Four-Fifths Adverse Impact Analysis by Job Category Hires

| 1. Officials 3. Administrators Male Female M | | То | tal | V | ٧ | Al/A | AΝ | E | 3 | H/ | L | A | ۱ | NHO | OPI | N | Л |
|--|-----------------------------------|--------|--------|--------|-------|------|------|-------|-------|--------|------|--------|-------|--------|------|---------|-----|
| Number Applied 1,300 508 855 304 1,22 10 272 12 2 2 2 2 2 2 3 38 56 10 | Job Category (Use EEO-4) | Male | Female | М | F | М | F | М | F | М | F | М | F | М | F | М | F |
| Total Hirling 15 | 1 - Officials & Administrators | | | | | | | | | | | | | | | | |
| Selection Rate | Number Applied | 1,309 | 508 | 855 | 304 | 22 | 10 | 272 | 125 | 62 | 13 | 88 | 56 | 10 | - | - | - |
| Ratio to Highest Rate 72.8% 100.0% 39.9% 40.8% N/A N/A Ves Ves N/A N/A N/A N/A Ves Ves N/A N/A | Total Hires | 15 | 8 | 11 | 4 | - | - | - | 2 | 2 | 2 | 2 | - | - | - | - | - |
| Potential Adverse Impact (Yes/No) Yes No Yes Yes Ni/A | 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 |
| 2. Professionals Number Applied 1.648 1.176 1.699 684 1.1 1 10 364 230 75 30 1.54 1.00 1.648 1.176 1.699 684 1.1 1 10 364 230 75 30 1.54 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.0 | 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 |
| Number Applied 1,648 1,176 996 694 11 19 364 230 75 35 104 195 8 3 | 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 |
| Number Applied 1,648 1,176 996 694 11 19 364 230 75 35 104 195 8 3 | 2 - Professionals | | | | | | | | | | | | 1 | | | | |
| Total Hires 23 | Number Applied | 1.648 | 1.176 | 996 | 694 | 11 | 19 | 364 | 230 | 75 | 35 | 194 | 195 | 8 | 3 | - | _ |
| Ratio to Highest Rate | Total Hires | 23 | | 16 | 8 | - | 1 | 5 | 3 | 1 | - | 1 | 2 | - | - | - | - |
| Ratio to Highest Rate | 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 |
| 3. Technicians Number Applied 971 991 604 612 8 7 178 174 47 55 138 146 - 1 | Ratio to Highest Rate | 100.0% | 85.3% | 100.0% | 71.8% | N/A | N/A | 85.5% | | | N/A | 32.1% | 63.8% | N/A | N/A | N/A | N/A |
| Number Applied | 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 |
| Total Hires | 3 - Technicians | | | | | | | | | | | | | | | | |
| Total Hires | | 971 | 991 | 604 | 612 | 8 | 7 | 178 | 174 | 47 | 51 | 134 | 146 | - | 1 | - | - |
| Selection Rate | | | | | | | _ | | | | | | 1 | - | - | - | - |
| Ratio Chighest Rate 100.0% 84.0% 31.3% 23.0% N/A N/A 26.4% 54.0% 100.0% 0.0% 35.1% 32.2% N/A | Selection Rate | 0.7% | | 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 |
| Potential Adverse Impact (Yes/No) No No Yes Yes Ni/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 |
| Number Applied | Potential Adverse Impact (Yes/No) | No | No | Yes | | N/A | N/A | Yes | Yes | No | Yes | Yes | Yes | N/A | N/A | N/A | N/A |
| Number Applied | 4 - Protective Service | | | | | | | | | T | | | | T | T | T | |
| Total Hires | | 407 | 82 | 140 | 38 | 4 | _ | 134 | 25 | 58 | 9 | 70 | 10 | 1 | _ | - | _ |
| Selection Rate 7.4% 6.1% 10.7% 10.5% 10.5% N/A N/A 2.2% 0.0% 6.9% N/A 11.4% 10.0% N/A N/ | | | | | | | | | - | | | | 1 | - | _ | _ | |
| Ratio to Highest Rate Potential Adverse Impact (Yes/No) No | | | | | | | | | 0.0% | | | - | 10.0% | | N/Δ | N/A | N/A |
| Potential Adverse Impact (Yes/No) No No No No No No No | | | | - | | | - | | | | | | | | | | |
| 5 - Paraprofessional Number Applied | | + | | | | | | | | | | | | | | | |
| Number Applied | , | .,,, | | .10 | | 14// | ,, . | | | | ,, . | | .,,, | 14// 1 | ,, . | 1 1/7 1 | |
| Total Hires | · | | | | | | | | | | | | | | | | |
| Selection Rate | | | | - | - | - | | - | - | - | | | - | - | - | - | |
| Ratio to Highest Rate | | | | - | - | - | | - | - | - | | | - | - | - | - | - |
| Potential Adverse Impact (Yes/No) | | | | | | | | | | | | | | | | | , |
| Number Applied 244 116 130 80 1 - 67 20 15 3 27 13 4 | J | | | | | | | - | | | | _ | | | | | |
| Number Applied 244 116 130 80 1 - 67 20 15 3 27 13 4 | Potential Adverse Impact (Yes/No) | I 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 |
| Total Hires 8 2 4 2 1 1 1 1 - 2 | 6 - Administrative Support | | | | | | | | | | | | | | | | |
| Selection Rate 3.3% 1.7% 3.1% 2.5% N/A N/A 0.0% 6.7% N/A 7.4% 0.0% N/A N/A N/A N/A N/A N/A 0.0% 0.0% 0.0% N/A N/A N/A N/A N/A N/A 0.0% 0.0% 90.0% N/A N/ | Number Applied | 244 | 116 | 130 | 80 | 1 | - | 67 | 20 | 15 | 3 | 27 | 13 | 4 | - | - | - |
| Ratio to Highest Rate 100.0% 52.6% 41.5% 33.8% N/A N/A N/A 0.0% 0.0% 90.0% N/A 100.0% 0.0% N/A N | Total Hires | 8 | 2 | 4 | 2 | 1 | - | - | - | 1 | - | 2 | - | - | - | - | - |
| Potential Adverse Impact (Yes/No) No Yes Yes Yes N/A N/A Yes Yes No N/A No Yes N/A N | | 3.3% | | 3.1% | | N/A | N/A | 0.0% | 0.0% | 6.7% | N/A | | 0.0% | 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 1 7 - Selection Rate 3.3% 0.0% 4.5% 0.0% N/A | | 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 |
| Number Applied 546 31 334 21 10 - 123 5 39 1 38 3 2 1 | 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 |
| Total Hires 18 - 15 1 1 - 1 1 - 1 1 | 7 - Skilled Craft | | | | | | | | | | | | | | | | |
| Total Hires 18 - 15 1 1 - 1 1 - 1 1 | | 546 | 31 | 334 | 21 | 10 | - | 123 | 5 | 39 | 1 | 38 | 3 | 2 | 1 | - | - |
| 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 | Total Hires | 18 | - | 15 | - | - | - | 1 | - | 1 | - | 1 | - | - | - | - | - |
| 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 | 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 |
| 8 -Service-Maintenance 863 251 228 55 4 4 517 172 49 9 59 11 6 - - - | Ratio to Highest Rate | + | | | 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 |
| Number Applied 863 251 228 55 4 4 517 172 49 9 59 11 6 | 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 |
| Number Applied 863 251 228 55 4 4 517 172 49 9 59 11 6 | 8 -Service-Maintenance | | | | | | | | | | | | | | | | |
| | | 863 | 251 | 228 | 55 | 4 | 4 | 517 | 172 | 49 | 9 | 59 | 11 | 6 | - | - | - |
| | | 125 | 27 | | | | | | | | | | | | - | - | - |
| 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 N/A | Selection Rate | | | 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 | | | | | | N/A | | | | N/A | | N/A | N/A | N/A | N/A | N/A |

Four-Fifths Adverse Impact Analysis by Job Category Hires

| Job Category (Use EEO-4) Male Female M F M F M F M F M F M F M F M F M F M | | lab Catagony (Use EEO 4) | То | tal | 1 | N | Al/ | AN | E | 3 | Н | /L | I | 4 | NH | OPI | 1 | И |
|--|------|--------------------------------|------|--------|----|-----|-----|-----|----|-----|----|-----|----|-----|-----|-----|-----|-----|
| Determination of the second of | | Job Category (Use EEO-4) | Male | Female | М | F | М | F | М | F | М | F | М | F | М | F | М | F |
| Potential Adverse impact (Yes/No) No Yes No Yes N/A N/A No Yes No N/A N/A | Pote | ential 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:

| | То | tal | V | ٧ | Al/A | AN | E | 3 | H | /L | A | 1 | NH | OPI | N | 1 |
|---------------------------|------|--------|------|----------|------|-----|------|------|------|------|------|-----|------|-----|-----|-----|
| Persons with Disabilities | Male | Female | M | F | М | F | М | F | M | F | М | F | М | F | М | 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 |
| | To | tal | V | V | Al/A | AN | E | 3 | H. | /L | A | 1 | NH | OPI | N | 1 |
| Veterans | Male | Female | M | 7 | 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 |
| | | | | | | | | | | | | | | | | |

Four-Fifths Adverse Impact Analysis by Job Category Promotions

| | То | tal | V | ٧ | Al/ | AN | E | 3 | H/ | 'L | A | | NHO | OPI | N | Л |
|---|--------------|----------|----------|---------|------|------------|----------|------------|--------------|------------|---|------------|------------|------------|------------|------------|
| Job Category (Use EEO-4) | Male | Female | М | F | М | F | М | F | М | F | М | F | М | F | М | 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 |
| Toterital Adverse impact (Tes/No) | 163 | NO | 163 | INU | IN/A | IN/A | 163 | 163 | 162 | IN/A | INU | IN/A | IN/A | IN/A | IN/A | IN/A |
| 3 - Technicians | | | | | | | | | | | | | | | | |
| Number Applied | 88 | 33 | 33 | 15 | 1 | - | 43 | 14 | 4 | 2 | | 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 |
| , | | | ,,,,,,,, | | ,, . | ,, | 11211701 | 11211701 | 11211701 | 14/7 1 | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | ,, . | | ,, . | ,, . | ,, . |
| 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 | 3 | 41 | | 3 | | 40 | | 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 |
| | | | | , | | | | N/A N/A | 100.0% | | | - | _ | | | |
| Ratio to Highest Rate Potential Adverse Impact (Yes/No) | 100.0% No | NA No | 29.3% | N/A | 0.0% | N/A N/A | 0.0% | N/A N/A | 100.0% No | N/A N/A | 0.0% | N/A N/A | N/A N/A | N/A N/A | N/A N/A | N/A N/A |
| | INU | INO | Yes | N/A | Yes | IN/A | Yes | IN/A | INO | IN/A | Yes | IN/A | IN/A | IN/A | IN/A | IN/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) | | |
|---|-----|-----|
| Male Female M F M M | 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 | N/A | N/A |

Notes:

| | To | tal | V | ٧ | Al/ | AN | E | 3 | H | 'L | | 4 | NH | OPI | N | 1 |
|---------------------------|------|--------|------|------|------|-----|------|------|-------|------|-------|-----|------|-----|-----|-----|
| Persons with Disabilities | Male | Female | M | F | M | F | M | F | М | F | M | F | M | F | М | 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 |
| | To | otal | V | ٧ | Al/ | AN | Е | 3 | H | Ţ | l A | 4 | NH | OPI | N | 1 |
| Veterans | Male | Female | M | F | M | F | М | F | М | F | M | F | M | F | М | 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 |
| | | | | | | | | | | | | | | | | |

Four-Fifths Adverse Impact Analysis by Job Category Training

| | То | tal | V | V I | Al/A | AN | E | 3 | H/ | L | ļ. | 4 | NH | OPI | M | |
|---|--------|--------------|--------|--------|------------|------------|-------|------------|-------|------------|-------|------------|------------|------------|------------|------------|
| Job Category (Use EEO-4) | Male | Female | М | F | М | F | М | F | М | F | М | F | М | F | М | 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 |
| Toteritial Adverse impact (Tes/No) | 163 | INU | 163 | INU | IN/A | IN/A | 162 | 162 | IN/A | IN/A | INU | 162 | IN/A | IN/A | IN/A | IN/A |
| 3 - Technicians | | | | | | | | | | | | | | | | |
| Total Workforce | 153 | 108 | 112 | 80 | 1 | - | 17 | 15 | 4 | 3 | | 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 | | | | | | | | | | | | | | | T | |
| 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 | 34 | 10 | 3 | - ' | <u> </u> | - | - | 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 |
| | | 100.0% | | 100.0% | | | | N/A N/A | | - | | | - | N/A N/A | | N/A N/A |
| Ratio to Highest Rate Potential Adverse Impact (Yes/No) | 18.1% | 100.0% No | 14.5% | | N/A N/A | N/A N/A | 0.0% | N/A N/A | 28.6% | N/A N/A | 0.0% | N/A N/A | N/A N/A | N/A N/A | N/A N/A | N/A N/A |
| | Yes | INO | Yes | No | IN/A | IN/A | Yes | IN/A | Yes | IN/A | Yes | IN/A | IN/A | IN/A | IN/A | IN/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

| lob Cotogogy (Hoo EEO 4) | | ** | AI/ | /AN | | 3 | H | /L | | 1 | NH | OPI | l l | M |
|--|------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Job Category (Use EEO-4) Male Fem. | le M | F | M | F | М | F | M | F | М | F | М | F | М | 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 |

Four-Fifths Adverse Impact Analysis by Job Category Terminations

| lab Catamam (Usa FFO 4) | То | tal | V | V | Al/A | AN | E | 3 | H | /L | ļ , | 4 | NHO | OPI | N | |
|-----------------------------------|--------|--------|--------|--------|------|-----|--------|--------|--------|-----|--------|--------|-----|-----|-----|-----|
| Job Category (Use EEO-4) | Male | Female | M | F | М | F | М | F | М | F | M | F | М | 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 | | | | | | | | | | | | | | | T | |
| 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 | - | - | - | - | - | - | - |
| 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

| lab Cataman (Has FFO 4) | To | tal | V | V | Al/A | AN | E | 3 | H. | /L | <i> </i> | 4 | NHO | OPI | N | 1 |
|-----------------------------------|--------|--------|--------|--------|------|-----|--------|--------|--------|-----|----------|--------|-----|-----|-----|-----|
| Job Category (Use EEO-4) | Male | Female | M | F | М | F | М | F | М | F | M | F | М | F | М | 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 |
| C. Advairsiatuativa Commant | | | | | | | | | | | | | | | | |
| 6 - Administrative Support | 7.4 | 0.4 | | 0.4 | 4 | | 10 | 40 | | | 7 | 4 | | | 4 | - |
| Total Workforce | 74 | 91 | 44 | 64 | 1 | 1 | 16 | 19 | 5 | - | / | 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. 01.2111.06 | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | T | | | |
| 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 |
| | | | | | | - | | | | | | | - | · | | · |