULATION	100.0%	68.9%	4.7%	1.0%	1.0%	1.0%	13.5%	5.2%	2.6%	1.6%	0.5%

POPULATION BY RACE WITH JOB GROUP PERCENTAGES

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

JOB CATEGORIES	FEMALES		W		BL		HI		AA		AI		MINORITIES	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 Officials & Managers	3	20.0%	11	73.3%	2	13.3%	0	0.0%	2	13.3%	0	0.0%	4	26.7%
2 Professionals	2	33.3%	5	83.3%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	1	16.7%
5 Office & Clerical	4	80.0%	4	80.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%
6 Craft Workers	50	25.8%	163	84.0%	16	8.2%	7	3.6%	5	2.6%	3	1.5%	31	16.0%
TOTAL	59	26.8%	183	83.2%	20	9.1%	7	3.2%	7	3.2%	3	1.4%	37	16.8%

DIVERSITY VARIANCE

Corporate

From: 1/1/2007 To: 12/31/2007

	Total	Female	%	Black	%	His-panic	%	Asian Amer	%	Amer Indian	%	Total Minority	%
New Hires	4	2	50.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	2	50.0%
Terminations	21	13	61.9%	1	4.8%	0	0.0%	1	4.8%	0	0.0%	2	9.5%
Net Gain or Loss	(17)	(11)	64.7%	1	(5.9%)	0	0.0%	(1)	5.9%	0	0.0%	0	0.0%
Growth or Loss within Total Population YTD	(7.7%)		(2.7%)		1.1%		0.2%		(0.2%)		0.1%		1.2%

REPORT ON GOALS THROUGH DECEMBER 31, 2007

The following is a summary of the Establishment's progress in meeting the prior AAP year's goals. A dash in either Goal (%) column indicates that the protected group was not underutilized in the prior year. In those instances where goals were not met explanations are provided in the Problems and Solutions section. Analysis performed using the Whole Person Rule.

JOB GROUP	TOTAL MOVEMENT	MINORITIES			WOMEN		
		% OF MOVEMENT	GOAL (%)	GOAL MET	% OF MOVEMENT	GOAL (%)	GOAL MET
1.1	0	---	---	N/A	---	---	N/A
1.2	4	50.0	28	YES	25.0	23.6	YES
2A	1	.0	---	N/A	100.0	---	N/A
5A	0	---	---	N/A	---	---	N/A
6A	2	.0	---	N/A	.0	---	N/A
6B	9	.0	15.8	NO	33.3	---	N/A

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PERSONNEL ACTIVITY TABLE

Corporate	From: 1/1/2007	To: 12/31/2007
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Summary of All Job Groups

	All Employees			Males				Females			
	Total	Male	Female	Black	Hispanic	Asian	Native American	Black	Hispanic	Asian	Native American
Applicants	45	5	40	2	0	0	0	12	6	6	1
Employment Offers	9	3	6	1	0	0	0	2	0	0	0
New Hires	4	2	2	1	0	0	0	1	0	0	0
Promotions	11	9	2	0	0	0	0	0	0	0	0
Transfers- In	2	1	1	0	0	0	0	0	0	0	0
Transfers- Out	6	5	1	0	0	1	0	0	0	0	0
Training	39	29	10	1	1	0	1	0	2	1	0
Terminations	21	8	13	1	0	1	0	0	0	0	0

NOTE: The above applicant information only reflects applicants for whom EEO data was collected.

A total of 45 applicants were reviewed.

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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