

Sample Company
1000 W. Broadway Blvd.
Denver, CO 80023

Adverse Impact Analysis (Applicant Flow)

2 : Professionals

01/01/2003 - 12/31/2004

	Applicants	Hires	% Hires	Expected	Difference	80% Rule	2 Standard Deviations	Fisher's Exact
						Further Study Needed?	Further Study Needed?	Further Study Needed?
Male	25	12	48.00%					
Female	7	3	42.86%	3	0	89.29% (No)	0.24 (No)	0.576 (No)
White	20	11	55.00%					
Minorities	12	4	33.33%	5	1	60.61% (Yes)	1.19 (No)	0.206 (No)
White	20	11	55.00%					
Black	4	1	25.00%	1	0	45.45% (Yes)	1.10 (No)	0.295 (No)
Hispanic	6	3	50.00%	2	0	90.91% (No)	0.22 (No)	0.596 (No)
Asian	2	0	0.00%	0	0	0.00% (Yes)	1.48 (No)	0.238 (No)
Amer. Ind.	0	0	0.00%			N/A	N/A	N/A

Notes:

1) The highlighted rows are the base groups that the other groups are compared against.

The Company has used the terminology in this report in an effort to comply with governmental affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.