

Example Company
12345 West 5th Street
Anywhere, CA 92735
Availability Analysis

41 CFR Section 60-2.14

1 : Executive Officers
(Total Employees In Above Job Group: 10)

Weight Factor	Females		Minorities		Black		Hispanic		Asian		Am. Indian		Pac / Hawaiian		Two or More		
	Total: 3		Total: 0		Total: 0		Total: 0		Total: 0		Total: 0		Total: 0		Total: 0		
	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	
1a. Recruitment (local)	20%	46%	9%	21%	4%	1%	0%	12%	2%	6%	1%	0%	0%	0%	0%	2%	0%
1b. Recruitment (non-local)	30%	46%	14%	17%	5%	6%	2%	6%	2%	4%	1%	0%	0%	0%	0%	1%	0%
1c. Training Institutions	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2a. Promotable/Transferable	50%	73%	36%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2b. Persons Trainable	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
3. Unused Custom Factor	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	100%																
Total Availability		59%		9%		2%		4%		2%		0%		0%		1%	
Current %		30%		0%		0%		0%		0%		0%		0%		0%	
2 Standard Deviations Test		1.86		0.99		0.45		0.65		0.45		0.32		0.00		0.00	
Placement Goal?*, 2 Standard		No		No		No		No		No		No		No		No	

Statistical Sources:

Factor 1a: 2000 U.S. Census Bureau Statistics for Ventura, CA
Factor 1b: 2000 U.S. Census Bureau Statistics for United States (49 State)
Factor 2a: Job Groups 1A

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms 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.