

Example Company
12345 West 5th Street
Anywhere, CA 92735

Utilization Summary

41 CFR Section 60-2.15

1 : Executive Officers

Test Used: Two Standard Deviations

Total Employees: 10	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	3	0	0	0	0	0	0	0
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 Deviations Test	No	No	No	No	No	No	No	No

1A : Managing VP's/AVP's

Test Used: 80% Rule

Total Employees: 22	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	16	0	0	0	0	0	0	0
Total Availability	44%	13%	2%	6%	3%	0%	0%	1%
80% Rule	35%	10%	2%	5%	2%	0%	0%	1%
Current %	73%	0%	0%	0%	0%	0%	0%	0%
% Underutilized	38%	-10%	-2%	-5%	-2%	0%	0%	-1%
Placement Goal?, 80% Rule	No	Yes	Yes	Yes	Yes	No	No	Yes

1B : Entry/Mid Level Management

Test Used: 80% Rule

Total Employees: 7	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	4	0	0	0	0	0	0	0
Total Availability	61%	15%	2%	7%	5%	0%	1%	1%
80% Rule	49%	12%	2%	6%	4%	0%	1%	1%
Current %	57%	0%	0%	0%	0%	0%	0%	0%
% Underutilized	8%	-12%	-2%	-6%	-4%	0%	-1%	-1%
Placement Goal?, 80% Rule	No	Yes	Yes	Yes	Yes	No	Yes	Yes

* 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.