

**Four-Fifths Adverse Impact Analysis by Job Category
Hires**

Job Category (Use EEO-4)	Total		W		A/I/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	1,309	508	855	304	22	10	272	125	62	13	88	56	10	-	-	-
Total Hires	15	8	11	4	-	-	-	2	2	2	2	-	-	-	-	-
Selection Rate	1.1%	1.6%	1.3%	1.3%	N/A	N/A	0.0%	1.6%	3.2%	N/A	2.3%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	72.8%	100.0%	39.9%	40.8%	N/A	N/A	0.0%	49.6%	100.0%	N/A	70.5%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	No	N/A	Yes	Yes	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	1,648	1,176	996	694	11	19	364	230	75	35	194	195	8	3	-	-
Total Hires	23	14	16	8	-	1	5	3	1	-	1	2	-	-	-	-
Selection Rate	1.4%	1.2%	1.6%	1.2%	N/A	N/A	1.4%	1.3%	1.3%	N/A	0.5%	1.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	85.3%	100.0%	71.8%	N/A	N/A	85.5%	81.2%	83.0%	N/A	32.1%	63.8%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	No	N/A	Yes	Yes	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	971	991	604	612	8	7	178	174	47	51	134	146	-	1	-	-
Total Hires	7	6	4	3	-	-	1	2	1	-	1	1	-	-	-	-
Selection Rate	0.7%	0.6%	0.7%	0.5%	N/A	N/A	0.6%	1.1%	2.1%	0.0%	0.7%	0.7%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	84.0%	31.1%	23.0%	N/A	N/A	26.4%	54.0%	100.0%	0.0%	35.1%	32.2%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	No	Yes	Yes	Yes	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	407	82	140	38	4	-	134	25	58	9	70	10	1	-	-	-
Total Hires	30	5	15	4	-	-	3	-	4	-	8	1	-	-	-	-
Selection Rate	7.4%	6.1%	10.7%	10.5%	N/A	N/A	2.2%	0.0%	6.9%	N/A	11.4%	10.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	82.7%	93.8%	92.1%	N/A	N/A	19.6%	0.0%	60.3%	N/A	100.0%	87.5%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	Yes	Yes	N/A	No	No	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Number Applied	244	116	130	80	1	-	67	20	15	3	27	13	4	-	-	-
Total Hires	8	2	4	2	1	-	-	-	1	-	2	-	-	-	-	-
Selection Rate	3.3%	1.7%	3.1%	2.5%	N/A	N/A	0.0%	0.0%	6.7%	N/A	7.4%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	52.6%	41.5%	33.8%	N/A	N/A	0.0%	0.0%	90.0%	N/A	100.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	Yes	No	N/A	No	Yes	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	546	31	334	21	10	-	123	5	39	1	38	3	2	1	-	-
Total Hires	18	-	15	-	-	-	1	-	1	-	1	-	-	-	-	-
Selection Rate	3.3%	0.0%	4.5%	0.0%	N/A	N/A	0.8%	N/A	2.6%	N/A	2.6%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	0.0%	N/A	N/A	18.1%	N/A	57.1%	N/A	58.6%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	Yes	N/A	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A
8 - Service-Maintenance																
Number Applied	863	251	228	55	4	4	517	172	49	9	59	11	6	-	-	-
Total Hires	125	27	35	7	1	1	71	17	8	1	10	1	-	-	-	-
Selection Rate	14.5%	10.8%	15.4%	12.7%	N/A	N/A	13.7%	9.9%	16.3%	N/A	16.9%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	74.3%	90.6%	75.1%	N/A	N/A	81.0%	58.3%	96.3%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A

**Four-Fifths Adverse Impact Analysis by Job Category
Hires**

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	No	Yes	No	N/A	No	N/A	N/A	N/A	N/A	N/A

Notes:

Persons with Disabilities	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	597	305	401	218	25	3	116	47	35	19	18	17	2	1	-	-
Total Hires	6	4	6	3	-	-	-	-	-	1	-	-	-	-	-	-
Selection Rate	1.0%	1.3%	1.5%	1.4%	0.0%	N/A	0.0%	0.0%	0.0%	5.3%	N/A	N/A	N/A	N/A	N/A	N/A
Veterans	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	541	60	344	31	6	5	103	18	40	-	34	6	14	-	-	-
Total Hires	4	-	2	-	-	-	1	-	1	-	-	-	-	-	-	-
Selection Rate	0.7%	0.0%	0.6%	0.0%	N/A	N/A	1.0%	0.0%	2.5%	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A

Notes:

Four-Fifths Adverse Impact Analysis by Job Category Promotions

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	473	166	248	92	6	6	153	61	31	3	27	4	8	-	-	-
Total Promotions	45	17	28	9	1	1	10	5	3	1	3	1	-	-	-	-
Selection Rate	9.5%	10.2%	11.3%	9.8%	N/A	N/A	6.5%	8.2%	9.7%	N/A	11.1%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	92.9%	100.0%	100.0%	86.6%	N/A	N/A	57.9%	72.6%	85.7%	N/A	98.4%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	Yes	No	N/A	No	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	162	84	77	52	-	4	61	21	10	3	13	4	1	-	-	-
Total Promotions	5	6	4	4	-	-	-	1	-	-	1	1	-	-	-	-
Selection Rate	3.1%	7.1%	5.2%	7.7%	N/A	N/A	0.0%	4.8%	0.0%	N/A	7.7%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	43.2%	100.0%	67.5%	100.0%	N/A	N/A	0.0%	61.9%	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	No	N/A	N/A	Yes	Yes	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	88	33	33	15	1	-	43	14	4	2	7	2	-	-	-	-
Total Promotions	8	4	7	2	-	-	1	1	-	1	-	-	-	-	-	-
Selection Rate	9.1%	12.1%	21.2%	13.3%	N/A	N/A	2.3%	7.1%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	75.0%	100.0%	100.0%	62.9%	N/A	N/A	11.0%	33.7%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	No	Yes	N/A	N/A	Yes	Yes	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	13	4	3	-	-	-	6	4	1	-	3	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	#DIV/0!	N/A	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	N/A	#DIV/0!	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	#DIV/0!	N/A	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	N/A	#DIV/0!	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Number Applied	61	20	20	10	1	-	33	8	2	1	3	1	2	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	#DIV/0!	#DIV/0!	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	N/A	#DIV/0!	N/A	#DIV/0!	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	#DIV/0!	#DIV/0!	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	N/A	#DIV/0!	N/A	#DIV/0!	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	101	3	41	1	5	-	48	2	3	-	3	-	1	-	-	-
Total Promotions	5	-	4	-	-	-	-	-	1	-	-	-	-	-	-	-
Selection Rate	5.0%	0.0%	9.8%	N/A	0.0%	N/A	0.0%	N/A	33.3%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	29.3%	N/A	0.0%	N/A	0.0%	N/A	100.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	Yes	N/A	Yes	N/A	No	N/A	Yes	N/A	N/A	N/A	N/A	N/A
8 - Service-Maintenance																
Number Applied	173	46	49	12	1	-	92	32	12	-	18	2	1	-	-	-
Total Promotions	5	1	2	-	-	-	3	1	-	-	-	-	-	-	-	-
Selection Rate	2.9%	2.2%	4.1%	0.0%	N/A	N/A	3.3%	3.1%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	75.2%	100.0%	0.0%	N/A	N/A	79.9%	76.6%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A

Four-Fifths Adverse Impact Analysis by Job Category Promotions

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	Yes	Yes	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A

Notes:

Persons with Disabilities	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	139	42	87	27	5	-	31	9	15	4	-	2	1	-	-	-
Total Promotions	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	2.4%	0.0%	3.7%	0.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Veterans	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	124	5	64	1	-	-	34	3	13	-	5	1	8	-	-	-
Total Promotions	7	-	3	-	-	-	-	-	2	-	2	-	-	-	-	-
Selection Rate	5.6%	0.0%	4.7%	N/A	N/A	N/A	0.0%	0.0%	15.4%	N/A	40.0%	N/A	0.0%	N/A	N/A	N/A

Notes:

**Four-Fifths Adverse Impact Analysis by Job Category
Training**

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	395	159	310	120	4	2	48	23	12	5	15	7	1	-	5	2
Total Trained	361	152	293	117	3	2	43	21	9	5	12	7	1	-	-	-
Training Rate	91.4%	95.6%	94.5%	97.5%	N/A	N/A	89.6%	91.3%	75.0%	N/A	80.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	95.6%	100.0%	96.9%	100.0%	N/A	N/A	91.9%	93.6%	76.9%	N/A	82.1%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	365	260	288	212	1	3	34	14	11	7	26	21	1	-	4	3
Total Trained	53	49	42	45	-	-	3	1	3	2	5	1	-	-	-	-
Training Rate	14.5%	18.8%	14.6%	21.2%	N/A	N/A	8.8%	7.1%	N/A	N/A	19.2%	4.8%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	77.0%	100.0%	68.7%	100.0%	N/A	N/A	41.6%	33.7%	N/A	N/A	90.6%	22.4%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	No	N/A	N/A	Yes	Yes	N/A	N/A	No	Yes	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	153	108	112	80	1	-	17	15	4	3	16	8	1	-	2	2
Total Trained	16	21	8	16	-	-	4	1	3	1	1	3	-	-	-	-
Training Rate	10.5%	19.4%	7.1%	20.0%	N/A	N/A	23.5%	6.7%	N/A	N/A	6.3%	37.5%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	53.8%	100.0%	19.0%	53.3%	N/A	N/A	62.7%	17.8%	N/A	N/A	16.7%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	N/A	N/A	Yes	No	N/A	N/A	N/A	N/A
4 - Protective Service																
Total Workforce	126	25	74	14	1	-	22	5	5	3	22	3	-	-	2	-
Total Trained	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Training Rate	0.0%	4.0%	0.0%	0.0%	N/A	N/A	0.0%	20.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	100.0%	0.0%	0.0%	N/A	N/A	0.0%	100.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	No	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	5	5	4	2	-	-	-	3	1	-	-	-	-	-	-	-
Total Trained	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	20.0%	0.0%	25.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	N/A	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Total Workforce	74	91	44	64	1	1	16	19	5	-	7	4	-	-	1	3
Total Trained	7	12	2	9	1	-	1	1	1	-	2	2	-	-	-	-
Training Rate	9.5%	13.2%	4.5%	14.1%	N/A	N/A	6.3%	5.3%	20.0%	N/A	28.6%	50.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	71.7%	100.0%	9.1%	28.1%	N/A	N/A	12.5%	10.5%	40.0%	N/A	57.1%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	N/A	Yes	No	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	689	34	551	24	7	1	62	6	28	3	34	-	1	-	6	-
Total Trained	11	3	10	3	-	-	-	-	1	-	-	-	-	-	-	-
Training Rate	1.6%	8.8%	1.8%	12.5%	N/A	N/A	0.0%	N/A	3.6%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	18.1%	100.0%	14.5%	100.0%	N/A	N/A	0.0%	N/A	28.6%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	No	N/A	N/A	Yes	N/A	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A
8 - Service-Maintenance																
Total Workforce	1,189	319	501	136	10	2	534	158	40	8	97	9	1	-	6	6
Total Trained	10	14	2	7	-	1	8	6	-	-	-	-	-	-	-	-
Training Rate	0.8%	4.4%	0.4%	5.1%	N/A	N/A	1.5%	3.8%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	19.2%	100.0%	7.8%	100.0%	N/A	N/A	29.1%	73.8%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A

**Four-Fifths Adverse Impact Analysis by Job Category
Training**

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Potential Adverse Impact (Yes/No)	Yes	No	Yes	No	N/A	N/A	Yes	Yes	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A

Notes:

**Four-Fifths Adverse Impact Analysis by Job Category
Terminations**

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	395	159	310	120	4	2	48	23	12	5	15	7	1	-	5	2
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	365	260	288	212	1	3	34	14	11	7	26	21	1	-	4	3
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	153	108	112	80	1	-	17	15	4	3	16	8	1	-	2	2
Total Involuntary Terminations	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	1.3%	0.0%	1.8%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A
4 - Protective Service																
Total Workforce	126	25	74	14	1	-	22	5	5	3	22	3	-	-	2	-
Total Involuntary Terminations	2	1	1	1	1	-	1	-	1	-	-	-	-	-	-	-
Involuntary Termination Rate	1.6%	4.0%	0.0%	7.1%	N/A	N/A	4.5%	0.0%	20.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	39.7%	100.0%	0.0%	N/A	N/A	0.0%	100.0%	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A

**Four-Fifths Adverse Impact Analysis by Job Category
Terminations**

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
5 - Paraprofessional																
Total Workforce	5	5	4	2	-	-	-	3	1	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Total Workforce	74	91	44	64	1	1	16	19	5	-	7	4	-	-	1	3
Total Involuntary Terminations	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	1.4%	0.0%	2.3%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	No	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	689	34	551	24	7	1	62	6	28	3	34	-	1	-	6	-
Total Involuntary Terminations	5	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.7%	0.0%	0.9%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A
8 - Service-Maintenance																
Total Workforce	1,189	319	501	136	10	2	534	158	40	8	97	9	1	-	6	6
Total Involuntary Terminations	40	18	18	3	1	-	19	15	1	-	1	-	-	-	-	-
Involuntary Termination Rate	3.4%	5.6%	3.6%	2.2%	N/A	N/A	3.6%	9.5%	2.5%	N/A	1.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	59.6%	28.7%	46.7%	N/A	N/A	29.0%	10.9%	41.2%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A

Notes: