

Example Company
12345 West 5th Street
Anywhere, CA 92735

Adverse Impact Analysis (Promotions - From/Within)

1 : Executive Officers

01/01/2006 - 12/31/2006

Employees	Promotions	% Prom.	Expected	Difference	80% Rule Statistically Significant?	2 Std. Deviations Statistically Significant?	Fisher's Exact Statistically Significant?	
Male	52	3	6%					
Female	30	0	0%	1	1	0% (Yes)	1.34 (No)	0.25 (No)
White	72	3	4%					
Minorities	10	0	0%	0	0	0% (Yes)	0.66 (No)	0.67 (No)
White	72	3	4%					
Black	3	0	0%	0	0	0% (Yes)	0.36 (No)	0.88 (No)
Hispanic	3	0	0%	0	0	0% (Yes)	0.36 (No)	0.88 (No)
Asian	2	0	0%	0	0	0% (Yes)	0.29 (No)	0.92 (No)
Amer. Ind.	2	0	0%	0	0	0% (Yes)	0.29 (No)	0.92 (No)
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.

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.

Example Company
 12345 West 5th Street
 Anywhere, CA 92735

Adverse Impact Analysis (Promotions - From/Within)

1A : Managing VP's/AVP's

01/01/2006 - 12/31/2006

	Employees	Promotions	% Prom.	Expected	Difference	80% Rule Statistically Significant?	2 Std. Deviations Statistically Significant?	Fisher's Exact Statistically Significant?
Male	6	0	0%					
Female	16	0	0%			N/A	N/A	N/A
White	22	0	0%					
Minorities	0	0	0%			N/A	N/A	N/A
White	22	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:

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