

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

Adverse Impact Analysis (Promotions - From/Within)

2 : Professionals

01/01/2003 - 12/31/2004

	Employees	Promotions	% Prom.	Expected	Difference	80% Rule Further Study Needed?	2 Standard Deviations Further Study Needed?	Fisher's Exact Further Study Needed?
Male	42	8	19.05%					
Female	17	2	11.76%	2	0	61.76% (Yes)	0.68 (No)	0.400 (No)
White	52	6	11.54%					
Minorities	7	4	57.14%	1	0	495.24% (No)	-3.02 (No)	0.999 (No)
White	52	6	11.54%					
Black	6	1	16.67%	1	0	144.44% (No)	-0.37 (No)	0.851 (No)
Hispanic	0	3	0.00%			N/A	N/A	N/A
Asian	1	0	0.00%	0	0	0.00% (Yes)	0.36 (No)	0.887 (No)
Amer. Ind.	0	0	0.00%			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.