

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

## Adverse Impact Analysis (Terminations)

2 : Professionals

01/01/2003 - 12/31/2004

|              | Employees | Terms. | % Term. | Expected | Difference | 80% Rule<br>Further Study Needed? | 2 Standard Deviations<br>Further Study Needed? | Fisher's Exact<br>Further Study Needed? |
|--------------|-----------|--------|---------|----------|------------|-----------------------------------|--|---|
| <b>Male</b>  | 42        | 4      | 9.52%   |          |            |                                   |  |   |
| Female       | 17        | 7      | 41.18%  | 4        | 3          | 432.35% (Yes)                     | -2.83 (Yes)                                    | 0.009 (Yes)                             |
| <b>White</b> | 52        | 8      | 15.38%  |          |            |                                   |  |   |
| Minorities   | 7         | 3      | 42.86%  | 2        | 1          | 278.57% (Yes)                     | -1.75 (No)                                     | 0.112 (No)                              |
| <b>White</b> | 52        | 8      | 15.38%  |          |            |                                   |  |   |
| Black        | 6         | 2      | 33.33%  | 2        | 0          | 216.67% (Yes)                     | -1.10 (No)                                     | 0.274 (No)                              |
| Hispanic     | 0         | 0      | 0.00%   |          |            | N/A                               | N/A  | N/A                                     |
| Asian        | 1         | 1      | 100.00% | 1        | 0          | 650.00% (Yes)                     | -2.23 (Yes)                                    | 0.170 (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.