

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

CONFIDENTIAL

## Salary Regression Analysis By Job Group

### 2 : Professionals

There are 57 employees in this test

		NORMAL REGRESSION \$ Difference	Significant?
<b>All Females Test</b>	Female Salaries (15)	-16214.64	Yes
	Hire Date	-232.09	No
	Date in Job	202.21	No
	Date of Birth	315.89	No
	Perf Score	9824.48	No
	No variance or blank entries	Educ Level-Not Used	0.00
<i>Average Amount of Salary NOT Accounted For</i>		\$ 16892.03	<i>Accuracy of Test</i> 25.20 %
<b>All Minorities Test</b>	Minority Salaries (6)	1096.39	No
	Hire Date	140.20	No
	Date in Job	-362.57	No
	Date of Birth	351.26	Yes
	Perf Score	20172.54	No
	No variance or blank entries	Educ Level-Not Used	0.00
<i>Average Amount of Salary NOT Accounted For</i>		\$ 18369.10	<i>Accuracy of Test</i> 11.50 %
<b>Racial Breakdown Test</b>	Black Salaries (5)	4128.07	No
	Hire Date	165.70	No
	Date in Job	-413.41	No
	Date of Birth	352.47	Yes
	Perf Score	19768.64	No
	No variance or blank entries	Educ Level-Not Used	0.00
<i>Average Amount of Salary NOT Accounted For</i>		\$ 18332.26	<i>Accuracy of Test</i> 11.90 %
	Hispanic Salaries (0)	0.00	N/A
	Hire Date	0.00	N/A
	Date in Job	0.00	N/A
	Date of Birth	0.00	N/A
	Perf Score	0.00	N/A
	No variance or blank entries	Educ Level-Not Used	0.00
<i>Average Amount of Salary NOT Accounted For</i>		\$ 0.00	<i>Accuracy of Test</i> 0.00 %
	Asian Salaries (1)	-13043.76	No
	Hire Date	109.63	No
	Date in Job	-304.31	No
	Date of Birth	334.46	No
	Perf Score	20960.55	No
	No variance or blank entries	Educ Level-Not Used	0.00
<i>Average Amount of Salary NOT Accounted For</i>		\$ 18284.65	<i>Accuracy of Test</i> 12.30 %
	American Indian Salaries (0)	0.00	N/A
	Hire Date	0.00	N/A
	Date in Job	0.00	N/A
	Date of Birth	0.00	N/A
	Perf Score	0.00	N/A
	No variance or blank entries	Educ Level-Not Used	0.00
<i>Average Amount of Salary NOT Accounted For</i>		\$ 0.00	<i>Accuracy of Test</i> 0.00 %

Any compensation disparity shown on this report does not establish impermissible compensation practices or a lack of good faith affirmative action efforts. It is merely an attempt to apply good faith efforts to conduct a compensation assessment utilized by OFCCP as part of an affirmative action program. This simplistic approach to compensation analysis makes many assumptions that may be untrue, and therefore constitutes only the first step in analyzing whether a reported disparity is statistically significant.