

**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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