

Example Company  
 12345 West 5th Street  
 Anywhere, CA 92735

## Adverse Impact Analysis (Applicant Flow)

1 : Executive Officers

01/01/2006 - 12/31/2006

	Applicants	Hires	% Hires	Expected	Difference	80% Rule Statistically Significant?	2 Std. Deviations Statistically Significant?	Fisher's Exact Statistically Significant?
<b>Male</b>	24	4	17%					
Female	26	1	4%	2	1	23% (Yes)	1.51 (No)	0.15 (No)
<b>White</b>	30	3	10%					
Minorities	20	2	10%	2	0	100% (No)	0.00 (No)	0.69 (No)
<b>White</b>	30	3	10%					
Black	5	0	0%	0	0	0% (Yes)	0.74 (No)	0.62 (No)
Hispanic	6	1	17%	0	0	167% (No)	-0.47 (No)	0.88 (No)
Asian	4	1	25%	0	0	250% (No)	-0.87 (No)	0.94 (No)
Amer. Ind.	0	0	0%			N/A	N/A	N/A
P. Islander/Hawaiian	2	0	0%	0	0	0% (Yes)	0.47 (No)	0.82 (No)
Two or More	3	0	0%	0	0	0% (Yes)	0.57 (No)	0.74 (No)

**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.

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## Adverse Impact Analysis (Applicant Flow)

1A : Managing VP's/AVP's

01/01/2006 - 12/31/2006

	Applicants	Hires	% Hires	Expected	Difference	80% Rule Statistically Significant?	2 Std. Deviations Statistically Significant?	Fisher's Exact Statistically Significant?
<b>Male</b>	3	0	0%					
Female	7	0	0%			N/A	N/A	N/A
<b>White</b>	10	0	0%					
Minorities	0	0	0%			N/A	N/A	N/A
<b>White</b>	10	0	0%					
Black	0	0	0%			N/A	N/A	N/A
Hispanic	0	0	0%			N/A	N/A	N/A
Asian	0	0	0%			N/A	N/A	N/A
Amer. Ind.	0	0	0%			N/A	N/A	N/A
P. Islander/Hawaiian	0	0	0%			N/A	N/A	N/A
Two or More	0	0	0%			N/A	N/A	N/A

**Notes:**

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

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