

AFFIRMATIVE ACTION PROGRAM

For:

Spokane Transit Authority

This affirmative action program is effective

1/1/2017 - 12/31/2017

STATEMENT OF PRIVILEGE

Copies of this Affirmative Action Program and all related appendices, documents and support data are made available on loan to the United States Government upon the request of said Government on the condition that the Government hold them totally confidential and not release copies to any person whatsoever. This Affirmative Action Program and its appendices and other supporting documents contain confidential information which may reveal, directly or indirectly, the Company's plans for business or geographical expansion or contraction. The Company considers this Affirmative Action Program, all portions thereof and all supporting material to be its private and confidential property and to be on loan to the Government only under specified conditions, including non-reproduction and non-distribution and to be exempt from disclosure under the Freedom of Information Act upon the grounds, *inter alia*, that such material constitutes: (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy and are exempt from disclosure under 5 U.S.C. §552(b)(6); (2) confidential, commercial or financial information which is exempt from disclosure under 5 U.S.C. §552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy and are exempt from disclosure under 5 U.S.C. §552(b)(7); and (4) matters specifically exempted from disclosure by statute and are exempt from disclosure under 5 U.S.C. §552(b)(3). The Company will submit further detailed documentation supporting this claim of privilege if necessary.

NON-ADMISSION STATEMENT

It is understood that this Affirmative Action Program, or any part thereof, does not constitute an admission by the Company of any violation of Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Title VII of the Civil Rights Act of 1964, or any federal, state or local law and has been developed to reaffirm the Company's policy of providing equal employment opportunity for all persons without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations. Goals have been established, where appropriate, to endeavor to meet affirmative action obligations. This program is not intended to and will not be used to discriminate against any applicant or employee because of race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

SEX DISCRIMINATION POLICY

In accordance with our policy of equal employment opportunity, we have adopted the following policy prohibiting sex discrimination and sexual harassment in the workplace. In addition to continued adherence to the goals enunciated in our Affirmative Action and Equal Employment Opportunity Policy, we will also continue to do the following, as applicable:

I. RECRUITMENT AND ADVERTISEMENT

- A. Recruit men and women for all positions, except where sex is a bona fide occupational qualification, without regard to the candidate's sex.
- B. Ensure that "help-wanted" advertising does not express a sex preference for any job, unless sex is a bona fide occupational qualification for that job.
- C. Refrain from placing advertisements in newspapers or other media which are labeled "Males" or "Females," or otherwise segregated by sex, unless sex is a bona fide occupational qualification.

II. JOB POLICIES AND PRACTICES

- A. Review personnel policies to avoid discrimination on the basis of sex.
- B. Consider employees and applicants of both sexes for assignment, transfer or promotion to all positions for which they are qualified, except where sex is a bona fide occupational qualification.
- C. Administer employment opportunities, wages, hours, conditions of employment, pensions, recreation programs and employee benefits without regard to sex.
- D. Consider married and unmarried men and women equally in all personnel actions, including the administration of wages and benefits, without regard to the number of dependents which an individual may support or maintain. Retirement age and retirement benefits will be equal for both sexes.
- E. Provide appropriate facilities, e.g., rest rooms and locker areas, for employees and applicants of both sexes.
- F. Refrain from reliance upon state laws which conflict with and are superseded by Title VII of the Civil Rights Act of 1964, as amended, or Executive Order 11246.
- G. Provide leaves of absence to employees without regard to an employee's sex. No employee will be discriminated against because of pregnancy. Following childbirth, and upon signifying her intent to return within a reasonable time, the Company will reinstate such employee to her original job or to a position of like status and pay without loss of service credits, unless the employee would not otherwise have been employed at the time of reinstatement.

III. SENIORITY

Consider employees' seniority and administer any seniority system without regard to employees' sex.

IV. DISCRIMINATORY WAGES

Determine wage schedules without regard to sex. There will be equal pay for equal work.

V. SEXUAL HARASSMENT

The EEO Coordinator shall notify all supervisors and managers that they are prohibited from engaging in, tolerating or otherwise promoting unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature by employees or supervisors, when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

The EEO Coordinator shall take reasonable steps to prevent sexual harassment from occurring, including, but not limited to, expressing strong disapproval of such conduct, developing appropriate sanctions, informing employees of their right to raise the issue of sexual harassment under Title VII and the procedure to do so and generally developing training programs to sensitize managers, supervisors and employees to the nature of this problem. The Company maintains a policy prohibiting sexual harassment.

VI. DEFINITION

The terms "because of sex," "on the basis of sex" and "regardless of sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth or related medical conditions. Women affected by pregnancy, childbirth or related medical or physical conditions shall be treated for all employment-related purposes, including the receipt of benefits under fringe benefit programs, the same as other persons who are not so affected but are similarly able or unable to work.

VII. LEAVE OF ABSENCE DUE TO MATERNITY

Leaves of absence due to maternity are considered under our policy.

RELIGIOUS AND NATIONAL ORIGIN DISCRIMINATION POLICY

In accordance with its policy of equal employment opportunity, the Company has adopted the following policy prohibiting discrimination on the basis of religion and national origin and supporting affirmative action to ensure all individuals are employed and treated during employment without regard to their religion or national origin.

I. SCOPE OF THIS POLICY

This policy applies to all terms and conditions of employment, including, but not limited to, hiring, upgrading, demotion, transfer, recruitment, advertising, layoff or recall from layoff, wage and benefit administration and selection for training.

II. OUTREACH AND POSITIVE RECRUITMENT

To determine whether members of all religious and ethnic groups are receiving fair consideration for job opportunities, the Company will consider reviewing its employment practices. As deemed appropriate, special attention will be directed toward executive and middle-management levels, where employment problems relating to religion and national origin are statistically most likely to occur. Based upon the findings of any such reviews, we will undertake appropriate outreach and positive recruitment activities, such as those listed below, to remedy any existing deficiencies. The scope of our efforts, of course, will depend upon all circumstances including the nature and extent of any deficiencies and our size and resources. The Company will consider the following actions:

- A. Explaining to all employees the Company's obligation to provide equal employment opportunity, without regard to religion or national origin, in such a manner as to foster understanding, acceptance and support among other executives, management staff, supervisors and all other employees and encouraging such persons to take all actions necessary to aid the Company in meeting our obligation;
- B. Developing reasonable monitoring procedures to ensure that our obligation to provide equal employment opportunity without regard to religion or national origin is being fully implemented;
- C. Informing periodically all employees of our commitment to equal employment opportunity for all persons without regard to religion or national origin; and
- D. Enlisting the assistance and support of recruitment sources (including employment agencies, college placement directors and business associates) in referring applicants without regard to religion or national origin.

III. ACCOMMODATIONS TO RELIGIOUS OBSERVANCE AND PRACTICE

The Company will endeavor to make a reasonable accommodation to the religious observances and practices of any employee or prospective employee, unless such an accommodation will impose an undue hardship on the conduct of our business. Generally, we will try to make reasonable accommodations to the religious observances and practices of any employee or prospective employee who regularly observes Friday evening and Saturday, or some other day of the week, as the Sabbath or who observes certain religious holidays during the year and is conscientiously opposed to performing work or engaging in similar activity on such days, when such accommodations can be made without undue hardship on the conduct of our business. In determining the extent of the hardship imposed, we may consider: (a) business necessity; (b) financial costs and expenses and (c) resulting personnel problems.

EXECUTIVE ORDER 11246
AFFIRMATIVE ACTION PROGRAM

AFFIRMATIVE ACTION PROGRAM FOR WOMEN AND MINORITIES

DESIGNATION OF RESPONSIBILITY FOR IMPLEMENTATION

I. EXECUTIVE MANAGEMENT RESPONSIBILITY

As the representative of executive management, the EEO Coordinator has primary responsibility and accountability for implementing, directing and monitoring its Affirmative Action Programs ("AAPs" or "Programs"). The EEO Coordinator's responsibilities may include:

- A. Implementing the affirmative action programs set forth in these Programs, including the development of policy statements and related internal and external communication procedures to disseminate those policy statements.
- B. Developing and supervising the presentation of our equal employment opportunity policy during the supervisory training and new employee orientation programs, which may include question-and-answer sessions for supervisors and employees answering their questions about the AAPs.
- C. Designing and implementing an audit and reporting system that will accomplish the following:
 - 1. Measure the effectiveness of our affirmative action programs.
 - 2. Indicate when remedial action is needed.
 - 3. Determine the degree to which our goals and objectives have been attained.
- D. Advising management and supervisory personnel on developments in the laws and regulations governing equal employment opportunity.
- E. Serving as liaison between the Company and all enforcement agencies.
- F. Identifying and implementing action-oriented programs to address any potential problem areas that may exist.
- G. Conferring with community organizations representing women and minorities.
- H. Potentially auditing our on-the-job training, hiring and promotion patterns periodically to remove impediments to attainment of the Company's goals and objectives.
- I. Considering rating supervisory employees based, in part, upon their efforts and success in furthering the goal of equal employment opportunity and informing supervisory employees of this evaluation practice.
- J. Discussing periodically the Company's commitment to equal employment opportunity with managers, supervisors and employees. During these

- discussions, the EEO Coordinator will stress the importance of affirmative action and nondiscrimination.
- K. Reviewing the qualifications of all employees to ensure minorities, women, protected veterans, and individuals with a disability are given full opportunities for transfers, promotions and training.
 - L. Providing access to career counseling for all employees.
 - M. Conducting periodic audits to ensure the Company is in compliance with federal and state laws and regulations requiring:
 1. Proper display of posters explaining the Company's obligation to engage in nondiscriminatory employment practices.
 2. Integration of all facilities which we maintain for the use and benefit of our employees.
 3. Maintenance of comparable facilities, including locker rooms and rest rooms, for all employees.
 4. Providing full opportunity for advancement and encouraging minority and female employees to participate in educational, training, recreational and social activities sponsored by the Company.
 - N. Counseling supervisors and managers to take actions necessary to prevent harassment of employees placed through affirmative action efforts and to eliminate the cause of such complaints. Further, the EEO Coordinator will counsel supervisors and managers not to tolerate discriminatory treatment of any employee by another employee or supervisor and to report all complaints or incidents to the EEO Coordinator.
 - O. Establishing an internal complaint system that will enable employees to discuss complaints with the EEO Coordinator whenever they feel that they are being discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.
 - P. Serving as liaison between the Company and community organizations representing minorities and women.
 - Q. Developing expertise and knowledge of equal employment opportunity guidelines and regulations to advise and update top management and supervisory personnel concerning developments affecting our equal employment opportunity program.

II. THE RESPONSIBILITIES OF SUPERVISORS AND MANAGERS

All supervisors and managers have the obligation as part of their general management objectives to support our equal employment opportunity policy and affirmative action program on a day to day basis. Specifically, they should endeavor to:

- A. Respond to inquiries about our Affirmative Action and Equal Employment Opportunity Policy, after consulting with our EEO Coordinator.
- B. Assist our EEO Coordinator during the investigation of allegations of discrimination.
- C. Participate in recruitment and accommodation efforts designed to enable disabled individuals, disabled veterans and others to secure employment and to advance to positions for which they are qualified.
- D. Ensure that all federal and state posters explaining the laws prohibiting discrimination are properly displayed.
- E. Participate in the development and implementation of affirmative action programs.

AFFIRMATIVE ACTION PROGRAM FOR WOMEN AND MINORITIES

IDENTIFICATION OF PROBLEM AREAS

The EEO Coordinator will, on an annual basis, as applicable, analyze the Company's processes to identify potential problem areas in the total employment process, which may include review of the following areas:

- A. Composition of the workforce by protected group status.
- B. Composition of applicant flow by protected group status.
- C. Overall employee selection process including position specifications, application forms, interviewing procedures, test administration, test validity, referral procedures, final selection process and other employee selection procedures.
- D. New hires, promotions, terminations, etc.
- E. Compensation systems to determine whether there are gender-, race- or ethnicity-based disparities.
- F. Utilization of training, recreation and social events and other programs that are sponsored by the Company.
- G. Technical aspects of compliance with laws prohibiting discrimination in employment and promoting affirmative action programs, e.g., retention of applications, notifications to subcontractors, etc.
- H. Whether there is "underutilization" of minorities or women in specific job groups.
- I. Whether there is "under-representation" or "concentration" of minorities or women in specific departments.
- J. Whether lateral or vertical movement of employees who are members of protected groups occurs at a lesser rate than that of employees who are members of non-protected groups.
- K. Whether the selection process eliminates a significantly higher percentage of employees who are members of protected groups than employees who are members of non-protected groups.
- L. Ensure that our employment application and other pre-employment evaluation forms or procedures comply with federal and state law.
- M. Determine whether job qualifications are accurate in relation to actual functions and duties of the particular job.
- N. Whether *de facto* segregation by protected characteristic exists in job titles or job groups.

- O. Whether supervisory employees are supporting our affirmative action and equal employment opportunity programs and policies.
- P. Whether minorities or women are significantly underrepresented in training or career improvement programs.
- Q. Whether we have in place adequate procedures for evaluating the effectiveness of the programs set forth in these Programs.
- R. Whether subcontractors and vendors are notified of their responsibility to assist the Company in attaining the goals and objectives set forth in this Program.
- S. Whether the Equal Opportunity clause is included in purchase orders and other contracts covered by Executive Order 11246.
- T. Whether required equal employment opportunity posters are on display.

If the EEO Coordinator's review indicates that the above-listed topics are areas of concern or that other impediments block the entry into or advancement within our workforce of minorities or women, the Company will consider corrective action, as outlined in the Action-Oriented Programs section hereof.

AFFIRMATIVE ACTION PROGRAM FOR WOMEN AND MINORITIES

ACTION-ORIENTED PROGRAMS

The Company intends to meet the goals set forth in this Program and to continue implementation of its equal employment opportunity policies through action-oriented programs. Described below are the types of actions the Company may consider.

I. DISSEMINATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

A. INTERNAL DISSEMINATION

The Company will consider taking the following actions to disseminate its Affirmative Action and Equal Employment Opportunity Policy, as appropriate, on a regular and continuing basis:

1. Including the Affirmative Action and Equal Employment Opportunity Policy statement in its policy manual and employee handbook.
2. Meeting with supervisory personnel to explain the intent of the Affirmative Action and Equal Employment Opportunity Policy and their individual responsibilities for its implementation. We conduct supervisory training for management about equal employment opportunity, affirmative action and sexual harassment on an on-going basis.
3. Discussing our equal employment opportunity policy during any orientation programs we hold, at which time all new employees (and if applicable, transferred and promoted employees) will be advised of our commitment to affirmative action and equal employment opportunity.
4. Posting the Affirmative Action and Equal Employment Opportunity Policy, along with all required state and federal informational posters on our bulletin boards and updating such posters as required.
5. When pictures of employees are included in Company announcements to employees or the public, we include pictures of minority and non-minority men and women employees, as appropriate.

B. EXTERNAL DISSEMINATION

Our equal employment opportunity policy will be disseminated externally, as considered appropriate, as follows:

1. Recruiting sources, when utilized, will be advised of the Company's policy. Thereafter, such recruiting sources may be notified of our continuing commitment to equal employment opportunity.
2. The equal opportunity clause will be included in purchase orders, leases, contracts, etc., covered by Executive Order 11246, as amended.

3. When we advertise for prospective employees, the advertisement will include language that communicates we are an equal opportunity employer. We also will direct all advertisers not to place help-wanted advertisements in race- or sex-segregated columns.
4. Prospective employees are informed that the Company is an equal opportunity employer that maintains an affirmative action program through the notices we post in areas accessible to applicants and employees and our application for employment.
5. Our primary subcontractors, vendors and suppliers will be sent written notification of our Affirmative Action and Equal Employment Opportunity Policy.
6. In the event that employees are featured in help-wanted, product or consumer advertising, employee handbooks or manuals or similar publications, minority and non-minority men and women will be pictured and included.

II. RECRUITMENT AND HIRING

- A. Contacting community agencies and educational institutions and seeking referrals of qualified individuals to increase the flow of minority and female applicants.
- B. When meetings are held with representatives of recruiting sources, including presentations by minority, female, disabled, older or veteran employees, explanations about the job duties and responsibilities of current and future job openings, explanations of our employee selection process, and distribution of recruiting literature.
- C. As appropriate, placing a reasonable proportion of our help-wanted advertising in media directed to minorities or women.
- D. Considering periodically evaluating and analyzing job requirements using job-performance criteria. Special attention will be given to academic, experience and skill requirements to ensure that such specifications are consistent and free from bias on account of race, color, religion, age, disability, protected veteran status, sex, sexual orientation, gender identity or national origin. Where requirements screen out a disproportionate number of candidates from protected groups, the continued use thereof will be evaluated and “validation” will be considered. We have conducted an analysis upon all selection procedures. See the “Impact Ratio Analysis” divider tab.
- E. Selecting and training personnel involved in recruiting, screening, selection, promotion, disciplinary and related processes to eliminate bias in all personnel actions. The Company periodically presents EEO training for managers.

III. ADVANCEMENT IN EMPLOYMENT

With regard to our promotion and transfer procedures, we will consider the following:

- A. Posting or otherwise announcing appropriate promotion and transfer opportunities.
- B. Developing and implementing formal employee evaluation programs.
- C. Assuring that job qualifications are based on job-related criteria.

IV. SEPARATION FROM EMPLOYMENT

When minorities, women or other persons placed through affirmative action efforts or protected by law have experienced adverse personnel decisions, such as termination, we will consider:

- A. Sending an exit interview form to or conducting exit interviews with employees who resign to ascertain the reasons for their voluntary termination and to try to identify “voluntary resignations” that have been caused by unlawful conduct by employees or supervisors.
- B. Determining reasons for such adverse decisions, including involuntary terminations, and establishing whether persons not in the protected group with similar work histories and violations of work rules have also been terminated.
- C. Attempting to counsel employees about unsatisfactory job performance at least 90 days prior to involuntary termination to provide an opportunity to correct their performance, as practicable.

V. COMPANY SUPPORT OF COMMUNITY ACTION PROGRAMS

In addition to the employment-related good faith efforts the Company engages in, we also undertake additional efforts to support the community.

AFFIRMATIVE ACTION PROGRAM FOR WOMEN AND MINORITIES

INTERNAL AUDIT AND REPORTING SYSTEM

The Company will develop and implement an audit and reporting system that periodically measures the effectiveness of its total affirmative action program. This may include the following:

- A. Monitoring records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscrimination policy is carried out;
- B. Requiring internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;
- C. Reviewing report results with all levels of management; and
- D. Advising top management of program effectiveness and submitting recommendations to improve unsatisfactory performance.

Workforce Analysis

WORKFORCE ANALYSIS

DEPARTMENT - COMMUNICATIONS									
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT	
RAPEZ-BETTY, BRANDON	1	M	MANAGER	100	102	3/10/2014	Communications	FT	
TOHM, CHRIS	1	M	SR COMM SPECIALIST I	200	201	3/5/2007	Communications	FT	
MCMANUS, PEGGY	1	F	COMMUNICATIONS SPECIALIST	200	201	7/19/2007	Communications	FT	
MORRIS, MARC	1	M	COMMUNICATIONS SPECIALIST	200	201	3/10/2014	Communications	FT	

Total Employees: 4

Breakdown: 3 White Males, 1 White Female

WORKFORCE ANALYSIS

DEPARTMENT - COMMUNICATIONS/CUSTOMER SERV A								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
BOUSLEY, ELIZABETH	1	F	DIRECTOR	100	101	9/28/2013	Communications/Customer Serv A	FT
BOWERS, STACIA	1	F	EXECUTIVE ASSISTANCE DEPT 200	600	601	10/5/2015	Communications/Customer Serv A	FT

Total Employees: 2

Breakdown: 2 White Females

WORKFORCE ANALYSIS

DEPARTMENT - CUSTOMER SERVICE

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
CURTIS, MARK	1	M	MANAGER	100	102	7/26/2004	Customer Service	FT
CLARK, GEORGIA	1	F	CUSTOMER SERVICE - FT	600	602	6/8/1998	Customer Service	FT
COLON, MICHAEL	1	M	CUSTOMER SERVICE - FT	600	602	7/16/2012	Customer Service	FT
ESTES, AUTUMN	1	F	CUSTOMER SERVICE - FT	600	602	6/26/2006	Customer Service	FT
FOSTER, CYNTHIA	1	F	CUSTOMER SERVICE - FT	600	602	6/16/1997	Customer Service	FT
GAINER, PATRICIA	1	F	CUSTOMER SERVICE - FT	600	602	8/6/2012	Customer Service	FT
MCGEE, JACQUELINE	1	F	CUSTOMER SERVICE - FT	600	602	5/11/2010	Customer Service	FT
OLFSON, SANDRA	1	F	CUSTOMER SERVICE - FT	600	602	7/10/2006	Customer Service	FT
OLSON, LONNIE	1	M	CUSTOMER SERVICE - FT	600	602	7/2/1990	Customer Service	FT
QUICK, GAIL	1	F	CUSTOMER SERVICE - FT	600	602	2/12/2001	Customer Service	FT
THIBODEAUX, JACQUES	2	M	CUSTOMER SERVICE - FT	600	602	4/28/2011	Customer Service	FT
TOURTELLOTTE, JOANN	1	F	CUSTOMER SERVICE - FT	600	602	4/15/1996	Customer Service	FT

Total Employees: 12

Breakdown: 3 White Males, 8 White Females, 1 Black Male

WORKFORCE ANALYSIS

DEPARTMENT - EXECUTIVE ADMINISTRATION

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
MEYER, E. SUSAN	1	F	CHIEF EXECUTIVE OFFICER	100	101	6/8/2005	Executive Administration	FT
MILLBANK, SUSAN	1	F	OMBUDSMAN	100	101	6/28/1991	Executive Administration	FT
WATSON, JANET	1	F	CLERK OF AUTHORITY	100	102	5/16/2006	Executive Administration	FT
FREEMAN, KIM	1	F	OFFICE ASSISTANT	600	601	7/31/1979	Executive Administration	FT
RYON, KARIN	1	F	EXECUTIVE OFFICE ADMIN ASSIST	600	601	10/24/2016	Executive Administration	FT

Total Employees: 5

Breakdown: 5 White Females

WORKFORCE ANALYSIS

DEPARTMENT - FACILITIES & GROUNDS MAINTENAN

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
HOFFMAN, DARIN	1	M	ASSISTANT MANAGER SAFETY SENS	100	103	3/17/2015	Facilities & Grounds Maintenan	FT
TREADWELL, KENNETH	1	M	FOREPERSON - FG	100	104	12/15/2008	Facilities & Grounds Maintenan	FT
CATON, KENNETH	1	M	BUILDING MAINTENANCE	800	802	3/11/1991	Facilities & Grounds Maintenan	FT
EHNES, JOHN	1	M	BUILDING MAINTENANCE	800	802	3/20/2006	Facilities & Grounds Maintenan	FT
NORFOLK, JAMES	1	M	BUILDING MAINTENANCE	800	802	6/24/1996	Facilities & Grounds Maintenan	FT
PREScott, BRYAN	1	M	BUILDING MAINTENANCE	800	802	10/10/1988	Facilities & Grounds Maintenan	FT
BARR, THOMAS	1	M	ASSOC BUILDING MAINT SPEC	800	803	10/2/1987	Facilities & Grounds Maintenan	FT
ENGLISH, FRANK	1	M	ASSOC BUILDING MAINT SPEC	800	803	3/18/1990	Facilities & Grounds Maintenan	FT
MILNES, KEVIN	1	M	ASSOC BUILDING MAINT SPEC	800	803	10/9/1991	Facilities & Grounds Maintenan	FT
SMITH, MATTHEW	1	M	ASSOC BUILDING MAINT SPEC	800	803	6/24/1996	Facilities & Grounds Maintenan	FT
HARGENS, CLYDE	1	M	ASSOC BUILDING MAINT SPEC	800	803	11/2/1998	Facilities & Grounds Maintenan	FT
MYERS, DAMMON	1	M	ASSOC BUILDING MAINT SPEC	800	803	11/12/2001	Facilities & Grounds Maintenan	FT
FRANKLIN, KEVIN	1	M	ASSOC BUILDING MAINT SPEC	800	803	8/3/2015	Facilities & Grounds Maintenan	FT
JOHNSON, ANDREW	2	M	FACILITIES LABORER	800	804	12/19/2011	Facilities & Grounds Maintenan	FT

WORKFORCE ANALYSIS

DEPARTMENT - FACILITIES & GROUNDS MAINTENAN (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
MYERS, RONALD	1	M	FACILITIES LABORER	800	804	1/5/1998	Facilities & Grounds Maintenan	FT
BEAMIS, ANDREW	1	M	CUSTODIAN	800	805	7/30/2001	Facilities & Grounds Maintenan	FT
DENTON, DAVID	1	M	CUSTODIAN	800	805	12/18/2011	Facilities & Grounds Maintenan	FT
ROBINSON, STANLEY	2	M	CUSTODIAN	800	805	12/10/2001	Facilities & Grounds Maintenan	FT
WILKE, ETHAN	1	M	FACILITIES LABORER	800	804	1/5/2015	Facilities & Grounds Maintenan	FT
JONES, GABRIEL	1	M	FACILITIES LABORER	800	804	11/16/2016	Facilities & Grounds Maintenan	FT
ZAMBRANO, EDWARD	3	M	FACILITIES LABORER	800	804	5/9/2016	Facilities & Grounds Maintenan	FT
MONTANA, MARK	1	M	FACILITIES LABORER	800	804	12/12/2016	Facilities & Grounds Maintenan	FT

Total Employees: 22

Breakdown: 19 White Males, 2 Black Males, 1 Hispanic Male

WORKFORCE ANALYSIS

DEPARTMENT - FINANCE/IS ADMINISTRATION

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
WARREN, LYNDA	1	F	DIRECTOR	100	101	8/29/2011	Finance/IS Administration	FT
MANION, SHAWNA	1	F	FINANCE ANALYST	200	201	6/27/2011	Finance/IS Administration	FT
ROBAR, MERILEE	1	F	EXECUTIVE ASSISTANCE DEPT 600	600	601	6/17/2011	Finance/IS Administration	FT

Total Employees: 3

Breakdown: 3 White Females

WORKFORCE ANALYSIS

DEPARTMENT - FINANCIAL SERVICES

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
HOLMES, KATHRYN	1	F	MANAGER	100	102	3/21/2011	Financial Services	FT
JOHNSTON, TAMARA	1	F	MANAGER	100	102	9/20/1999	Financial Services	FT
BROWN, LINDA	1	F	FINANCE ANALYST	200	201	5/26/2010	Financial Services	FT
ROCKWELL, KRISTI	1	F	ACCOUNTING COORDINATOR	200	201	8/28/2006	Financial Services	FT
OPSAL, JUDY	1	F	CASHIER	300	301	7/29/2002	Financial Services	FT
MCMAHON, MARY	1	F	REVENUE CLERK	300	301	6/14/2010	Financial Services	FT
THORSON, DENISE	1	F	ACCOUNTING SPECIALIST	300	301	2/10/2014	Financial Services	FT

Total Employees: 7

Breakdown: 7 White Females

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
NELSON, FREDERICK	1	M	MANAGER-SAFETY SENSITIVE	100	102	6/4/2012	Fixed Route Transportation	FT
BEZEMER, FRANK	1	M	ASSISTANT MANAGER SAFETY SENS	100	103	8/13/2001	Fixed Route Transportation	FT
BRIGHT, MITCHELL	1	M	SUPERVISOR - FIXED ROUTE	100	104	8/4/2003	Fixed Route Transportation	FT
CAMPBELL, STANLEY	1	M	SUPERVISOR - FIXED ROUTE	100	104	7/30/2007	Fixed Route Transportation	FT
GEISLER, STEVEN	1	M	SUPERVISOR - FIXED ROUTE	100	104	3/23/1998	Fixed Route Transportation	FT
GOUGH, GARY	1	M	SUPERVISOR - FIXED ROUTE	100	104	3/22/1999	Fixed Route Transportation	FT
GRIFFITHS, JAY	1	M	SUPERVISOR - FIXED ROUTE	100	104	12/1/2008	Fixed Route Transportation	FT
MULLETT, VERN	1	M	SUPERVISOR - FIXED ROUTE	100	104	3/29/1993	Fixed Route Transportation	FT
PINKERTON, STEPHEN	1	M	SUPERVISOR - FIXED ROUTE	100	104	7/1/2002	Fixed Route Transportation	FT
SCHLABACH, JOHN	1	M	SUPERVISOR - FIXED ROUTE	100	104	6/9/2008	Fixed Route Transportation	FT
STEEBER, EDWARD	1	M	SUPERVISOR - FIXED ROUTE	100	104	7/9/2001	Fixed Route Transportation	FT
TAYLOR, RAY	1	M	SUPERVISOR - FIXED ROUTE	100	104	7/25/2005	Fixed Route Transportation	FT
TONHOFER, PAMELA	1	F	SUPERVISOR - FIXED ROUTE	100	104	1/24/1986	Fixed Route Transportation	FT
LANDS, ROBERT	1	M	SUPERVISOR - FIXED ROUTE	100	104	8/11/1986	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
HAIRSTON, RAHFEL	2	M	SUPERVISOR - FIXED ROUTE	100	104	11/12/2001	Fixed Route Transportation	FT
HAIRSTON, SAMUEL	2	M	SUPERVISOR - FIXED ROUTE	100	104	3/10/2008	Fixed Route Transportation	FT
RAILTON, JEFFREY	1	M	SUPERVISOR - FIXED ROUTE	100	104	7/1/2013	Fixed Route Transportation	FT
TRAMMELL, RAYMOND	1	M	SUPERVISOR - FIXED ROUTE	100	104	6/24/2013	Fixed Route Transportation	FT
HILL, MICHAEL	1	M	OPERATIONS SPECIALIST	300	304	3/19/2007	Fixed Route Transportation	FT
FISCHER, MARK	1	M	SUPERVISOR - FIXED ROUTE	100	104	8/2/2004	Fixed Route Transportation	FT
GOSS, JEREMY	1	M	SUPERVISOR - FIXED ROUTE	100	104	4/2/2007	Fixed Route Transportation	FT
BROWN, THOMAS	1	M	SUPERVISOR - FIXED ROUTE	100	104	8/4/2014	Fixed Route Transportation	FT
CURRYER, ADAM	1	M	SUPERVISOR - FIXED ROUTE	100	104	2/25/2008	Fixed Route Transportation	FT
SCHMOE, DAVID	1	M	SUPERVISOR - FIXED ROUTE	100	104	7/29/2013	Fixed Route Transportation	FT
ANDERSON, NORMAN	1	M	FIXED ROUTE OPERATOR	800	801	6/8/1988	Fixed Route Transportation	FT
BARNES, LENEEL	5	F	FIXED ROUTE OPERATOR	800	801	3/4/1996	Fixed Route Transportation	FT
BARTON, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	11/12/2007	Fixed Route Transportation	FT
BAUGHN, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	4/9/2012	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
BIRD, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	6/4/2007	Fixed Route Transportation	FT
BLACK, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	12/5/2006	Fixed Route Transportation	FT
BOECK, SEAN	1	M	FIXED ROUTE OPERATOR	800	801	7/30/2012	Fixed Route Transportation	FT
BOWERS, RHONDA	1	F	FIXED ROUTE OPERATOR- PT	800	801	8/2/1993	Fixed Route Transportation	PT
BRISCOE, CHERI	1	F	FIXED ROUTE OPERATOR	800	801	4/3/2006	Fixed Route Transportation	FT
BROWN, DOUGLAS	1	M	FIXED ROUTE OPERATOR	800	801	6/5/1989	Fixed Route Transportation	FT
BULLOCK, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	6/15/1998	Fixed Route Transportation	FT
BURNETT, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	12/4/2006	Fixed Route Transportation	FT
BUZBY, KENNETH	1	M	FIXED ROUTE OPERATOR	800	801	6/15/1998	Fixed Route Transportation	FT
CALABRETTO, SEAN	1	M	FIXED ROUTE OPERATOR	800	801	4/11/2005	Fixed Route Transportation	FT
CAMERON, DAVID	1	M	FIXED ROUTE OPERATOR- PT	800	801	4/9/2012	Fixed Route Transportation	PT
CASSAN, SAM	1	M	FIXED ROUTE OPERATOR	800	801	11/28/2005	Fixed Route Transportation	FT
CHRISTENSEN, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	12/5/1983	Fixed Route Transportation	FT
CHRISTIANSEN, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	3/30/1988	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
CLOWE, JACK	2	M	FIXED ROUTE OPERATOR	800	801	8/13/2001	Fixed Route Transportation	FT
CROWE, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	6/4/2007	Fixed Route Transportation	FT
DAMON, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	6/15/1998	Fixed Route Transportation	FT
DAVIS, CLAUDIA	1	F	FIXED ROUTE OPERATOR	800	801	5/22/1978	Fixed Route Transportation	FT
DAVIS, JAMES	2	M	FIXED ROUTE OPERATOR	800	801	12/4/2006	Fixed Route Transportation	FT
DAVIS, KENNETH	1	M	FIXED ROUTE OPERATOR	800	801	11/1/1982	Fixed Route Transportation	FT
DAVIS, PATRICK	1	M	FIXED ROUTE OPERATOR	800	801	7/16/1999	Fixed Route Transportation	FT
DAVIS, STEPHEN	1	M	FIXED ROUTE OPERATOR	800	801	7/25/2005	Fixed Route Transportation	FT
DOMPIER, TIMOTHY	1	M	FIXED ROUTE OPERATOR	800	801	7/25/1988	Fixed Route Transportation	FT
DURKIN, AGNES	1	F	FIXED ROUTE OPERATOR	800	801	4/6/1992	Fixed Route Transportation	FT
EASTER, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	4/2/2007	Fixed Route Transportation	FT
EATON, KEVIN	1	M	FIXED ROUTE OPERATOR	800	801	2/13/1978	Fixed Route Transportation	FT
ELISON, JOSEPH	1	M	FIXED ROUTE OPERATOR	800	801	8/13/2001	Fixed Route Transportation	FT
EVANS, JEANA	1	F	FIXED ROUTE OPERATOR	800	801	7/30/2012	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
FAISON, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	4/1/2002	Fixed Route Transportation	FT
FERGUSON, CHRIS	1	M	FIXED ROUTE OPERATOR	800	801	7/25/2005	Fixed Route Transportation	FT
FERNOS, GABRIEL	3	M	FIXED ROUTE OPERATOR	800	801	4/6/1992	Fixed Route Transportation	FT
FIEDLER, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	12/11/2006	Fixed Route Transportation	FT
FIGURACION, MELVIN	4	M	FIXED ROUTE OPERATOR	800	801	3/30/2009	Fixed Route Transportation	FT
FINK, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	8/10/1987	Fixed Route Transportation	FT
FITZGERALD, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	5/24/1982	Fixed Route Transportation	FT
FITZGERALD, MARY BETH	1	F	FIXED ROUTE OPERATOR	800	801	4/6/1992	Fixed Route Transportation	FT
FORLAND, JOHNNIE	1	F	FIXED ROUTE OPERATOR	800	801	4/19/1999	Fixed Route Transportation	FT
FRANKS, DAN	1	M	FIXED ROUTE OPERATOR	800	801	8/29/2005	Fixed Route Transportation	FT
FRANKS, NANCY	1	F	FIXED ROUTE OPERATOR	800	801	11/12/2001	Fixed Route Transportation	FT
FURULIE, GREGORY	1	M	FIXED ROUTE OPERATOR	800	801	12/4/2006	Fixed Route Transportation	FT
GENZONE, SANDRA	1	F	FIXED ROUTE OPERATOR	800	801	11/17/1997	Fixed Route Transportation	FT
GERSTENKORN, DENNIS	1	M	FIXED ROUTE OPERATOR- PT	800	801	12/3/2007	Fixed Route Transportation	PT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
GILCHRIST, SIMON	1	M	FIXED ROUTE OPERATOR	800	801	8/2/2004	Fixed Route Transportation	FT
GILLAM, WILLIAM	1	M	FIXED ROUTE OPERATOR	800	801	12/3/2007	Fixed Route Transportation	FT
GLASOW, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	7/13/1998	Fixed Route Transportation	FT
GOODWIN, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	12/7/1998	Fixed Route Transportation	FT
GREEN, ERNEST	1	M	FIXED ROUTE OPERATOR	800	801	4/10/1995	Fixed Route Transportation	FT
GRIMM, ZACHARY	1	M	FIXED ROUTE OPERATOR	800	801	7/25/2005	Fixed Route Transportation	FT
GRINEAU, RAYMOND	1	M	FIXED ROUTE OPERATOR	800	801	8/29/2005	Fixed Route Transportation	FT
GUARIGE, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	11/28/2005	Fixed Route Transportation	FT
HAGINS, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	7/30/2012	Fixed Route Transportation	FT
HALL, TRAVIS	1	M	FIXED ROUTE OPERATOR	800	801	8/3/2009	Fixed Route Transportation	FT
HANKE, AARON	1	M	FIXED ROUTE OPERATOR	800	801	6/9/2008	Fixed Route Transportation	FT
HANKE, TAMARA	1	F	FIXED ROUTE OPERATOR	800	801	3/29/2010	Fixed Route Transportation	FT
HANSEN, JENNIFER	1	F	FIXED ROUTE OPERATOR- PT	800	801	11/1/2004	Fixed Route Transportation	PT
HANSEN, WAYNE	1	M	FIXED ROUTE OPERATOR	800	801	6/5/1989	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
HANSON, GARY	1	M	FIXED ROUTE OPERATOR	800	801	8/3/2009	Fixed Route Transportation	FT
HANSON, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	3/10/2008	Fixed Route Transportation	FT
HARDER, DARREN	1	M	FIXED ROUTE OPERATOR	800	801	1/28/2008	Fixed Route Transportation	FT
HARRIS, DAVID	1	M	FIXED ROUTE OPERATOR- PT	800	801	4/11/2005	Fixed Route Transportation	PT
HEALY, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	7/25/1988	Fixed Route Transportation	FT
HEIN-JESSOS, LETICIA	3	F	FIXED ROUTE OPERATOR	800	801	3/30/2009	Fixed Route Transportation	FT
HODL, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	11/12/2001	Fixed Route Transportation	FT
HOGUE, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	2/26/1990	Fixed Route Transportation	FT
HULL, KIMBERLY	1	F	FIXED ROUTE OPERATOR	800	801	7/30/2007	Fixed Route Transportation	FT
HUNT, LOREN	1	M	FIXED ROUTE OPERATOR	800	801	11/1/2004	Fixed Route Transportation	FT
INBODY, JONATHAN	1	M	FIXED ROUTE OPERATOR	800	801	3/10/2008	Fixed Route Transportation	FT
IRVINE, EDWARD	1	M	FIXED ROUTE OPERATOR	800	801	3/31/2003	Fixed Route Transportation	FT
JACKETTA, NICHOLAS	1	M	FIXED ROUTE OPERATOR	800	801	4/3/2006	Fixed Route Transportation	FT
JACOBSEN, GINGER	1	F	FIXED ROUTE OPERATOR	800	801	3/18/1990	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
JENSEN, WILLIAM	1	M	FIXED ROUTE OPERATOR	800	801	12/1/2008	Fixed Route Transportation	FT
JOHNSON, GREG	1	M	FIXED ROUTE OPERATOR	800	801	7/30/2012	Fixed Route Transportation	FT
KAZMARK, LORRY	1	F	FIXED ROUTE OPERATOR- PT	800	801	12/1/2008	Fixed Route Transportation	PT
KELLEY, ROLAND	2	M	FIXED ROUTE OPERATOR	800	801	12/4/2006	Fixed Route Transportation	FT
KERBER, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	7/30/2012	Fixed Route Transportation	FT
KERR, JEFFREY	1	M	FIXED ROUTE OPERATOR	800	801	11/1/2004	Fixed Route Transportation	FT
KILBORN, MONTI	1	M	FIXED ROUTE OPERATOR	800	801	11/1/2004	Fixed Route Transportation	FT
KUHLMANN, KEVIN	1	M	FIXED ROUTE OPERATOR- PT	800	801	3/29/2010	Fixed Route Transportation	PT
KUHLMANN, STEVE	1	M	FIXED ROUTE OPERATOR- PT	800	801	8/4/2008	Fixed Route Transportation	PT
LAGE, PHILIPPE	1	M	FIXED ROUTE OPERATOR- PT	800	801	6/4/2007	Fixed Route Transportation	PT
LAPLANTE, GARRY	1	M	FIXED ROUTE OPERATOR	800	801	8/2/2004	Fixed Route Transportation	FT
LAWSON, TRACI	1	F	FIXED ROUTE OPERATOR	800	801	9/9/1996	Fixed Route Transportation	FT
LEIBRECHT, RONALD	1	M	FIXED ROUTE OPERATOR	800	801	8/4/2008	Fixed Route Transportation	FT
LEINEN, SCOTT	1	M	FIXED ROUTE OPERATOR	800	801	11/17/1997	Fixed Route Transportation	FT

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DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
LETSON, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	4/9/2012	Fixed Route Transportation	FT
LEVESQUE, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	4/2/2001	Fixed Route Transportation	FT
LIZARDO, PRUDENT	4	M	FIXED ROUTE OPERATOR	800	801	12/3/2007	Fixed Route Transportation	FT
LOPEZ, FELIX	3	M	FIXED ROUTE OPERATOR	800	801	3/22/1999	Fixed Route Transportation	FT
LOWER, LEANNE	1	F	FIXED ROUTE OPERATOR- PT	800	801	11/1/2004	Fixed Route Transportation	PT
LYTLE, JOAN	1	F	FIXED ROUTE OPERATOR- PT	800	801	8/4/2003	Fixed Route Transportation	PT
MARTIN, BRUCE	1	M	FIXED ROUTE OPERATOR	800	801	8/29/2005	Fixed Route Transportation	FT
MARTIN, GERALD	1	M	FIXED ROUTE OPERATOR	800	801	7/29/2002	Fixed Route Transportation	FT
MATHIAS, STEVE	1	M	FIXED ROUTE OPERATOR	800	801	1/23/1995	Fixed Route Transportation	FT
MATTHEWS, GREGORY	1	M	FIXED ROUTE OPERATOR	800	801	6/9/2008	Fixed Route Transportation	FT
MCCAULEY, JEFFREY	1	M	FIXED ROUTE OPERATOR	800	801	11/12/2001	Fixed Route Transportation	FT
MCCULLOCH, CHRIS	1	M	FIXED ROUTE OPERATOR	800	801	10/23/1995	Fixed Route Transportation	FT
MCELROY, TOM	1	M	FIXED ROUTE OPERATOR- PT	800	801	12/3/2007	Fixed Route Transportation	PT
MCKINSEY, IRA	2	M	FIXED ROUTE OPERATOR	800	801	8/4/2003	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
MCLEISH, BRENT	1	M	FIXED ROUTE OPERATOR- PT	800	801	7/29/2002	Fixed Route Transportation	PT
MCMILLAN, TERRY	1	M	FIXED ROUTE OPERATOR	800	801	8/2/1993	Fixed Route Transportation	FT
MCNEECE, GARY	1	M	FIXED ROUTE OPERATOR	800	801	8/4/2003	Fixed Route Transportation	FT
MEDINA, JOE	3	M	FIXED ROUTE OPERATOR	800	801	8/3/2009	Fixed Route Transportation	FT
MILLS, BRENDA	1	F	FIXED ROUTE OPERATOR	800	801	3/29/2010	Fixed Route Transportation	FT
MINCHEY, DINA	1	F	FIXED ROUTE OPERATOR	800	801	8/29/2005	Fixed Route Transportation	FT
MITCHELL, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	7/30/2007	Fixed Route Transportation	FT
MOHR, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	8/2/2004	Fixed Route Transportation	FT
MOORE, GLENN	1	M	FIXED ROUTE OPERATOR	800	801	7/28/1997	Fixed Route Transportation	FT
MOORE, SUSAN	1	F	FIXED ROUTE OPERATOR	800	801	8/4/2003	Fixed Route Transportation	FT
MOORE, WADE	1	M	FIXED ROUTE OPERATOR	800	801	7/9/2001	Fixed Route Transportation	FT
MOTT, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	11/28/2005	Fixed Route Transportation	FT
MRKALJEVIC, ENES	1	M	FIXED ROUTE OPERATOR	800	801	4/2/2007	Fixed Route Transportation	FT
MUNDY, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	5/28/1991	Fixed Route Transportation	FT

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DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
NAIRN, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	7/29/2002	Fixed Route Transportation	FT
NELSON, STEVEN	1	M	FIXED ROUTE OPERATOR	800	801	8/14/1989	Fixed Route Transportation	FT
NIX, TIMOTHY	1	M	FIXED ROUTE OPERATOR	800	801	9/25/1989	Fixed Route Transportation	FT
NORTON, CHRIS	1	F	FIXED ROUTE OPERATOR	800	801	8/2/2004	Fixed Route Transportation	FT
O'LEARY, ERIC	1	M	FIXED ROUTE OPERATOR	800	801	6/9/2008	Fixed Route Transportation	FT
ORVIS, JIM	1	M	FIXED ROUTE OPERATOR	800	801	4/3/2006	Fixed Route Transportation	FT
PARKER, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	4/3/2006	Fixed Route Transportation	FT
PEARSON, CAROL	1	F	FIXED ROUTE OPERATOR	800	801	9/26/1988	Fixed Route Transportation	FT
PECORARO, KARIN	1	F	FIXED ROUTE OPERATOR	800	801	7/13/1998	Fixed Route Transportation	FT
PETERS, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	8/13/2001	Fixed Route Transportation	FT
PIFIFFNER, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	7/14/1994	Fixed Route Transportation	FT
PICEWICZ, SCOTT	1	M	FIXED ROUTE OPERATOR	800	801	4/1/2002	Fixed Route Transportation	FT
PIERCE, DONALD	1	M	FIXED ROUTE OPERATOR	800	801	10/23/1995	Fixed Route Transportation	FT
PINE, SUSAN	1	F	FIXED ROUTE OPERATOR- PT	800	801	12/3/2007	Fixed Route Transportation	PT

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DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
PLATTS, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	10/10/1994	Fixed Route Transportation	FT
POPPE, GLEN	1	M	FIXED ROUTE OPERATOR	800	801	6/12/1989	Fixed Route Transportation	FT
POTTER, SHERRIE	1	F	FIXED ROUTE OPERATOR	800	801	7/30/2012	Fixed Route Transportation	FT
QUINN, JOSEPH	1	M	FIXED ROUTE OPERATOR	800	801	2/5/2001	Fixed Route Transportation	FT
RANKIN, WENDY	1	F	FIXED ROUTE OPERATOR	800	801	6/15/1998	Fixed Route Transportation	FT
RIBIC, TREVOR	1	M	FIXED ROUTE OPERATOR- PT	800	801	5/3/2006	Fixed Route Transportation	PT
RICE, SHERRI	1	F	FIXED ROUTE OPERATOR	800	801	7/22/1991	Fixed Route Transportation	FT
RICHARDSON, KEN	1	M	FIXED ROUTE OPERATOR	800	801	12/4/2006	Fixed Route Transportation	FT
RICK, AARON	1	M	FIXED ROUTE OPERATOR	800	801	3/29/2010	Fixed Route Transportation	FT
RUTHERFORD, JASON	1	M	FIXED ROUTE OPERATOR	800	801	12/4/2006	Fixed Route Transportation	FT
RYDER, BRENDA	1	F	FIXED ROUTE OPERATOR	800	801	8/4/2008	Fixed Route Transportation	FT
SAMPSON, GREG	1	M	FIXED ROUTE OPERATOR	800	801	3/10/2008	Fixed Route Transportation	FT
SCHAUMAN, JONATHON	6	M	FIXED ROUTE OPERATOR	800	801	12/1/2008	Fixed Route Transportation	FT
SCHLOSS, JESS	1	M	FIXED ROUTE OPERATOR	800	801	7/22/1996	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
SCHMULAND, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	4/1/2002	Fixed Route Transportation	FT
SCHULTHEIS, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	5/11/1987	Fixed Route Transportation	FT
SCHULTHEIS, GLENN	1	M	FIXED ROUTE OPERATOR	800	801	7/14/1994	Fixed Route Transportation	FT
SCHUMACHER, VALERIE	1	F	FIXED ROUTE OPERATOR	800	801	4/9/2012	Fixed Route Transportation	FT
SCOTT, DEAN	2	M	FIXED ROUTE OPERATOR	800	801	3/29/1993	Fixed Route Transportation	FT
SIMMONS, RONALD	1	M	FIXED ROUTE OPERATOR	800	801	4/19/1982	Fixed Route Transportation	FT
SLOTVIG, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	7/30/2007	Fixed Route Transportation	FT
SMITH, STACEY	1	F	FIXED ROUTE OPERATOR	800	801	1/23/1995	Fixed Route Transportation	FT
SPENCER, SCOTT	1	M	FIXED ROUTE OPERATOR	800	801	8/4/2008	Fixed Route Transportation	FT
STAPLES, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	3/30/2009	Fixed Route Transportation	FT
STARR, PETER	1	M	FIXED ROUTE OPERATOR	800	801	3/29/2010	Fixed Route Transportation	FT
STONE, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	12/1/2008	Fixed Route Transportation	FT
SWAIN, ALLEN	1	M	FIXED ROUTE OPERATOR	800	801	6/9/2008	Fixed Route Transportation	FT
SWANSTROM, WILLIAM	1	M	FIXED ROUTE OPERATOR	800	801	3/31/2003	Fixed Route Transportation	FT

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DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
TAYLOR, JOSEPH	1	M	FIXED ROUTE OPERATOR	800	801	4/3/2006	Fixed Route Transportation	FT
TROYER, TERESA	1	F	FIXED ROUTE OPERATOR	800	801	7/16/1990	Fixed Route Transportation	FT
TRUPPE, GENE	1	M	FIXED ROUTE OPERATOR	800	801	12/10/1981	Fixed Route Transportation	FT
TSCHABOLD, HEIDI	1	F	FIXED ROUTE OPERATOR	800	801	7/27/1992	Fixed Route Transportation	FT
VANGELDER, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	6/4/2007	Fixed Route Transportation	FT
WALKER, DAVID	2	M	FIXED ROUTE OPERATOR	800	801	4/1/2002	Fixed Route Transportation	FT
WELP, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	3/22/1999	Fixed Route Transportation	FT
WELP, STEVEN	1	M	FIXED ROUTE OPERATOR	800	801	7/26/1999	Fixed Route Transportation	FT
WETZEL, CHADWIC	1	M	FIXED ROUTE OPERATOR	800	801	3/29/2010	Fixed Route Transportation	FT
WILLIAMS, CASSONDRA	2	F	FIXED ROUTE OPERATOR- PT	800	801	7/30/2012	Fixed Route Transportation	PT
WISE, TED	1	M	FIXED ROUTE OPERATOR	800	801	3/31/2003	Fixed Route Transportation	FT
WRAY, MICHAEL	4	M	FIXED ROUTE OPERATOR	800	801	4/3/2006	Fixed Route Transportation	FT
WRIGHT, CHARLENE	1	F	FIXED ROUTE OPERATOR	800	801	8/29/2005	Fixed Route Transportation	FT
YEAGER, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	5/29/1990	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
YESLAND, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	4/11/2005	Fixed Route Transportation	FT
YOUNGREN, KARL	1	M	FIXED ROUTE OPERATOR	800	801	8/10/1992	Fixed Route Transportation	FT
HARBISON, RYAN	1	M	FIXED ROUTE OPERATOR	800	801	7/30/2012	Fixed Route Transportation	FT
MIZE, CATHERINE	1	F	FIXED ROUTE OPERATOR	800	801	7/29/2013	Fixed Route Transportation	FT
OMINE, KIPLING	4	M	FIXED ROUTE OPERATOR	800	801	7/29/2013	Fixed Route Transportation	FT
TIERNEY, GREGORY	1	M	FIXED ROUTE OPERATOR	800	801	7/29/2013	Fixed Route Transportation	FT
WRENCHHEY, EDWIN	1	M	FIXED ROUTE OPERATOR	800	801	7/29/2013	Fixed Route Transportation	FT
AMLAND, EARL	1	M	FIXED ROUTE OPERATOR	800	801	3/17/2014	Fixed Route Transportation	FT
BENZO, JOSEPH	1	M	FIXED ROUTE OPERATOR	800	801	12/2/2013	Fixed Route Transportation	FT
BUNCH, JULIE	1	F	FIXED ROUTE OPERATOR	800	801	5/21/2012	Fixed Route Transportation	FT
COLLEY, TAMARA	1	F	FIXED ROUTE OPERATOR	800	801	8/4/2014	Fixed Route Transportation	FT
COLLINS, TODD	1	M	FIXED ROUTE OPERATOR	800	801	8/4/2014	Fixed Route Transportation	FT
DAVIS, OLIVER	1	M	FIXED ROUTE OPERATOR	800	801	5/21/2012	Fixed Route Transportation	FT
EDWARDS, JAY	1	M	FIXED ROUTE OPERATOR	800	801	8/4/2014	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
GASPER, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	12/2/2013	Fixed Route Transportation	FT
HAIGHT, JASON	1	M	FIXED ROUTE OPERATOR	800	801	12/2/2013	Fixed Route Transportation	FT
HARDING, CHARLES	1	M	FIXED ROUTE OPERATOR	800	801	9/29/2014	Fixed Route Transportation	FT
HERNANDEZ, GUSTAVO	3	M	FIXED ROUTE OPERATOR	800	801	12/2/2013	Fixed Route Transportation	FT
HOECK, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	9/29/2014	Fixed Route Transportation	FT
JONES, KIMBERLEY	1	M	FIXED ROUTE OPERATOR	800	801	3/17/2014	Fixed Route Transportation	FT
LAUGHARY, CASSIDY	1	M	FIXED ROUTE OPERATOR	800	801	9/29/2014	Fixed Route Transportation	FT
LEITHOLT, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	12/2/2013	Fixed Route Transportation	FT
MCGRATH, JEREMY	1	M	FIXED ROUTE OPERATOR	800	801	9/29/2014	Fixed Route Transportation	FT
MESERVE, RONALD	1	M	FIXED ROUTE OPERATOR	800	801	9/29/2014	Fixed Route Transportation	FT
NELSEN, MARK	5	M	FIXED ROUTE OPERATOR	800	801	3/17/2014	Fixed Route Transportation	FT
NEWELL, JUSTIN	1	M	FIXED ROUTE OPERATOR	800	801	3/17/2014	Fixed Route Transportation	FT
OROZCO, JUAN	3	M	FIXED ROUTE OPERATOR	800	801	12/2/2013	Fixed Route Transportation	FT
PALMER, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	8/4/2014	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
PROPST, THEODORE	1	M	FIXED ROUTE OPERATOR	800	801	8/4/2014	Fixed Route Transportation	FT
RASLEY, MILES	1	M	FIXED ROUTE OPERATOR	800	801	3/17/2014	Fixed Route Transportation	FT
RHODES, GAYYELL	1	F	FIXED ROUTE OPERATOR	800	801	3/17/2014	Fixed Route Transportation	FT
RYON, ERIC	1	M	FIXED ROUTE OPERATOR	800	801	3/17/2014	Fixed Route Transportation	FT
STEEN, ROBERT	2	M	FIXED ROUTE OPERATOR	800	801	8/4/2014	Fixed Route Transportation	FT
TODD, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	8/4/2014	Fixed Route Transportation	FT
TURNER, CHARLES	1	M	FIXED ROUTE OPERATOR	800	801	9/29/2014	Fixed Route Transportation	FT
VERCRUYSSE, ERIC	1	M	FIXED ROUTE OPERATOR	800	801	4/2/2012	Fixed Route Transportation	FT
WISE, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	3/17/2014	Fixed Route Transportation	FT
ARMSTRONG, RONALD	1	M	FIXED ROUTE OPERATOR	800	801	5/4/2015	Fixed Route Transportation	FT
BAXTER, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	3/30/2015	Fixed Route Transportation	FT
BENDER, KRISTOPHER	1	M	FIXED ROUTE OPERATOR- PT	800	801	5/4/2015	Fixed Route Transportation	PT
CLARRY, MARY	1	F	FIXED ROUTE OPERATOR	800	801	5/4/2015	Fixed Route Transportation	FT
CONKLIN, JARED	1	M	FIXED ROUTE OPERATOR	800	801	8/3/2015	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
ERICKSON, GREGORY	1	M	FIXED ROUTE OPERATOR	800	801	3/30/2015	Fixed Route Transportation	FT
HICKS, TRACI	1	F	FIXED ROUTE OPERATOR	800	801	8/3/2015	Fixed Route Transportation	FT
JACOB, TROY	2	M	FIXED ROUTE OPERATOR	800	801	8/3/2015	Fixed Route Transportation	FT
JACOBSON, JASON	1	M	FIXED ROUTE OPERATOR	800	801	8/3/2015	Fixed Route Transportation	FT
JONES, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	3/30/2015	Fixed Route Transportation	FT
KNOWLES, AMY	1	F	FIXED ROUTE OPERATOR	800	801	3/30/2015	Fixed Route Transportation	FT
LANGHOFER, ANDREW	1	M	FIXED ROUTE OPERATOR	800	801	8/3/2015	Fixed Route Transportation	FT
MARET, MARY	1	F	FIXED ROUTE OPERATOR	800	801	3/30/2015	Fixed Route Transportation	FT
MATHIS, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	3/30/2015	Fixed Route Transportation	FT
MULLER, JARED	1	M	FIXED ROUTE OPERATOR	800	801	12/1/2014	Fixed Route Transportation	FT
MUSA, TIMOTHY	1	M	FIXED ROUTE OPERATOR	800	801	8/3/2015	Fixed Route Transportation	FT
NELSON, WAYNE	1	M	FIXED ROUTE OPERATOR	800	801	5/4/2015	Fixed Route Transportation	FT
POTTER, ASHLEY	5	F	FIXED ROUTE OPERATOR	800	801	12/1/2014	Fixed Route Transportation	FT
RAMSEY, THOMAS	1	M	FIXED ROUTE OPERATOR- PT	800	801	5/4/2015	Fixed Route Transportation	PT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
RICE, NICKOLAS	1	M	FIXED ROUTE OPERATOR	800	801	3/30/2015	Fixed Route Transportation	FT
SMITH, ROY	1	M	FIXED ROUTE OPERATOR	800	801	5/4/2015	Fixed Route Transportation	FT
STOKES, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	3/30/2015	Fixed Route Transportation	FT
TARR, MATTHEW	1	M	FIXED ROUTE OPERATOR	800	801	3/30/2015	Fixed Route Transportation	FT
TROTCHIE, KYLE	5	M	FIXED ROUTE OPERATOR	800	801	12/1/2014	Fixed Route Transportation	FT
WERNER, LEAH	1	F	FIXED ROUTE OPERATOR	800	801	5/4/2015	Fixed Route Transportation	FT
BRADLEY, CHAD	1	M	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	FT
COGSWELL, NICHOLAS	1	M	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	FT
CROSBY, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	FT
HAIGHT, CARRIE	1	F	FIXED ROUTE OPERATOR	800	801	8/1/2016	Fixed Route Transportation	FT
JOHNSON, RODNEY	1	M	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	FT
KEPSEL, JOHN	1	F	FIXED ROUTE OPERATOR	800	801	11/30/2015	Fixed Route Transportation	FT
KOPPA, JEFFERY	1	M	FIXED ROUTE OPERATOR	800	801	11/30/2015	Fixed Route Transportation	FT
MARTINEZ, JUSTIN	3	M	FIXED ROUTE OPERATOR	800	801	11/30/2015	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
MONTANO, TERRANCE	1	M	FIXED ROUTE OPERATOR	800	801	8/1/2016	Fixed Route Transportation	FT
MURDOCK, BRIAN	1	M	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	FT
MURPHY, EDWARD	1	M	FIXED ROUTE OPERATOR- PT	800	801	8/1/2016	Fixed Route Transportation	PT
NETZLEY, TREVOR	1	M	FIXED ROUTE OPERATOR- PT	800	801	11/30/2015	Fixed Route Transportation	PT
NIBLETT, KEVIN	1	M	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	FT
ORDWAY, DUANE	1	M	FIXED ROUTE OPERATOR	800	801	8/1/2016	Fixed Route Transportation	FT
PEREZ, CHRISTOPHER	3	M	FIXED ROUTE OPERATOR	800	801	8/1/2016	Fixed Route Transportation	FT
PHILLIPS, JONATHAN	1	M	FIXED ROUTE OPERATOR	800	801	8/1/2016	Fixed Route Transportation	FT
STIMSON, SUNSHINE	1	F	FIXED ROUTE OPERATOR	800	801	8/1/2016	Fixed Route Transportation	FT
TREVINO, ANGELA	1	F	FIXED ROUTE OPERATOR- PT	800	801	8/1/2016	Fixed Route Transportation	PT
WATT, STEFANIE	1	F	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	FT
ZIEGLER, ZACHARY	1	M	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	FT
ZIMMERMAN, RANDY	1	M	FIXED ROUTE OPERATOR- PT	800	801	8/1/2016	Fixed Route Transportation	PT
ADNEY, CHARLES	1	M	FIXED ROUTE OPERATOR	800	801	11/14/2016	Fixed Route Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
BENSON, ALBERT	1	M	FIXED ROUTE OPERATOR	800	801	11/14/2016	Fixed Route Transportation	FT
BROWN, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	11/14/2016	Fixed Route Transportation	FT
DERUWE, AMANDA	1	F	FIXED ROUTE OPERATOR	800	801	11/14/2016	Fixed Route Transportation	FT
EHMER, ERIC	1	M	FIXED ROUTE OPERATOR	800	801	11/14/2016	Fixed Route Transportation	FT
HANSON, ERIK	1	M	FIXED ROUTE OPERATOR	800	801	11/14/2016	Fixed Route Transportation	FT
KUIPER, ANTHONY	1	M	FIXED ROUTE OPERATOR	800	801	11/14/2016	Fixed Route Transportation	FT
NESBITT, TERRY	1	M	FIXED ROUTE OPERATOR	800	801	11/14/2016	Fixed Route Transportation	FT
YOUNG, ALICE	1	F	FIXED ROUTE OPERATOR	800	801	11/14/2016	Fixed Route Transportation	FT
JAMES, AMANDA	1	F	TRANSPORTATION ADMIN	600	601	7/13/2015	Fixed Route Transportation	FT
LUIB, JANET	4	F	TIMEKEEPING SPECIALIST	300	304	7/11/2016	Fixed Route Transportation	FT
BOWEN, EDMUND	1	M	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	PT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
JACKSON, VICKI	1	F	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	PT
PANGBORN, CAROL	1	F	FIXED ROUTE OPERATOR	800	801	3/28/2016	Fixed Route Transportation	PT

Total Employees: 293

Breakdown: 211 White Males, 53 White Females, 10 Black Males, 1 Black Female, 7 Hispanic Males, 1 Hispanic Female, 4 Asian Males, 1 Asian Female, 2 Native American Males, 2 Native American Females, 1 NHOPI Male

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE VEHICLE MAINTENANC

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
GRIFFITH, TODD	1	M	ASSISTANT MANAGER SAFETY SENS	100	103	4/28/2008	Fixed Route Vehicle Maintenanc	FT
CONLEY, BRIAN	1	M	FOREPERSON - FR	100	104	7/12/1999	Fixed Route Vehicle Maintenanc	FT
LEMKE, JERRY	4	M	TRAINER - MAINTENANCE	700	701	8/26/1985	Fixed Route Vehicle Maintenanc	FT
SCOUTON, DONALD	4	M	FOREPERSON - FR	100	104	6/25/1990	Fixed Route Vehicle Maintenanc	FT
WATTS, MICHAEL	1	M	FOREPERSON - FR	100	104	3/6/2006	Fixed Route Vehicle Maintenanc	FT
NIEHENKE, ROBERT	1	M	FR LEAD	800	802	3/10/1983	Fixed Route Vehicle Maintenanc	FT
SCOUTON, RONALD	4	M	FR LEAD	800	802	4/9/1984	Fixed Route Vehicle Maintenanc	FT
WILLIAMS, STEVE	1	M	FR LEAD	800	802	10/2/1987	Fixed Route Vehicle Maintenanc	FT
BONNER, JOSEPH	1	M	JOURNEYMAN VEH TECH - FR	800	802	3/9/2009	Fixed Route Vehicle Maintenanc	FT
DICKINSON, BRIAN	1	M	JOURNEYMAN VEH TECH - FR	800	802	1/21/1994	Fixed Route Vehicle Maintenanc	FT
FITCH, JEREMY	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/1/2001	Fixed Route Vehicle Maintenanc	FT
GOSS, JACOB	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/6/2008	Fixed Route Vehicle Maintenanc	FT
HAGEL, DALE	1	M	JOURNEYMAN VEH TECH - FR	800	802	4/8/1996	Fixed Route Vehicle Maintenanc	FT
HAYES, RODNEY	1	M	JOURNEYMAN VEH TECH - FR	800	802	1/13/1992	Fixed Route Vehicle Maintenanc	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE VEHICLE MAINTENANC (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
LEIGHTY, THOMAS	1	M	JOURNEYMAN VEH TECH - FR	800	802	4/7/2008	Fixed Route Vehicle Maintenanc	FT
MCMURTRY, GARY	1	M	JOURNEYMAN VEH TECH - FR	800	802	1/17/1983	Fixed Route Vehicle Maintenanc	FT
POGUE, ROBERT	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/10/1994	Fixed Route Vehicle Maintenanc	FT
RAYMOND, WADE	1	M	JOURNEYMAN VEH TECH - FR	800	802	3/12/2007	Fixed Route Vehicle Maintenanc	FT
SCOTT, DOUGLAS	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/1/2007	Fixed Route Vehicle Maintenanc	FT
SETTERLUND, ROBERT	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/19/1998	Fixed Route Vehicle Maintenanc	FT
SMITH, JEFFREY	1	M	JOURNEYMAN VEH TECH - FR	800	802	11/8/1991	Fixed Route Vehicle Maintenanc	FT
VARGAS, ROBERT	3	M	JOURNEYMAN VEH TECH - FR	800	802	4/7/2008	Fixed Route Vehicle Maintenanc	FT
WILKE, TERRY	1	M	JOURNEYMAN VEH TECH - FR	800	802	5/27/1990	Fixed Route Vehicle Maintenanc	FT
WOELK, DARROLL	1	M	JOURNEYMAN VEH TECH - FR	800	802	4/2/1984	Fixed Route Vehicle Maintenanc	FT
NUSBAUM, DYLAN	1	M	JOURNEYMAN VEH TECH - FR	800	802	7/21/2008	Fixed Route Vehicle Maintenanc	FT
CAMPOS, JOSE	3	M	GENERAL REPAIR VEH TECH - FR	800	803	7/12/1999	Fixed Route Vehicle Maintenanc	FT
GODSEY, NICHOLAS	1	M	GENERAL REPAIR VEH TECH - FR	800	803	7/7/2008	Fixed Route Vehicle Maintenanc	FT
MONTGOMERY, STEVE	2	M	GENERAL REPAIR VEH TECH - FR	800	803	9/10/1990	Fixed Route Vehicle Maintenanc	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE VEHICLE MAINTENANC (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
PACHECO, EUGENE	3	M	GENERAL REPAIR VEH TECH - FR	800	803	11/30/2009	Fixed Route Vehicle Maintenanc	FT
THOMPSON, ETHAN	4	M	GENERAL REPAIR VEH TECH - FR	800	803	4/26/2010	Fixed Route Vehicle Maintenanc	FT
BUKVIC, FIKRET	1	M	PM VEHICLE TECH - FR	800	804	7/28/2003	Fixed Route Vehicle Maintenanc	FT
MELLGREN, DANIEL	1	M	PM VEHICLE TECH - FR	800	804	12/1/2003	Fixed Route Vehicle Maintenanc	FT
SMILEY, DENNIS	1	M	PM VEHICLE TECH - FR	800	804	4/11/2005	Fixed Route Vehicle Maintenanc	FT
TAGARIELLO, PHILIP	1	M	PM VEHICLE TECH - FR	800	804	7/28/2003	Fixed Route Vehicle Maintenanc	FT
CAMARATA, CHRISTOPHER	1	M	GENERAL REPAIR VEH TECH - FR	800	803	4/26/2010	Fixed Route Vehicle Maintenanc	FT
CLINGER, TIM	1	M	GENERAL REPAIR VEH TECH - FR	800	803	5/4/2009	Fixed Route Vehicle Maintenanc	FT
FOELLER, CARL	1	M	PM VEHICLE TECH - FR	800	804	6/16/2008	Fixed Route Vehicle Maintenanc	FT
SHELDON, JOSHUA	1	M	JOURNEYMAN VEH TECH - FR	800	802	12/9/2013	Fixed Route Vehicle Maintenanc	FT
URLACHER, PETER	1	M	GENERAL REPAIR VEH TECH - FR	800	803	5/21/2012	Fixed Route Vehicle Maintenanc	FT
WYCOFF, NICKOLAS	1	M	GENERAL REPAIR VEH TECH - FR	800	803	3/17/2014	Fixed Route Vehicle Maintenanc	FT
CARNAGEY, LUCAS	1	M	GENERAL REPAIR VEH TECH - FR	800	803	1/5/2015	Fixed Route Vehicle Maintenanc	FT
HALVERSON, TYLER	1	M	GENERAL REPAIR VEH TECH - FR	800	803	6/8/2015	Fixed Route Vehicle Maintenanc	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE VEHICLE MAINTENANC (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
WALLGREN, STANLEY	1	M	GENERAL REPAIR VEH TECH - FR	800	803	6/8/2015	Fixed Route Vehicle Maintenanc	FT
VERA, JOSE	3	M	SERVICER CLEANER- FR	800	805	8/16/2010	Fixed Route Vehicle Maintenanc	FT
WEBSTER, TRAVIS	1	M	PM VEHICLE TECH - FR	800	804	8/19/2013	Fixed Route Vehicle Maintenanc	FT
ELLSWORTH, SCOTT	1	M	SERVICER CLEANER- FR	800	805	12/9/2013	Fixed Route Vehicle Maintenanc	FT
RUSSELL, KEITH	1	M	SERVICER CLEANER- FR	800	805	12/16/2013	Fixed Route Vehicle Maintenanc	FT
BERRYMAN, CHAD	1	M	PM VEHICLE TECH - FR	800	804	3/23/2015	Fixed Route Vehicle Maintenanc	FT
REYNOLDS, ROBERT	4	M	PM VEHICLE TECH - FR	800	804	1/5/2015	Fixed Route Vehicle Maintenanc	FT
PESTANA, DEAN	1	M	SERVICER CLEANER- FR	800	805	3/17/2014	Fixed Route Vehicle Maintenanc	FT
RODRIGUEZ, JOSE	3	M	CLEANER	800	805	8/7/1995	Fixed Route Vehicle Maintenanc	FT
DAKOTA, NEVA	1	F	SERVICER CLEANER- FR	800	805	8/22/2016	Fixed Route Vehicle Maintenanc	FT
JANCA, JAMES	1	M	SERVICER CLEANER- FR	800	805	10/31/2016	Fixed Route Vehicle Maintenanc	FT
RICHARDSON, DANIEL	1	M	SERVICER CLEANER- FR	800	805	6/20/2016	Fixed Route Vehicle Maintenanc	FT

WORKFORCE ANALYSIS

DEPARTMENT - FIXED ROUTE VEHICLE MAINTENANC (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
WALLACE-GORDER, ADRIENNE	2	F	SERVICER CLEANER- FR	800	805	10/31/2016	Fixed Route Vehicle Maintenanc	FT
MURRAY, SCOTT	1	M	SERVICER CLEANER- FR	800	805	10/19/2015	Fixed Route Vehicle Maintenanc	FT

Total Employees: 56

Breakdown: 43 White Males, 1 White Female, 1 Black Male, 1 Black Female, 5 Hispanic Males, 5 Asian Males

WORKFORCE ANALYSIS

DEPARTMENT - HUMAN RESOURCES									
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT	
BROACH, DIANA	3	F	SR HUMAN RESOURCES SPECIALIST	200	201	10/6/2008	Human Resources	FT	
KNOLL, JANEINE	1	F	HUMAN RESOURCES SPECIALIST	200	201	9/30/2013	Human Resources	FT	
WENTZ, SANDRA	1	F	HUMAN RESOURCES SPECIALIST	200	201	3/19/2012	Human Resources	FT	
LOYAL, ERIKA	1	F	ASSISTANT HUMAN RESOURCE	600	601	5/8/2006	Human Resources	FT	

Total Employees: 4

Breakdown: 3 White Females, 1 Hispanic Female

WORKFORCE ANALYSIS

DEPARTMENT - HUMAN RESOURCES ADMINISTRATION									
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT	
DOOLITTLE, STEPHEN	1	M	DIRECTOR	100	101	1/18/2006	Human Resources Administration	FT	

Total Employees: 1

Breakdown: 1 White Male

WORKFORCE ANALYSIS

DEPARTMENT - INFORMATION SERVICES

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
ROCKWELL, JOHN	1	M	MANAGER	100	102	5/12/2014	Information Services	FT
NENNO, STEPHEN	1	M	MANAGER	100	102	12/31/2012	Information Services	FT
OVERHAUSER, TERESA	1	F	PROJECT MANAGER	200	201	4/9/1985	Information Services	FT
GUERRERO, RENE	3	M	APPLICATIONS SPECIALIST	300	302	4/9/2012	Information Services	FT
HAKES, PATRICK-LEE	1	M	NETWORK ADMIN	300	302	6/14/1999	Information Services	FT
VESTAL, DAVID	1	M	NETWORK ADMIN	300	302	8/28/2006	Information Services	FT
ELLIS, KRISHAWNA	1	F	PROJECT MANAGER	200	201	5/5/2008	Information Services	FT
FITCHNER, ANGEA	1	F	DATABASE ADMIN	300	302	5/14/2012	Information Services	FT
MATAMOROS, RALPH	3	M	PC SPECIALIST	300	302	7/18/2016	Information Services	FT
DAUTERMAN, CHARMAINE	1	F	RECORDS MGMT SPECIALIST	300	302	2/17/2015	Information Services	FT

Total Employees: 10

Breakdown: 4 White Males, 4 White Females, 2 Hispanic Males

WORKFORCE ANALYSIS

DEPARTMENT - MAINTENANCE ADMINISTRATION

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
REIMER, DONALD	1	M	MANAGER-SAFETY SENSITIVE	100	102	11/1/1982	Maintenance Admininstration	FT
PHILLIPS, CHARLES	1	M	MAINTENANCE ANALYST	300	304	6/25/1990	Maintenance Admininstration	FT
STANSBURY, BETTY	1	F	MAINTENANCE ADMIN ASSISTANT	600	601	9/24/1990	Maintenance Admininstration	FT

Total Employees: 3

Breakdown: 2 White Males, 1 White Female

WORKFORCE ANALYSIS

DEPARTMENT - OPERATIONS ADMINISTRATION

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
BLASKA, STEVE	1	M	DIRECTOR	100	101	2/2/2004	Operations Administration	FT
VANDORT, JEANETTE	1	F	EXECUTIVE ASSISTANCE DEPT 500	600	601	4/25/1994	Operations Administration	FT
INFALT, DANA	1	F	EXECUTIVE ASSISTANCE DEPT 300	600	601	7/26/2010	Operations Administration	FT

Total Employees: 3

Breakdown: 1 White Male, 2 White Females

WORKFORCE ANALYSIS

DEPARTMENT - PARATRANSIT TRANSPORTATION

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
MARCHIORO, DENISE	1	F	MANAGER	100	102	7/10/1989	Paratransit Transportation	FT
STOWE, JANET	1	F	MANAGER	100	102	7/1/2002	Paratransit Transportation	FT
DURBIN, LANCE	1	M	SUPERVISOR - PARA	100	104	3/12/2012	Paratransit Transportation	FT
TEAGUE, ANITA	1	F	SUPERVISOR - PARA	100	104	4/25/1988	Paratransit Transportation	FT
MITCHELL, ALLISON	1	F	PROJECT MANAGER	200	201	12/9/2013	Paratransit Transportation	FT
SHARP, ALEX	1	M	OPERATIONS SPECIALIST	300	304	3/29/1993	Paratransit Transportation	FT
HANSEN, LINDA	1	F	NEXT DAY SCHEDULER	800	801	4/15/1996	Paratransit Transportation	FT
WEBER, AMY	1	F	NEXT DAY SCHEDULER	800	801	6/7/1999	Paratransit Transportation	FT
BROWN, ANGELA	1	F	SUPERVISOR - PARA	100	104	10/31/2005	Paratransit Transportation	FT
TROETSCH, GAYLE	1	F	PARATRANSIT DISPATCH	800	801	7/1/2002	Paratransit Transportation	FT
KAMPSTER, MATTHEW	1	M	PARATRANSIT CUST SUPP SPCL	600	602	1/16/2012	Paratransit Transportation	FT
GIBBONS, KARLA	1	F	ELIGIBILITY SPECIALIST	600	601	1/8/1985	Paratransit Transportation	FT
SMITH, DAVID	1	M	PARATRANSIT DISPATCH	800	801	11/4/2013	Paratransit Transportation	FT
BARONE, LAWRENCE	1	M	VAN OPERATOR	800	801	9/24/2012	Paratransit Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - PARATRANSIT TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
BARR, ANTHONY	1	M	VAN OPERATOR	800	801	1/24/2011	Paratransit Transportation	FT
BLOOM, CHRISTY	1	F	VAN OPERATOR	800	801	10/30/2006	Paratransit Transportation	FT
CASSELL, JUDY	1	F	VAN OPERATOR	800	801	1/28/2008	Paratransit Transportation	FT
DEJANOVICH, JANICE	1	F	VAN OPERATOR	800	801	8/27/1989	Paratransit Transportation	FT
DESEVE, DAVID	1	M	VAN OPERATOR	800	801	9/27/1993	Paratransit Transportation	FT
DOGGETT, REX	1	M	VAN OPERATOR	800	801	1/13/1992	Paratransit Transportation	FT
FLAMM, JULIA	1	F	VAN OPERATOR	800	801	9/10/2007	Paratransit Transportation	FT
FREIMUTH, MARK	1	M	VAN OPERATOR	800	801	11/5/1990	Paratransit Transportation	FT
GERKEN, BRIAN	1	M	VAN OPERATOR	800	801	6/26/2006	Paratransit Transportation	FT
GILDEHAUS, JERRED	1	M	VAN OPERATOR	800	801	11/2/2009	Paratransit Transportation	FT
GRAFF, DONNA	1	F	VAN OPERATOR	800	801	2/26/1990	Paratransit Transportation	FT
GREEN, WILLIAM	1	M	VAN OPERATOR	800	801	7/13/1998	Paratransit Transportation	FT
GUERNSEY, KEITH	1	M	VAN OPERATOR	800	801	10/30/2006	Paratransit Transportation	FT
HANSEN, CARL	1	M	VAN OPERATOR	800	801	7/6/1993	Paratransit Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - PARATRANSIT TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
HIRST, KRISTA	1	F	VAN OPERATOR	800	801	9/24/2012	Paratransit Transportation	FT
HOFFMANN, JOHN	3	M	VAN OPERATOR	800	801	1/16/2012	Paratransit Transportation	FT
HOWARD, ROBERT	1	M	VAN OPERATOR - PT	800	801	11/2/2009	Paratransit Transportation	PT
HUGHES, RICHARD	1	M	VAN OPERATOR	800	801	10/4/2004	Paratransit Transportation	FT
JOHNSON, JERRY	1	M	VAN OPERATOR	800	801	2/26/2007	Paratransit Transportation	FT
KLISE, JANIS	1	F	VAN OPERATOR	800	801	10/31/2005	Paratransit Transportation	FT
KNOWLTON, SAM	1	M	VAN OPERATOR	800	801	1/24/2011	Paratransit Transportation	FT
KOPP, CHARLES	1	M	VAN OPERATOR	800	801	9/9/1991	Paratransit Transportation	FT
KUNDER, MICHAEL	1	M	VAN OPERATOR	800	801	1/28/2008	Paratransit Transportation	FT
LEHRMAN, JAMES	1	M	VAN OPERATOR	800	801	9/24/2012	Paratransit Transportation	FT
LITTLEJOHN, KAREN	1	F	VAN OPERATOR	800	801	1/24/2011	Paratransit Transportation	FT
MCMASTER, LISA	1	F	VAN OPERATOR	800	801	8/21/1995	Paratransit Transportation	FT
MEADOR, ALDON	1	M	VAN OPERATOR	800	801	7/6/1993	Paratransit Transportation	FT
MOURIN, TERRY	1	M	VAN OPERATOR	800	801	8/21/1995	Paratransit Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - PARATRANSIT TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
PADEN, SUZANNE	1	F	VAN OPERATOR	800	801	1/16/2012	Paratransit Transportation	FT
RENFORD, JOHN	1	M	VAN OPERATOR	800	801	1/24/2011	Paratransit Transportation	FT
RIDENOUR, PHILLIP	1	M	VAN OPERATOR	800	801	6/7/1999	Paratransit Transportation	FT
RUCKHABER, THOMAS	1	M	VAN OPERATOR	800	801	11/2/2009	Paratransit Transportation	FT
SIMMONS, BERT	1	M	VAN OPERATOR	800	801	9/9/1991	Paratransit Transportation	FT
SIMMONS, ROBBIN	5	F	VAN OPERATOR	800	801	8/28/2000	Paratransit Transportation	FT
SMITH, KEITH	1	M	VAN OPERATOR	800	801	1/16/2012	Paratransit Transportation	FT
SULGROVE, DAVID	1	M	VAN OPERATOR	800	801	10/31/2005	Paratransit Transportation	FT
TAIE, TANI	1	F	VAN OPERATOR	800	801	1/5/1998	Paratransit Transportation	FT
THORNTON, JILL	1	F	VAN OPERATOR	800	801	3/7/2005	Paratransit Transportation	FT
TOMAYKO, KATHY	1	F	VAN OPERATOR	800	801	6/25/1990	Paratransit Transportation	FT
TYLER-KAPPEN, GLENDA	1	F	VAN OPERATOR - PT	800	801	8/28/2000	Paratransit Transportation	PT
WILKE, MELINDA	1	F	VAN OPERATOR - PT	800	801	10/4/2004	Paratransit Transportation	PT
YBARRA, WILLIAM	3	M	VAN OPERATOR	800	801	3/29/1993	Paratransit Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - PARATRANSIT TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
YEATS, KATHRYN	1	F	VAN OPERATOR	800	801	1/23/2006	Paratransit Transportation	FT
YOUNG, GUY	1	M	VAN OPERATOR	800	801	1/28/2008	Paratransit Transportation	FT
LONG, JODY	1	F	DATA CLERK	600	601	5/1/2006	Paratransit Transportation	FT
GREEN, DANIEL	1	M	VAN OPERATOR	800	801	11/4/2013	Paratransit Transportation	FT
ZODROW, JOHN	1	M	VAN OPERATOR	800	801	10/31/2005	Paratransit Transportation	PT
HERMAN, TOBY	1	M	RESERVATIONIST	600	602	8/21/1995	Paratransit Transportation	FT
JEPPERSON, BYRAN	1	M	RESERVATIONIST	600	602	3/4/2002	Paratransit Transportation	FT
KELSO, FREDERICK	1	M	RESERVATIONIST	600	602	8/17/1998	Paratransit Transportation	FT
NICHOLS, KIM	1	F	RESERVATIONIST	600	602	1/24/2011	Paratransit Transportation	FT
SPANGLE, TAMI	1	F	RESERVATIONIST	600	602	6/7/1999	Paratransit Transportation	FT
MCSTEEN, CLOVER	1	F	VAN OPERATOR	800	801	11/4/2013	Paratransit Transportation	FT
LUECK, JERRY	1	M	PARATRANSIT DISPATCH	800	801	2/1/2016	Paratransit Transportation	FT
HUFFMAN, DOUGLAS	1	M	VAN OPERATOR	800	801	2/2/2015	Paratransit Transportation	FT
RITTGARN, TAMMY	1	F	VAN OPERATOR	800	801	2/2/2015	Paratransit Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - PARATRANSIT TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
TORRES, ANDREW	3	M	VAN OPERATOR	800	801	2/2/2015	Paratransit Transportation	FT
NEWELL, MERISSA	1	F	RESERVATIONIST	600	602	10/19/2015	Paratransit Transportation	FT
PARKER, GREGORY	1	M	RESERVATIONIST	600	602	5/6/2014	Paratransit Transportation	FT
BRISCOE, JOSHUA	1	M	VAN OPERATOR	800	801	2/1/2016	Paratransit Transportation	FT
JOHNSON, KALLY	1	F	VAN OPERATOR	800	801	2/1/2016	Paratransit Transportation	FT
BROWN, JANUARI	1	F	RESERVATIONIST	600	602	11/13/2016	Paratransit Transportation	FT
TROTCHIE, MICHELLE	1	F	RESERVATIONIST	600	602	10/19/2015	Paratransit Transportation	FT
BRANCH, TABATHA	1	F	VAN OPERATOR	800	801	10/3/2016	Paratransit Transportation	FT
MCMICHEAL, DANIEL	1	M	VAN OPERATOR	800	801	5/27/2016	Paratransit Transportation	FT
MICHAELS, THOMAS	1	M	VAN OPERATOR	800	801	10/3/2016	Paratransit Transportation	FT
POOL, BRANDI	1	F	VAN OPERATOR	800	801	10/3/2016	Paratransit Transportation	FT
WALTERS, LEONARD	1	M	VAN OPERATOR	800	801	10/3/2016	Paratransit Transportation	FT
EARLY, PETER	1	M	VAN OPERATOR	800	801	10/3/2016	Paratransit Transportation	FT
HARRIS, SAM	1	M	VAN OPERATOR	800	801	8/17/2015	Paratransit Transportation	FT

WORKFORCE ANALYSIS

DEPARTMENT - PARATRANSIT TRANSPORTATION (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
SCOTT, STEVEN	2	M	VAN OPERATOR	800	801	5/27/2016	Paratransit Transportation	FT
AGNEW, DAMON	1	M	VAN OPERATOR	800	801	2/1/2016	Paratransit Transportation	FT

Total Employees: 86

Breakdown: 45 White Males, 36 White Females, 1 Black Male, 3 Hispanic Males, 1 Native American Female

WORKFORCE ANALYSIS

DEPARTMENT - PARATRANSIT VEHICLE MAINTENANC

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
THOMPSON, MARK	1	M	FOREPERSON - PA	100	104	8/1/1981	Paratransit Vehicle Maintenanc	FT
CALLEN, WILLIAM	1	M	JOURNEYMAN VEH TECH - PA	800	802	3/12/2007	Paratransit Vehicle Maintenanc	FT
CLARK, KEVIN	1	M	JOURNEYMAN VEH TECH - PA	800	802	8/1/2005	Paratransit Vehicle Maintenanc	FT
HOWARD, MICHAEL	1	M	JOURNEYMAN VEH TECH - PA	800	802	7/12/1999	Paratransit Vehicle Maintenanc	FT
KENNEDY, TROY	1	M	GENERAL REPAIR VEH TECH - PA	800	803	10/10/2005	Paratransit Vehicle Maintenanc	FT
ASTAPENKO, VENIAMIN	1	M	PM VEHICLE TECH - PA	800	804	1/7/2008	Paratransit Vehicle Maintenanc	FT
HANKE, HENRY	1	M	PM VEHICLE TECH - PA	800	804	1/6/1995	Paratransit Vehicle Maintenanc	FT
KROMM, R	1	M	PM VEHICLE TECH - PA	800	804	8/14/1989	Paratransit Vehicle Maintenanc	FT
LYTLE, CATHERINE	1	F	PM VEHICLE TECH - PA	800	804	9/27/1993	Paratransit Vehicle Maintenanc	FT
HANSEN, WAYNE	1	M	GENERAL REPAIR VEH TECH - PA	800	803	11/11/2013	Paratransit Vehicle Maintenanc	FT
RABB, DANNY	2	M	SERVICER CLEANER- PA	800	805	8/20/2007	Paratransit Vehicle Maintenanc	FT
SATHER, D	1	M	SERVICER CLEANER- PA	800	805	4/25/2011	Paratransit Vehicle Maintenanc	FT

WORKFORCE ANALYSIS

DEPARTMENT - PARATRANSIT VEHICLE MAINTENANC (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
SKALSKI, JACEK	1	M	SERVICER CLEANER- PA	800	805	11/30/2009	Paratransit Vehicle Maintenanc	FT
MAST, LONNIE	5	M	SERVICER CLEANER- PA	800	805	7/9/2012	Paratransit Vehicle Maintenanc	FT

Total Employees: 14

Breakdown: 11 White Males, 1 White Female, 1 Black Male, 1 Native American Male

WORKFORCE ANALYSIS

DEPARTMENT - PLANNING									
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT	
HOWELL, GORDON	1	M	PRIN TRANSIT PLANNER	200	201	7/3/2000	Planning	FT	
CHARLTON, JESSICA	1	F	PLANNING	200	201	4/17/2012	Planning	FT	
SKILLINGSTAD, DONALD	1	M	PLANNING	200	201	2/3/2014	Planning	FT	
KENNEY, MATTHEW	1	M	SR TRANSIT PLANNER	200	201	8/20/2007	Planning	FT	
WEINAND, KATHLEEN	1	F	PRIN TRANSIT PLANNER	200	201	11/6/2014	Planning	FT	
HYNES, MICHAEL	1	M	ASSC TRANSIT PLANNER	200	201	11/17/2008	Planning	FT	
JOHNSON, CHAD	1	M	OPERATIONS SCHEDULING	300	304	4/1/2002	Planning	FT	
FLESKES, DAMIAN	1	M	SR DATA TECHNICIAN	300	302	1/28/2008	Planning	FT	

Total Employees: 8

Breakdown: 6 White Males, 2 White Females

WORKFORCE ANALYSIS

DEPARTMENT - PLANNING ADMINISTRATION

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
OTTERSTROM, KARL	1	M	DIRECTOR	100	101	1/8/2009	Planning Administration	FT
STEPHENS, ANGELA	1	F	EXECUTIVE ASSISTANCE DEPT 500	600	601	7/18/2005	Planning Administration	FT

Total Employees: 2

Breakdown: 1 White Male, 1 White Female

WORKFORCE ANALYSIS

DEPARTMENT - PURCHASING									
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT	
TJARDS, JACQUELINE	1	F	MANAGER	100	102	12/3/1997	Purchasing	FT	
CARO, WENDY	1	F	BUYER	300	301	3/30/1998	Purchasing	FT	
CLARK, CRAIG	1	M	BUYER	300	301	1/12/1998	Purchasing	FT	
WILLIAMS, STEVEN	5	M	BUYER	300	301	8/8/1994	Purchasing	FT	
COSTIGAN, MARK	1	M	STOREROOM ACCTNG SPECIALIST	300	301	7/25/2005	Purchasing	FT	
SULLIVAN, KORY	1	M	BUYER	300	301	1/21/2013	Purchasing	FT	

Total Employees: 6

Breakdown: 3 White Males, 2 White Females, 1 Native American Male

WORKFORCE ANALYSIS

DEPARTMENT - SAFETY & SECURITY

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
TOOLE, MICHAEL	1	M	MANAGER	100	102	3/5/2007	Safety & Security	FT
SIZER, ELLEN	1	F	CLAIMS SPECIALIST	200	201	4/24/2002	Safety & Security	FT

Total Employees: 2

Breakdown: 1 White Male, 1 White Female

WORKFORCE ANALYSIS

DEPARTMENT - SECURITY									
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT	
SCHLIEDER, CLIFFORD	1	M	SECURITY COORDINATOR	100	104	7/6/1998	Security	FT	
FRUNK, ANN	1	F	SECURITY COORDINATOR	100	104	12/22/2003	Security	FT	
ADAMS, BRYON	1	M	TRANSIT OFFICER II	400	402	1/3/2005	Security	FT	
DECONTO, MICHAEL	1	M	TRANSIT OFFICER II	400	402	9/17/2007	Security	FT	
HAMANN, ERIC	1	M	TRANSIT OFFICER II	400	402	9/17/2007	Security	FT	
STEIN, CHRISTOPHER	1	M	TRANSIT OFFICER II	400	402	8/11/2008	Security	FT	
AUSTIN, MICHEAL	1	M	TRANSIT OFFICER II	400	402	8/27/2013	Security	FT	
BARBER, THOMAS	1	M	SYSTEMS SECURITY SPECIALIST	300	304	2/1/2016	Security	FT	
GREEN, JEREMY	1	M	TRANSIT OFFICER I	400	402	10/19/2015	Security	FT	
ROSENGRANT, TRAVIS	1	M	TRANSIT OFFICER I	400	402	10/19/2015	Security	FT	
HANSEN, JEFFREY	1	M	TRANSIT OFFICER I	400	402	4/25/2016	Security	FT	

WORKFORCE ANALYSIS

DEPARTMENT - SECURITY (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
WEAVER, DEMORRIS	2	M	TRANSIT OFFICER I	400	402	10/31/2016	Security	FT
WEED, TYLER	1	M	TRANSIT OFFICER I	400	402	12/12/2016	Security	FT

Total Employees: 13

Breakdown: 11 White Males, 1 White Female, 1 Black Male

WORKFORCE ANALYSIS

DEPARTMENT - TRAINING									
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT	
BARNES, KATHERINE	1	F	TRAINER	700	701	3/4/1996	Training	FT	
DIONNE, STEVEN	1	M	TRAINER	700	701	3/31/2003	Training	FT	
HOFFMAN, PAUL	1	M	TRAINER	700	701	3/11/1991	Training	FT	
RUTHERFORD, JONATHAN	1	M	TRAINER	700	701	3/30/2009	Training	FT	
DEMERS, JEFFREY	1	M	TRAINER	700	701	6/4/2007	Training	FT	

Total Employees: 5

Breakdown: 4 White Males, 1 White Female

WORKFORCE ANALYSIS

DEPARTMENT - VANPOOL									
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT	
LEONETTI, JILL	1	F	MANAGER	100	102	5/18/2015	Vanpool	FT	
GARRETT, GREGORY	1	M	VANPOOL SPECIALIST	200	201	5/11/2009	Vanpool	FT	

Total Employees: 2

Breakdown: 1 White Male, 1 White Female

Job Group Analysis

JOB GROUP ANALYSIS

JOB GROUP 101 - EXECUTIVES & DIRECTORS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
MEYER, E. SUSAN	1	F	CHIEF EXECUTIVE OFFICER	100	101	06/08/05	Executive Administration	FT
OTTERSTROM, KARL	1	M	DIRECTOR	100	101	01/08/09	Planning Administration	FT
WARREN, LYNDA	1	F	DIRECTOR	100	101	08/29/11	Finance/IS Administration	FT
BLASKA, STEVE	1	M	DIRECTOR	100	101	02/02/04	Operations Administration	FT
BOUSLEY, ELIZABETH	1	F	DIRECTOR	100	101	09/28/13	Communications/Customer Serv A	FT
DOOLITTLE, STEPHEN	1	M	DIRECTOR	100	101	01/18/06	Human Resources Administration	FT
MILLBANK, SUSAN	1	F	OMBUDSMAN	100	101	06/28/91	Executive Administration	FT

Total Employees 7

3 White Males 4 White Females

JOB GROUP ANALYSIS

JOB GROUP 102 - MANAGERS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
REIMER, DONALD	1	M	MANAGER-SAFETY SENSITIVE	100	102	11/01/82	Maintenance Admininstration	FT
MARCHIORO, DENISE	1	F	MANAGER	100	102	07/10/89	Paratransit Transportation	FT
NELSON, FREDERICK	1	M	MANAGER-SAFETY SENSITIVE	100	102	06/04/12	Fixed Route Transportation	FT
HOLMES, KATHRYN	1	F	MANAGER	100	102	03/21/11	Financial Services	FT
TJARDS, JACQUELINE	1	F	MANAGER	100	102	12/03/97	Purchasing	FT
ROCKWELL, JOHN	1	M	MANAGER	100	102	05/12/14	Information Services	FT
TOOLE, MICHAEL	1	M	MANAGER	100	102	03/05/07	Safety & Security	FT
JOHNSTON, TAMARA	1	F	MANAGER	100	102	09/20/99	Financial Services	FT
CURTIS, MARK	1	M	MANAGER	100	102	07/26/04	Customer Service	FT
NENNO, STEPHEN	1	M	MANAGER	100	102	12/31/12	Information Services	FT
STOWE, JANET	1	F	MANAGER	100	102	07/01/02	Paratransit Transportation	FT
LEONETTI, JILL	1	F	MANAGER	100	102	05/18/15	Vanpool	FT
RAPEZ-BETTY, BRANDON	1	M	MANAGER	100	102	03/10/14	Communications	FT
WATSON, JANET	1	F	CLERK OF AUTHORITY	100	102	05/16/06	Executive Administration	FT

Total Employees 14

7 White Males 7 White Females

JOB GROUP ANALYSIS

JOB GROUP 103 - ASSISTANT MANAGERS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
GRIFFITH, TODD	1	M	ASSISTANT MANAGER SAFETY SENS	100	103	04/28/08	Fixed Route Vehicle Maintenanc	FT
BEZEMER, FRANK	1	M	ASSISTANT MANAGER SAFETY SENS	100	103	08/13/01	Fixed Route Transportation	FT
HOFFMAN, DARIN	1	M	ASSISTANT MANAGER SAFETY SENS	100	103	03/17/15	Facilities & Grounds Maintenan	FT

Total Employees 3

3 White Males

JOB GROUP ANALYSIS

JOB GROUP 104 - SUPERVISORS & FOREPERSONS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
STEEBER, EDWARD	1	M	SUPERVISOR - FIXED ROUTE	100	104	07/09/01	Fixed Route Transportation	FT
GOUGH, GARY	1	M	SUPERVISOR - FIXED ROUTE	100	104	03/22/99	Fixed Route Transportation	FT
GRIFFITHS, JAY	1	M	SUPERVISOR - FIXED ROUTE	100	104	12/01/08	Fixed Route Transportation	FT
SCHLABACH, JOHN	1	M	SUPERVISOR - FIXED ROUTE	100	104	06/09/08	Fixed Route Transportation	FT
BRIGHT, MITCHELL	1	M	SUPERVISOR - FIXED ROUTE	100	104	08/04/03	Fixed Route Transportation	FT
TONHOFER, PAMELA	1	F	SUPERVISOR - FIXED ROUTE	100	104	01/24/86	Fixed Route Transportation	FT
TAYLOR, RAY	1	M	SUPERVISOR - FIXED ROUTE	100	104	07/25/05	Fixed Route Transportation	FT
CAMPBELL, STANLEY	1	M	SUPERVISOR - FIXED ROUTE	100	104	07/30/07	Fixed Route Transportation	FT
PINKERTON, STEPHEN	1	M	SUPERVISOR - FIXED ROUTE	100	104	07/01/02	Fixed Route Transportation	FT
GEISLER, STEVEN	1	M	SUPERVISOR - FIXED ROUTE	100	104	03/23/98	Fixed Route Transportation	FT
MULLETT, VERN	1	M	SUPERVISOR - FIXED ROUTE	100	104	03/29/93	Fixed Route Transportation	FT
TEAGUE, ANITA	1	F	SUPERVISOR - PARA	100	104	04/25/88	Paratransit Transportation	FT
DURBIN, LANCE	1	M	SUPERVISOR - PARA	100	104	03/12/12	Paratransit Transportation	FT
LANDS, ROBERT	1	M	SUPERVISOR - FIXED ROUTE	100	104	08/11/86	Fixed Route Transportation	FT
RAILTON, JEFFREY	1	M	SUPERVISOR - FIXED ROUTE	100	104	07/01/13	Fixed Route Transportation	FT
HAIRSTON, RAHFEL	2	M	SUPERVISOR - FIXED ROUTE	100	104	11/12/01	Fixed Route Transportation	FT
TRAMMELL, RAYMOND	1	M	SUPERVISOR - FIXED ROUTE	100	104	06/24/13	Fixed Route Transportation	FT
HAIRSTON, SAMUEL	2	M	SUPERVISOR - FIXED ROUTE	100	104	03/10/08	Fixed Route Transportation	FT
SCHLIESINGER, CLIFFORD	1	M	SECURITY COORDINATOR	100	104	07/06/98	Security	FT
CONLEY, BRIAN	1	M	FOREPERSON - FR	100	104	07/12/99	Fixed Route Vehicle Maintenanc	FT
SCOUTON, DONALD	4	M	FOREPERSON - FR	100	104	06/25/90	Fixed Route Vehicle Maintenanc	FT

JOB GROUP ANALYSIS

JOB GROUP 104 - SUPERVISORS & FOREPERSONS (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
WATTS, MICHAEL	1	M	FOREPERSON - FR	100	104	03/06/06	Fixed Route Vehicle Maintenanc	FT
THOMPSON, MARK	1	M	FOREPERSON - PA	100	104	08/01/81	Paratransit Vehicle Maintenanc	FT
GOSS, JEREMY	1	M	SUPERVISOR - FIXED ROUTE	100	104	04/02/07	Fixed Route Transportation	FT
FISCHER, MARK	1	M	SUPERVISOR - FIXED ROUTE	100	104	08/02/04	Fixed Route Transportation	FT
TREADWELL, KENNETH	1	M	FOREPERSON - FG	100	104	12/15/08	Facilities & Grounds Maintenan	FT
CURRYER, ADAM	1	M	SUPERVISOR - FIXED ROUTE	100	104	02/25/08	Fixed Route Transportation	FT
SCHMOE, DAVID	1	M	SUPERVISOR - FIXED ROUTE	100	104	07/29/13	Fixed Route Transportation	FT
BROWN, THOMAS	1	M	SUPERVISOR - FIXED ROUTE	100	104	08/04/14	Fixed Route Transportation	FT
FRUNK, ANN	1	F	SECURITY COORDINATOR	100	104	12/22/03	Security	FT
BROWN, ANGELA	1	F	SUPERVISOR - PARA	100	104	10/31/05	Paratransit Transportation	FT

Total Employees 31

24 White Males 4 White Females 2 Black Males 1 Asian Male

JOB GROUP ANALYSIS

JOB GROUP 201 - PROFESSIONALS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
HOWELL, GORDON	1	M	PRIN TRANSIT PLANNER	200	201	07/03/00	Planning	FT
BROWN, LINDA	1	F	FINANCE ANALYST	200	201	05/26/10	Financial Services	FT
MANION, SHAWNA	1	F	FINANCE ANALYST	200	201	06/27/11	Finance/IS Administration	FT
OVERHAUSER, TERESA	1	F	PROJECT MANAGER	200	201	04/09/85	Information Services	FT
SKILLINGSTAD, DONALD	1	M	PLANNING	200	201	02/03/14	Planning	FT
CHARLTON, JESSICA	1	F	PLANNING	200	201	04/17/12	Planning	FT
TOHM, CHRIS	1	M	SR COMM SPECIALIST I	200	201	03/05/07	Communications	FT
KENNEY, MATTHEW	1	M	SR TRANSIT PLANNER	200	201	08/20/07	Planning	FT
WEINAND, KATHLEEN	1	F	PRIN TRANSIT PLANNER	200	201	11/06/14	Planning	FT
ELLIS, KRISHAWNNA	1	F	PROJECT MANAGER	200	201	05/05/08	Information Services	FT
BROACH, DIANA	3	F	SR HUMAN RESOURCES SPECIALIST	200	201	10/06/08	Human Resources	FT
SIZER, ELLEN	1	F	CLAIMS SPECIALIST	200	201	04/24/02	Safety & Security	FT
HYNES, MICHAEL	1	M	ASSC TRANSIT PLANNER	200	201	11/17/08	Planning	FT
KNOLL, JANEINE	1	F	HUMAN RESOURCES SPECIALIST	200	201	09/30/13	Human Resources	FT
MCMANUS, PEGGY	1	F	COMMUNICATIONS SPECIALIST	200	201	07/19/07	Communications	FT
MITCHELL, ALLISON	1	F	PROJECT MANAGER	200	201	12/09/13	Paratransit Transportation	FT
WENTZ, SANDRA	1	F	HUMAN RESOURCES SPECIALIST	200	201	03/19/12	Human Resources	FT
GARRETT, GREGORY	1	M	VANPOOL SPECIALIST	200	201	05/11/09	Vanpool	FT

JOB GROUP ANALYSIS

JOB GROUP 201 - PROFESSIONALS (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
ROCKWELL, KRISTI	1	F	ACCOUNTING COORDINATOR	200	201	08/28/06	Financial Services	FT
MORRIS, MARC	1	M	COMMUNICATIONS SPECIALIST	200	201	03/10/14	Communications	FT

Total Employees 20

7 White Males 12 White Females 1 Hispanic Female

JOB GROUP ANALYSIS

JOB GROUP 301 - PURCHASING								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
CLARK, CRAIG	1	M	BUYER	300	301	01/12/98	Purchasing	FT
WILLIAMS, STEVEN	5	M	BUYER	300	301	08/08/94	Purchasing	FT
CARO, WENDY	1	F	BUYER	300	301	03/30/98	Purchasing	FT
OPSAL, JUDY	1	F	CASHIER	300	301	07/29/02	Financial Services	FT
COSTIGAN, MARK	1	M	STOREROOM ACCTNG SPECIALIST	300	301	07/25/05	Purchasing	FT
MCMAHON, MARY	1	F	REVENUE CLERK	300	301	06/14/10	Financial Services	FT
THORSON, DENISE	1	F	ACCOUNTING SPECIALIST	300	301	02/10/14	Financial Services	FT
SULLIVAN, KORY	1	M	BUYER	300	301	01/21/13	Purchasing	FT

Total Employees 8

3 White Males 4 White Females 1 Native American/Alaskan Native Male

JOB GROUP ANALYSIS

JOB GROUP 302 - IT SUPPORT								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
GUERRERO, RENE	3	M	APPLICATIONS SPECIALIST	300	302	04/09/12	Information Services	FT
VESTAL, DAVID	1	M	NETWORK ADMIN	300	302	08/28/06	Information Services	FT
HAKES, PATRICK-LEE	1	M	NETWORK ADMIN	300	302	06/14/99	Information Services	FT
FITCHNER, ANGEA	1	F	DATABASE ADMIN	300	302	05/14/12	Information Services	FT
MATAMOROS, RALPH	3	M	PC SPECIALIST	300	302	07/18/16	Information Services	FT
DAUTERMAN, CHARMAINE	1	F	RECORDS MGMT SPECIALIST	300	302	02/17/15	Information Services	FT
FLESKES, DAMIAN	1	M	SR DATA TECHNICIAN	300	302	01/28/08	Planning	FT

Total Employees 7

3 White Males 2 White Females 2 Hispanic Males

JOB GROUP ANALYSIS

JOB GROUP 304 - OPERATIONS SPECIALISTS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
PHILLIPS, CHARLES	1	M	MAINTENANCE ANALYST	300	304	06/25/90	Maintenance Admininstration	FT
HILL, MICHAEL	1	M	OPERATIONS SPECIALIST	300	304	03/19/07	Fixed Route Transportation	FT
JOHNSON, CHAD	1	M	OPERATIONS SCHEDULING	300	304	04/01/02	Planning	FT
SHARP, ALEX	1	M	OPERATIONS SPECIALIST	300	304	03/29/93	Paratransit Transportation	FT
BARBER, THOMAS	1	M	SYSTEMS SECURITY SPECIALIST	300	304	02/01/16	Security	FT
LUIB, JANET	4	F	TIMEKEEPING SPECIALIST	300	304	07/11/16	Fixed Route Transportation	FT

Total Employees 6

5 White Males 1 Asian Female

JOB GROUP ANALYSIS

JOB GROUP 402 - TRANSIT OFFICERS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
ADAMS, BRYON	1	M	TRANSIT OFFICER II	400	402	01/03/05	Security	FT
STEIN, CHRISTOPHER	1	M	TRANSIT OFFICER II	400	402	08/11/08	Security	FT
HAMANN, ERIC	1	M	TRANSIT OFFICER II	400	402	09/17/07	Security	FT
DECANTO, MICHAEL	1	M	TRANSIT OFFICER II	400	402	09/17/07	Security	FT
AUSTIN, MICHEAL	1	M	TRANSIT OFFICER II	400	402	08/27/13	Security	FT
GREEN, JEREMY	1	M	TRANSIT OFFICER I	400	402	10/19/15	Security	FT
ROSENGRANT, TRAVIS	1	M	TRANSIT OFFICER I	400	402	10/19/15	Security	FT
WEAVER, DEMORRIS	2	M	TRANSIT OFFICER I	400	402	10/31/16	Security	FT
HANSEN, JEFFREY	1	M	TRANSIT OFFICER I	400	402	04/25/16	Security	FT
WEED, TYLER	1	M	TRANSIT OFFICER I	400	402	12/12/16	Security	FT

Total Employees 10

9 White Males 1 Black Male

JOB GROUP ANALYSIS

JOB GROUP 601 - ADMINISTRATIVE SUPPORT								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
STEPHENS, ANGELA	1	F	EXECUTIVE ASSISTANCE DEPT 500	600	601	07/18/05	Planning Administration	FT
ROBAR, MERILEE	1	F	EXECUTIVE ASSISTANCE DEPT 600	600	601	06/17/11	Finance/IS Administration	FT
VANDORT, JEANETTE	1	F	EXECUTIVE ASSISTANCE DEPT 500	600	601	04/25/94	Operations Administration	FT
LOYAL, ERIKA	1	F	ASSISTANT HUMAN RESOURCE	600	601	05/08/06	Human Resources	FT
GIBBONS, KARLA	1	F	ELIGIBILITY SPECIALIST	600	601	01/08/85	Paratransit Transportation	FT
INFALT, DANA	1	F	EXECUTIVE ASSISTANCE DEPT 300	600	601	07/26/10	Operations Administration	FT
BOWERS, STACIA	1	F	EXECUTIVE ASSISTANCE DEPT 200	600	601	10/05/15	Communications/Customer Serv A	FT
STANSBURY, BETTY	1	F	MAINTENANCE ADMIN ASSISTANT	600	601	09/24/90	Maintenance Admininstration	FT
LONG, JODY	1	F	DATA CLERK	600	601	05/01/06	Paratransit Transportation	FT
FREEMAN, KIM	1	F	OFFICE ASSISTANT	600	601	07/31/79	Executive Administration	FT
JAMES, AMANDA	1	F	TRANSPORTATION ADMIN	600	601	07/13/15	Fixed Route Transportation	FT
RYON, KARIN	1	F	EXECUTIVE OFFICE ADMIN ASSIST	600	601	10/24/16	Executive Administration	FT

Total Employees 12

12 White Females

JOB GROUP ANALYSIS

JOB GROUP 602 - CUSTOMER SERVICE REPRESENTATIVES								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
KAMPSTER, MATTHEW	1	M	PARATRANSIT CUST SUPP SPCL	600	602	01/16/12	Paratransit Transportation	FT
JEPPERSON, BYRAN	1	M	RESERVATIONIST	600	602	03/04/02	Paratransit Transportation	FT
KELSO, FREDERICK	1	M	RESERVATIONIST	600	602	08/17/98	Paratransit Transportation	FT
NICHOLS, KIM	1	F	RESERVATIONIST	600	602	01/24/11	Paratransit Transportation	FT
SPANGLE, TAMI	1	F	RESERVATIONIST	600	602	06/07/99	Paratransit Transportation	FT
HERMAN, TOBY	1	M	RESERVATIONIST	600	602	08/21/95	Paratransit Transportation	FT
ESTES, AUTUMN	1	F	CUSTOMER SERVICE - FT	600	602	06/26/06	Customer Service	FT
FOSTER, CYNTHIA	1	F	CUSTOMER SERVICE - FT	600	602	06/16/97	Customer Service	FT
QUICK, GAIL	1	F	CUSTOMER SERVICE - FT	600	602	02/12/01	Customer Service	FT
CLARK, GEORGIA	1	F	CUSTOMER SERVICE - FT	600	602	06/08/98	Customer Service	FT
MCGEE, JACQUELINE	1	F	CUSTOMER SERVICE - FT	600	602	05/11/10	Customer Service	FT
THIBODEAUX, JACQUES	2	M	CUSTOMER SERVICE - FT	600	602	04/28/11	Customer Service	FT
TOURTELLOTTE, JOANN	1	F	CUSTOMER SERVICE - FT	600	602	04/15/96	Customer Service	FT
OLSON, LONNIE	1	M	CUSTOMER SERVICE - FT	600	602	07/02/90	Customer Service	FT
COLON, MICHAEL	1	M	CUSTOMER SERVICE - FT	600	602	07/16/12	Customer Service	FT
GAINER, PATRICIA	1	F	CUSTOMER SERVICE - FT	600	602	08/06/12	Customer Service	FT
OLFSON, SANDRA	1	F	CUSTOMER SERVICE - FT	600	602	07/10/06	Customer Service	FT
PARKER, GREGORY	1	M	RESERVATIONIST	600	602	05/06/14	Paratransit Transportation	FT
NEWELL, MERISSA	1	F	RESERVATIONIST	600	602	10/19/15	Paratransit Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 602 - CUSTOMER SERVICE REPRESENTATIVES (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
BROWN, JANUARI	1	F	RESERVATIONIST	600	602	11/13/16	Paratransit Transportation	FT
TROTCHIE, MICHELLE	1	F	RESERVATIONIST	600	602	10/19/15	Paratransit Transportation	FT

Total Employees 21

7 White Males 13 White Females 1 Black Male

JOB GROUP ANALYSIS

JOB GROUP 701 - TRAINERS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
BARNES, KATHERINE	1	F	TRAINER	700	701	03/04/96	Training	FT
HOFFMAN, PAUL	1	M	TRAINER	700	701	03/11/91	Training	FT
DIONNE, STEVEN	1	M	TRAINER	700	701	03/31/03	Training	FT
LEMKE, JERRY	4	M	TRAINER - MAINTENANCE	700	701	08/26/85	Fixed Route Vehicle Maintenanc	FT
RUTHERFORD, JONATHAN	1	M	TRAINER	700	701	03/30/09	Training	FT
DEMERS, JEFFREY	1	M	TRAINER	700	701	06/04/07	Training	FT

Total Employees 6

4 White Males 1 White Female 1 Asian Male

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
WEBER, AMY	1	F	NEXT DAY SCHEDULER	800	801	06/07/99	Paratransit Transportation	FT
HANSEN, LINDA	1	F	NEXT DAY SCHEDULER	800	801	04/15/96	Paratransit Transportation	FT
TROETSCH, GAYLE	1	F	PARATRANSIT DISPATCH	800	801	07/01/02	Paratransit Transportation	FT
HANKE, AARON	1	M	FIXED ROUTE OPERATOR	800	801	06/09/08	Fixed Route Transportation	FT
RICK, AARON	1	M	FIXED ROUTE OPERATOR	800	801	03/29/10	Fixed Route Transportation	FT
DURKIN, AGNES	1	F	FIXED ROUTE OPERATOR	800	801	04/06/92	Fixed Route Transportation	FT
SWAIN, ALLEN	1	M	FIXED ROUTE OPERATOR	800	801	06/09/08	Fixed Route Transportation	FT
MILLS, BRENDA	1	F	FIXED ROUTE OPERATOR	800	801	03/29/10	Fixed Route Transportation	FT
RYDER, BRENDA	1	F	FIXED ROUTE OPERATOR	800	801	08/04/08	Fixed Route Transportation	FT
MARTIN, BRUCE	1	M	FIXED ROUTE OPERATOR	800	801	08/29/05	Fixed Route Transportation	FT
PEARSON, CAROL	1	F	FIXED ROUTE OPERATOR	800	801	09/26/88	Fixed Route Transportation	FT
WETZEL, CHADWIC	1	M	FIXED ROUTE OPERATOR	800	801	03/29/10	Fixed Route Transportation	FT
WRIGHT, CHARLENE	1	F	FIXED ROUTE OPERATOR	800	801	08/29/05	Fixed Route Transportation	FT
BRISCOE, CHERI	1	F	FIXED ROUTE OPERATOR	800	801	04/03/06	Fixed Route Transportation	FT
FERGUSON, CHRIS	1	M	FIXED ROUTE OPERATOR	800	801	07/25/05	Fixed Route Transportation	FT
MCCULLOCH, CHRIS	1	M	FIXED ROUTE OPERATOR	800	801	10/23/95	Fixed Route Transportation	FT
NORTON, CHRIS	1	F	FIXED ROUTE OPERATOR	800	801	08/02/04	Fixed Route Transportation	FT
BAUGHN, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	04/09/12	Fixed Route Transportation	FT
BULLOCK, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	06/15/98	Fixed Route Transportation	FT
WELP, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	03/22/99	Fixed Route Transportation	FT
YESLAND, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	04/11/05	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
DAVIS, CLAUDIA	1	F	FIXED ROUTE OPERATOR	800	801	05/22/78	Fixed Route Transportation	FT
FRANKS, DAN	1	M	FIXED ROUTE OPERATOR	800	801	08/29/05	Fixed Route Transportation	FT
HARDER, DARREN	1	M	FIXED ROUTE OPERATOR	800	801	01/28/08	Fixed Route Transportation	FT
EASTER, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	04/02/07	Fixed Route Transportation	FT
GOODWIN, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	12/07/98	Fixed Route Transportation	FT
PFIFFNER, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	07/14/94	Fixed Route Transportation	FT
PLATTS, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	10/10/94	Fixed Route Transportation	FT
SCHMULAND, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	04/01/02	Fixed Route Transportation	FT
SCHULTHEIS, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	05/11/87	Fixed Route Transportation	FT
WALKER, DAVID	2	M	FIXED ROUTE OPERATOR	800	801	04/01/02	Fixed Route Transportation	FT
YEAGER, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	05/29/90	Fixed Route Transportation	FT
SCOTT, DEAN	2	M	FIXED ROUTE OPERATOR	800	801	03/29/93	Fixed Route Transportation	FT
MINCHEY, DINA	1	F	FIXED ROUTE OPERATOR	800	801	08/29/05	Fixed Route Transportation	FT
PIERCE, DONALD	1	M	FIXED ROUTE OPERATOR	800	801	10/23/95	Fixed Route Transportation	FT
BROWN, DOUGLAS	1	M	FIXED ROUTE OPERATOR	800	801	06/05/89	Fixed Route Transportation	FT
IRVINE, EDWARD	1	M	FIXED ROUTE OPERATOR	800	801	03/31/03	Fixed Route Transportation	FT
MRKALJEVIC, ENES	1	M	FIXED ROUTE OPERATOR	800	801	04/02/07	Fixed Route Transportation	FT
O'LEARY, ERIC	1	M	FIXED ROUTE OPERATOR	800	801	06/09/08	Fixed Route Transportation	FT
GREEN, ERNEST	1	M	FIXED ROUTE OPERATOR	800	801	04/10/95	Fixed Route Transportation	FT
LOPEZ, FELIX	3	M	FIXED ROUTE OPERATOR	800	801	03/22/99	Fixed Route Transportation	FT
FERNOS, GABRIEL	3	M	FIXED ROUTE OPERATOR	800	801	04/06/92	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
LAPLANTE, GARRY	1	M	FIXED ROUTE OPERATOR	800	801	08/02/04	Fixed Route Transportation	FT
HANSON, GARY	1	M	FIXED ROUTE OPERATOR	800	801	08/03/09	Fixed Route Transportation	FT
MCNEECE, GARY	1	M	FIXED ROUTE OPERATOR	800	801	08/04/03	Fixed Route Transportation	FT
TRUPPE, GENE	1	M	FIXED ROUTE OPERATOR	800	801	12/10/81	Fixed Route Transportation	FT
MARTIN, GERALD	1	M	FIXED ROUTE OPERATOR	800	801	07/29/02	Fixed Route Transportation	FT
JACOBSEN, GINGER	1	F	FIXED ROUTE OPERATOR	800	801	03/18/90	Fixed Route Transportation	FT
POPPE, GLEN	1	M	FIXED ROUTE OPERATOR	800	801	06/12/89	Fixed Route Transportation	FT
MOORE, GLENN	1	M	FIXED ROUTE OPERATOR	800	801	07/28/97	Fixed Route Transportation	FT
SCHULTHEIS, GLENN	1	M	FIXED ROUTE OPERATOR	800	801	07/14/94	Fixed Route Transportation	FT
JOHNSON, GREG	1	M	FIXED ROUTE OPERATOR	800	801	07/30/12	Fixed Route Transportation	FT
SAMPSON, GREG	1	M	FIXED ROUTE OPERATOR	800	801	03/10/08	Fixed Route Transportation	FT
FURULIE, GREGORY	1	M	FIXED ROUTE OPERATOR	800	801	12/04/06	Fixed Route Transportation	FT
MATTHEWS, GREGORY	1	M	FIXED ROUTE OPERATOR	800	801	06/09/08	Fixed Route Transportation	FT
TSCHABOLD, HEIDI	1	F	FIXED ROUTE OPERATOR	800	801	07/27/92	Fixed Route Transportation	FT
MCKINSEY, IRA	2	M	FIXED ROUTE OPERATOR	800	801	08/04/03	Fixed Route Transportation	FT
CLOWE, JACK	2	M	FIXED ROUTE OPERATOR	800	801	08/13/01	Fixed Route Transportation	FT
BLACK, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	12/05/06	Fixed Route Transportation	FT
DAVIS, JAMES	2	M	FIXED ROUTE OPERATOR	800	801	12/04/06	Fixed Route Transportation	FT
FITZGERALD, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	05/24/82	Fixed Route Transportation	FT
HAGINS, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	07/30/12	Fixed Route Transportation	FT
LEVESQUE, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	04/02/01	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
MITCHELL, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	07/30/07	Fixed Route Transportation	FT
PARKER, JAMES	1	M	FIXED ROUTE OPERATOR	800	801	04/03/06	Fixed Route Transportation	FT
RUTHERFORD, JASON	1	M	FIXED ROUTE OPERATOR	800	801	12/04/06	Fixed Route Transportation	FT
EVANS, JEANA	1	F	FIXED ROUTE OPERATOR	800	801	07/30/12	Fixed Route Transportation	FT
KERR, JEFFREY	1	M	FIXED ROUTE OPERATOR	800	801	11/01/04	Fixed Route Transportation	FT
MCCAULEY, JEFFREY	1	M	FIXED ROUTE OPERATOR	800	801	11/12/01	Fixed Route Transportation	FT
SCHLOSS, JESS	1	M	FIXED ROUTE OPERATOR	800	801	07/22/96	Fixed Route Transportation	FT
ORVIS, JIM	1	M	FIXED ROUTE OPERATOR	800	801	04/03/06	Fixed Route Transportation	FT
MEDINA, JOE	3	M	FIXED ROUTE OPERATOR	800	801	08/03/09	Fixed Route Transportation	FT
CHRISTIANSEN, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	03/30/88	Fixed Route Transportation	FT
FIEDLER, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	12/11/06	Fixed Route Transportation	FT
GUARIGE, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	11/28/05	Fixed Route Transportation	FT
HEALY, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	07/25/88	Fixed Route Transportation	FT
MUNDY, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	05/28/91	Fixed Route Transportation	FT
FORLAND, JOHNNIE	1	F	FIXED ROUTE OPERATOR	800	801	04/19/99	Fixed Route Transportation	FT
INBODY, JONATHAN	1	M	FIXED ROUTE OPERATOR	800	801	03/10/08	Fixed Route Transportation	FT
SCHAUMAN, JONATHON	6	M	FIXED ROUTE OPERATOR	800	801	12/01/08	Fixed Route Transportation	FT
ELISON, JOSEPH	1	M	FIXED ROUTE OPERATOR	800	801	08/13/01	Fixed Route Transportation	FT
QUINN, JOSEPH	1	M	FIXED ROUTE OPERATOR	800	801	02/05/01	Fixed Route Transportation	FT
TAYLOR, JOSEPH	1	M	FIXED ROUTE OPERATOR	800	801	04/03/06	Fixed Route Transportation	FT
PECORARO, KARIN	1	F	FIXED ROUTE OPERATOR	800	801	07/13/98	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
YOUNGREN, KARL	1	M	FIXED ROUTE OPERATOR	800	801	08/10/92	Fixed Route Transportation	FT
RICHARDSON, KEN	1	M	FIXED ROUTE OPERATOR	800	801	12/04/06	Fixed Route Transportation	FT
BUZBY, KENNETH	1	M	FIXED ROUTE OPERATOR	800	801	06/15/98	Fixed Route Transportation	FT
DAVIS, KENNETH	1	M	FIXED ROUTE OPERATOR	800	801	11/01/82	Fixed Route Transportation	FT
EATON, KEVIN	1	M	FIXED ROUTE OPERATOR	800	801	02/13/78	Fixed Route Transportation	FT
HULL, KIMBERLY	1	F	FIXED ROUTE OPERATOR	800	801	07/30/07	Fixed Route Transportation	FT
BARNES, LENEELA	5	F	FIXED ROUTE OPERATOR	800	801	03/04/96	Fixed Route Transportation	FT
HEIN-JESSOS, LETICIA	3	F	FIXED ROUTE OPERATOR	800	801	03/30/09	Fixed Route Transportation	FT
HUNT, LOREN	1	M	FIXED ROUTE OPERATOR	800	801	11/01/04	Fixed Route Transportation	FT
FITZGERALD, MARY BETH	1	F	FIXED ROUTE OPERATOR	800	801	04/06/92	Fixed Route Transportation	FT
FIGURACION, MELVIN	4	M	FIXED ROUTE OPERATOR	800	801	03/30/09	Fixed Route Transportation	FT
BIRD, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	06/04/07	Fixed Route Transportation	FT
BURNETT, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	12/04/06	Fixed Route Transportation	FT
CHRISTENSEN, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	12/05/83	Fixed Route Transportation	FT
FINK, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	08/10/87	Fixed Route Transportation	FT
HANSON, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	03/10/08	Fixed Route Transportation	FT
HOGUE, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	02/26/90	Fixed Route Transportation	FT
KERBER, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	07/30/12	Fixed Route Transportation	FT
MOHR, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	08/02/04	Fixed Route Transportation	FT
NAIRN, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	07/29/02	Fixed Route Transportation	FT
STONE, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	12/01/08	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
WRAY, MICHAEL	4	M	FIXED ROUTE OPERATOR	800	801	04/03/06	Fixed Route Transportation	FT
KILBORN, MONTI	1	M	FIXED ROUTE OPERATOR	800	801	11/01/04	Fixed Route Transportation	FT
FRANKS, NANCY	1	F	FIXED ROUTE OPERATOR	800	801	11/12/01	Fixed Route Transportation	FT
JACKETTA, NICHOLAS	1	M	FIXED ROUTE OPERATOR	800	801	04/03/06	Fixed Route Transportation	FT
ANDERSON, NORMAN	1	M	FIXED ROUTE OPERATOR	800	801	06/08/88	Fixed Route Transportation	FT
DAVIS, PATRICK	1	M	FIXED ROUTE OPERATOR	800	801	07/16/99	Fixed Route Transportation	FT
DAMON, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	06/15/98	Fixed Route Transportation	FT
SLOTVIG, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	07/30/07	Fixed Route Transportation	FT
STARR, PETER	1	M	FIXED ROUTE OPERATOR	800	801	03/29/10	Fixed Route Transportation	FT
LIZARDO, PRUDENT	4	M	FIXED ROUTE OPERATOR	800	801	12/03/07	Fixed Route Transportation	FT
GRINEAU, RAYMOND	1	M	FIXED ROUTE OPERATOR	800	801	08/29/05	Fixed Route Transportation	FT
FAISON, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	04/01/02	Fixed Route Transportation	FT
GLASOW, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	07/13/98	Fixed Route Transportation	FT
LETSON, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	04/09/12	Fixed Route Transportation	FT
PETERS, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	08/13/01	Fixed Route Transportation	FT
STAPLES, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	03/30/09	Fixed Route Transportation	FT
VANGELDER, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	06/04/07	Fixed Route Transportation	FT
KELLEY, ROLAND	2	M	FIXED ROUTE OPERATOR	800	801	12/04/06	Fixed Route Transportation	FT
LEIBRECHT, RONALD	1	M	FIXED ROUTE OPERATOR	800	801	08/04/08	Fixed Route Transportation	FT
SIMMONS, RONALD	1	M	FIXED ROUTE OPERATOR	800	801	04/19/82	Fixed Route Transportation	FT
CASSAN, SAM	1	M	FIXED ROUTE OPERATOR	800	801	11/28/05	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
GENZONE, SANDRA	1	F	FIXED ROUTE OPERATOR	800	801	11/17/97	Fixed Route Transportation	FT
LEINEN, SCOTT	1	M	FIXED ROUTE OPERATOR	800	801	11/17/97	Fixed Route Transportation	FT
PIECEWICZ, SCOTT	1	M	FIXED ROUTE OPERATOR	800	801	04/01/02	Fixed Route Transportation	FT
SPENCER, SCOTT	1	M	FIXED ROUTE OPERATOR	800	801	08/04/08	Fixed Route Transportation	FT
BOECK, SEAN	1	M	FIXED ROUTE OPERATOR	800	801	07/30/12	Fixed Route Transportation	FT
CALABRETTA, SEAN	1	M	FIXED ROUTE OPERATOR	800	801	04/11/05	Fixed Route Transportation	FT
RICE, SHERRI	1	F	FIXED ROUTE OPERATOR	800	801	07/22/91	Fixed Route Transportation	FT
POTTER, SHERRIE	1	F	FIXED ROUTE OPERATOR	800	801	07/30/12	Fixed Route Transportation	FT
GILCHRIST, SIMON	1	M	FIXED ROUTE OPERATOR	800	801	08/02/04	Fixed Route Transportation	FT
SMITH, STACEY	1	F	FIXED ROUTE OPERATOR	800	801	01/23/95	Fixed Route Transportation	FT
DAVIS, STEPHEN	1	M	FIXED ROUTE OPERATOR	800	801	07/25/05	Fixed Route Transportation	FT
MATHIAS, STEVE	1	M	FIXED ROUTE OPERATOR	800	801	01/23/95	Fixed Route Transportation	FT
NELSON, STEVEN	1	M	FIXED ROUTE OPERATOR	800	801	08/14/89	Fixed Route Transportation	FT
WELP, STEVEN	1	M	FIXED ROUTE OPERATOR	800	801	07/26/99	Fixed Route Transportation	FT
MOORE, SUSAN	1	F	FIXED ROUTE OPERATOR	800	801	08/04/03	Fixed Route Transportation	FT
HANKE, TAMARA	1	F	FIXED ROUTE OPERATOR	800	801	03/29/10	Fixed Route Transportation	FT
WISE, TED	1	M	FIXED ROUTE OPERATOR	800	801	03/31/03	Fixed Route Transportation	FT
TROYER, TERESA	1	F	FIXED ROUTE OPERATOR	800	801	07/16/90	Fixed Route Transportation	FT
MCMILLAN, TERRY	1	M	FIXED ROUTE OPERATOR	800	801	08/02/93	Fixed Route Transportation	FT
BARTON, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	11/12/07	Fixed Route Transportation	FT
CROWE, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	06/04/07	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
HODL, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	11/12/01	Fixed Route Transportation	FT
MOTT, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	11/28/05	Fixed Route Transportation	FT
DOMPIER, TIMOTHY	1	M	FIXED ROUTE OPERATOR	800	801	07/25/88	Fixed Route Transportation	FT
NIX, TIMOTHY	1	M	FIXED ROUTE OPERATOR	800	801	09/25/89	Fixed Route Transportation	FT
LAWSON, TRACI	1	F	FIXED ROUTE OPERATOR	800	801	09/09/96	Fixed Route Transportation	FT
HALL, TRAVIS	1	M	FIXED ROUTE OPERATOR	800	801	08/03/09	Fixed Route Transportation	FT
SCHUMACHER, VALERIE	1	F	FIXED ROUTE OPERATOR	800	801	04/09/12	Fixed Route Transportation	FT
MOORE, WADE	1	M	FIXED ROUTE OPERATOR	800	801	07/09/01	Fixed Route Transportation	FT
HANSEN, WAYNE	1	M	FIXED ROUTE OPERATOR	800	801	06/05/89	Fixed Route Transportation	FT
RANKIN, WENDY	1	F	FIXED ROUTE OPERATOR	800	801	06/15/98	Fixed Route Transportation	FT
GILLAM, WILLIAM	1	M	FIXED ROUTE OPERATOR	800	801	12/03/07	Fixed Route Transportation	FT
JENSEN, WILLIAM	1	M	FIXED ROUTE OPERATOR	800	801	12/01/08	Fixed Route Transportation	FT
SWANSTROM, WILLIAM	1	M	FIXED ROUTE OPERATOR	800	801	03/31/03	Fixed Route Transportation	FT
GRIMM, ZACHARY	1	M	FIXED ROUTE OPERATOR	800	801	07/25/05	Fixed Route Transportation	FT
MCLEISH, BRENT	1	M	FIXED ROUTE OPERATOR- PT	800	801	07/29/02	Fixed Route Transportation	PT
WILLIAMS, CASSONDRA	2	F	FIXED ROUTE OPERATOR- PT	800	801	07/30/12	Fixed Route Transportation	PT
CAMERON, DAVID	1	M	FIXED ROUTE OPERATOR- PT	800	801	04/09/12	Fixed Route Transportation	PT
HARRIS, DAVID	1	M	FIXED ROUTE OPERATOR- PT	800	801	04/11/05	Fixed Route Transportation	PT
GERSTENKORN, DENNIS	1	M	FIXED ROUTE OPERATOR- PT	800	801	12/03/07	Fixed Route Transportation	PT
HANSEN, JENNIFER	1	F	FIXED ROUTE OPERATOR- PT	800	801	11/01/04	Fixed Route Transportation	PT
LYTLE, JOAN	1	F	FIXED ROUTE OPERATOR- PT	800	801	08/04/03	Fixed Route Transportation	PT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
KUHLMANN, KEVIN	1	M	FIXED ROUTE OPERATOR- PT	800	801	03/29/10	Fixed Route Transportation	PT
LOWER, LEANNE	1	F	FIXED ROUTE OPERATOR- PT	800	801	11/01/04	Fixed Route Transportation	PT
KAZMARK, LORRY	1	F	FIXED ROUTE OPERATOR- PT	800	801	12/01/08	Fixed Route Transportation	PT
LAGE, PHILIPPE	1	M	FIXED ROUTE OPERATOR- PT	800	801	06/04/07	Fixed Route Transportation	PT
BOWERS, RHONDA	1	F	FIXED ROUTE OPERATOR- PT	800	801	08/02/93	Fixed Route Transportation	PT
KUHLMANN, STEVE	1	M	FIXED ROUTE OPERATOR- PT	800	801	08/04/08	Fixed Route Transportation	PT
PINE, SUSAN	1	F	FIXED ROUTE OPERATOR- PT	800	801	12/03/07	Fixed Route Transportation	PT
MCELROY, TOM	1	M	FIXED ROUTE OPERATOR- PT	800	801	12/03/07	Fixed Route Transportation	PT
RIBIC, TREVOR	1	M	FIXED ROUTE OPERATOR- PT	800	801	05/03/06	Fixed Route Transportation	PT
MIZE, CATHERINE	1	F	FIXED ROUTE OPERATOR	800	801	07/29/13	Fixed Route Transportation	FT
WRENCHHEY, EDWIN	1	M	FIXED ROUTE OPERATOR	800	801	07/29/13	Fixed Route Transportation	FT
TIERNEY, GREGORY	1	M	FIXED ROUTE OPERATOR	800	801	07/29/13	Fixed Route Transportation	FT
OMINE, KIPLING	4	M	FIXED ROUTE OPERATOR	800	801	07/29/13	Fixed Route Transportation	FT
HARBISON, RYAN	1	M	FIXED ROUTE OPERATOR	800	801	07/30/12	Fixed Route Transportation	FT
LAUGHARY, CASSIDY	1	M	FIXED ROUTE OPERATOR	800	801	09/29/14	Fixed Route Transportation	FT
HARDING, CHARLES	1	M	FIXED ROUTE OPERATOR	800	801	09/29/14	Fixed Route Transportation	FT
TURNER, CHARLES	1	M	FIXED ROUTE OPERATOR	800	801	09/29/14	Fixed Route Transportation	FT
HOECK, CHRISTOPHER	1	M	FIXED ROUTE OPERATOR	800	801	09/29/14	Fixed Route Transportation	FT
TODD, DAVID	1	M	FIXED ROUTE OPERATOR	800	801	08/04/14	Fixed Route Transportation	FT
AMLAND, EARL	1	M	FIXED ROUTE OPERATOR	800	801	03/17/14	Fixed Route Transportation	FT
RYON, ERIC	1	M	FIXED ROUTE OPERATOR	800	801	03/17/14	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
VERCRUYSSSE, ERIC	1	M	FIXED ROUTE OPERATOR	800	801	04/02/12	Fixed Route Transportation	FT
RHODES, GAYYELL	1	F	FIXED ROUTE OPERATOR	800	801	03/17/14	Fixed Route Transportation	FT
HERNANDEZ, GUSTAVO	3	M	FIXED ROUTE OPERATOR	800	801	12/02/13	Fixed Route Transportation	FT
HAIGHT, JASON	1	M	FIXED ROUTE OPERATOR	800	801	12/02/13	Fixed Route Transportation	FT
EDWARDS, JAY	1	M	FIXED ROUTE OPERATOR	800	801	08/04/14	Fixed Route Transportation	FT
MCGRATH, JEREMY	1	M	FIXED ROUTE OPERATOR	800	801	09/29/14	Fixed Route Transportation	FT
BENZO, JOSEPH	1	M	FIXED ROUTE OPERATOR	800	801	12/02/13	Fixed Route Transportation	FT
OROZCO, JUAN	3	M	FIXED ROUTE OPERATOR	800	801	12/02/13	Fixed Route Transportation	FT
BUNCH, JULIE	1	F	FIXED ROUTE OPERATOR	800	801	05/21/12	Fixed Route Transportation	FT
NEWELL, JUSTIN	1	M	FIXED ROUTE OPERATOR	800	801	03/17/14	Fixed Route Transportation	FT
JONES, KIMBERLEY	1	M	FIXED ROUTE OPERATOR	800	801	03/17/14	Fixed Route Transportation	FT
NELSEN, MARK	5	M	FIXED ROUTE OPERATOR	800	801	03/17/14	Fixed Route Transportation	FT
RASLEY, MILES	1	M	FIXED ROUTE OPERATOR	800	801	03/17/14	Fixed Route Transportation	FT
DAVIS, OLIVER	1	M	FIXED ROUTE OPERATOR	800	801	05/21/12	Fixed Route Transportation	FT
LEITHOLT, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	12/02/13	Fixed Route Transportation	FT
WISE, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	03/17/14	Fixed Route Transportation	FT
GASPER, ROBERT	1	M	FIXED ROUTE OPERATOR	800	801	12/02/13	Fixed Route Transportation	FT
STEEN, ROBERT	2	M	FIXED ROUTE OPERATOR	800	801	08/04/14	Fixed Route Transportation	FT
MESERVE, RONALD	1	M	FIXED ROUTE OPERATOR	800	801	09/29/14	Fixed Route Transportation	FT
COLLEY, TAMARA	1	F	FIXED ROUTE OPERATOR	800	801	08/04/14	Fixed Route Transportation	FT
PROBST, THEODORE	1	M	FIXED ROUTE OPERATOR	800	801	08/04/14	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
PALMER, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	08/04/14	Fixed Route Transportation	FT
COLLINS, TODD	1	M	FIXED ROUTE OPERATOR	800	801	08/04/14	Fixed Route Transportation	FT
SMITH, DAVID	1	M	PARATRANSIT DISPATCH	800	801	11/04/13	Paratransit Transportation	FT
MEADOR, ALDON	1	M	VAN OPERATOR	800	801	07/06/93	Paratransit Transportation	FT
BARR, ANTHONY	1	M	VAN OPERATOR	800	801	01/24/11	Paratransit Transportation	FT
SIMMONS, BERT	1	M	VAN OPERATOR	800	801	09/09/91	Paratransit Transportation	FT
GERKEN, BRIAN	1	M	VAN OPERATOR	800	801	06/26/06	Paratransit Transportation	FT
HANSEN, CARL	1	M	VAN OPERATOR	800	801	07/06/93	Paratransit Transportation	FT
KOPP, CHARLES	1	M	VAN OPERATOR	800	801	09/09/91	Paratransit Transportation	FT
BLOOM, CHRISTY	1	F	VAN OPERATOR	800	801	10/30/06	Paratransit Transportation	FT
DESEVE, DAVID	1	M	VAN OPERATOR	800	801	09/27/93	Paratransit Transportation	FT
SULGROVE, DAVID	1	M	VAN OPERATOR	800	801	10/31/05	Paratransit Transportation	FT
GRAFF, DONNA	1	F	VAN OPERATOR	800	801	02/26/90	Paratransit Transportation	FT
YOUNG, GUY	1	M	VAN OPERATOR	800	801	01/28/08	Paratransit Transportation	FT
LEHRMAN, JAMES	1	M	VAN OPERATOR	800	801	09/24/12	Paratransit Transportation	FT
DEJANOVICH, JANICE	1	F	VAN OPERATOR	800	801	08/27/89	Paratransit Transportation	FT
KLISE, JANIS	1	F	VAN OPERATOR	800	801	10/31/05	Paratransit Transportation	FT
GILDEHAUS, JERRED	1	M	VAN OPERATOR	800	801	11/02/09	Paratransit Transportation	FT
JOHNSON, JERRY	1	M	VAN OPERATOR	800	801	02/26/07	Paratransit Transportation	FT
THORNTON, JILL	1	F	VAN OPERATOR	800	801	03/07/05	Paratransit Transportation	FT
HOFFMANN, JOHN	3	M	VAN OPERATOR	800	801	01/16/12	Paratransit Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
RENFORD, JOHN	1	M	VAN OPERATOR	800	801	01/24/11	Paratransit Transportation	FT
CASSELL, JUDY	1	F	VAN OPERATOR	800	801	01/28/08	Paratransit Transportation	FT
FLAMM, JULIA	1	F	VAN OPERATOR	800	801	09/10/07	Paratransit Transportation	FT
LITTLEJOHN, KAREN	1	F	VAN OPERATOR	800	801	01/24/11	Paratransit Transportation	FT
YEATS, KATHRYN	1	F	VAN OPERATOR	800	801	01/23/06	Paratransit Transportation	FT
TOMAYKO, KATHY	1	F	VAN OPERATOR	800	801	06/25/90	Paratransit Transportation	FT
GUERNSEY, KEITH	1	M	VAN OPERATOR	800	801	10/30/06	Paratransit Transportation	FT
SMITH, KEITH	1	M	VAN OPERATOR	800	801	01/16/12	Paratransit Transportation	FT
HIRST, KRISTA	1	F	VAN OPERATOR	800	801	09/24/12	Paratransit Transportation	FT
BARONE, LAWRENCE	1	M	VAN OPERATOR	800	801	09/24/12	Paratransit Transportation	FT
MCMASTER, LISA	1	F	VAN OPERATOR	800	801	08/21/95	Paratransit Transportation	FT
FREIMUTH, MARK	1	M	VAN OPERATOR	800	801	11/05/90	Paratransit Transportation	FT
KUNDER, MICHAEL	1	M	VAN OPERATOR	800	801	01/28/08	Paratransit Transportation	FT
RIDENOUR, PHILLIP	1	M	VAN OPERATOR	800	801	06/07/99	Paratransit Transportation	FT
DOGGETT, REX	1	M	VAN OPERATOR	800	801	01/13/92	Paratransit Transportation	FT
HUGHES, RICHARD	1	M	VAN OPERATOR	800	801	10/04/04	Paratransit Transportation	FT
SIMMONS, ROBBIN	5	F	VAN OPERATOR	800	801	08/28/00	Paratransit Transportation	FT
KNOWLTON, SAM	1	M	VAN OPERATOR	800	801	01/24/11	Paratransit Transportation	FT
PADEN, SUZANNE	1	F	VAN OPERATOR	800	801	01/16/12	Paratransit Transportation	FT
TAIE, TANI	1	F	VAN OPERATOR	800	801	01/05/98	Paratransit Transportation	FT
MOURIN, TERRY	1	M	VAN OPERATOR	800	801	08/21/95	Paratransit Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
RUCKHABER, THOMAS	1	M	VAN OPERATOR	800	801	11/02/09	Paratransit Transportation	FT
GREEN, WILLIAM	1	M	VAN OPERATOR	800	801	07/13/98	Paratransit Transportation	FT
YBARRA, WILLIAM	3	M	VAN OPERATOR	800	801	03/29/93	Paratransit Transportation	FT
TYLER-KAPPEN, GLENDA	1	F	VAN OPERATOR - PT	800	801	08/28/00	Paratransit Transportation	PT
WILKE, MELINDA	1	F	VAN OPERATOR - PT	800	801	10/04/04	Paratransit Transportation	PT
HOWARD, ROBERT	1	M	VAN OPERATOR - PT	800	801	11/02/09	Paratransit Transportation	PT
GREEN, DANIEL	1	M	VAN OPERATOR	800	801	11/04/13	Paratransit Transportation	FT
ZODROW, JOHN	1	M	VAN OPERATOR	800	801	10/31/05	Paratransit Transportation	PT
KNOWLES, AMY	1	F	FIXED ROUTE OPERATOR	800	801	03/30/15	Fixed Route Transportation	FT
LANGHOFER, ANDREW	1	M	FIXED ROUTE OPERATOR	800	801	08/03/15	Fixed Route Transportation	FT
POTTER, ASHLEY	5	F	FIXED ROUTE OPERATOR	800	801	12/01/14	Fixed Route Transportation	FT
ERICKSON, GREGORY	1	M	FIXED ROUTE OPERATOR	800	801	03/30/15	Fixed Route Transportation	FT
CONKLIN, JARED	1	M	FIXED ROUTE OPERATOR	800	801	08/03/15	Fixed Route Transportation	FT
MULLER, JARED	1	M	FIXED ROUTE OPERATOR	800	801	12/01/14	Fixed Route Transportation	FT
JACOBSON, JASON	1	M	FIXED ROUTE OPERATOR	800	801	08/03/15	Fixed Route Transportation	FT
BAXTER, JOHN	1	M	FIXED ROUTE OPERATOR	800	801	03/30/15	Fixed Route Transportation	FT
TROTCHIE, KYLE	5	M	FIXED ROUTE OPERATOR	800	801	12/01/14	Fixed Route Transportation	FT
WERNER, LEAH	1	F	FIXED ROUTE OPERATOR	800	801	05/04/15	Fixed Route Transportation	FT
CLARRY, MARY	1	F	FIXED ROUTE OPERATOR	800	801	05/04/15	Fixed Route Transportation	FT
MARET, MARY	1	F	FIXED ROUTE OPERATOR	800	801	03/30/15	Fixed Route Transportation	FT
TARR, MATTHEW	1	M	FIXED ROUTE OPERATOR	800	801	03/30/15	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
JONES, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	03/30/15	Fixed Route Transportation	FT
MATHIS, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	03/30/15	Fixed Route Transportation	FT
RICE, NICKOLAS	1	M	FIXED ROUTE OPERATOR	800	801	03/30/15	Fixed Route Transportation	FT
ARMSTRONG, RONALD	1	M	FIXED ROUTE OPERATOR	800	801	05/04/15	Fixed Route Transportation	FT
SMITH, ROY	1	M	FIXED ROUTE OPERATOR	800	801	05/04/15	Fixed Route Transportation	FT
STOKES, THOMAS	1	M	FIXED ROUTE OPERATOR	800	801	03/30/15	Fixed Route Transportation	FT
MUSA, TIMOTHY	1	M	FIXED ROUTE OPERATOR	800	801	08/03/15	Fixed Route Transportation	FT
HICKS, TRACI	1	F	FIXED ROUTE OPERATOR	800	801	08/03/15	Fixed Route Transportation	FT
JACOB, TROY	2	M	FIXED ROUTE OPERATOR	800	801	08/03/15	Fixed Route Transportation	FT
NELSON, WAYNE	1	M	FIXED ROUTE OPERATOR	800	801	05/04/15	Fixed Route Transportation	FT
BENDER, KRISTOPHER	1	M	FIXED ROUTE OPERATOR- PT	800	801	05/04/15	Fixed Route Transportation	PT
RAMSEY, THOMAS	1	M	FIXED ROUTE OPERATOR- PT	800	801	05/04/15	Fixed Route Transportation	PT
MCSTEEN, CLOVER	1	F	VAN OPERATOR	800	801	11/04/13	Paratransit Transportation	FT
MURDOCK, BRIAN	1	M	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	FT
HAIGHT, CARRIE	1	F	FIXED ROUTE OPERATOR	800	801	08/01/16	Fixed Route Transportation	FT
BRADLEY, CHAD	1	M	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	FT
PEREZ, CHRISTOPHER	3	M	FIXED ROUTE OPERATOR	800	801	08/01/16	Fixed Route Transportation	FT
ORDWAY, DUANE	1	M	FIXED ROUTE OPERATOR	800	801	08/01/16	Fixed Route Transportation	FT
KOPPA, JEFFERY	1	M	FIXED ROUTE OPERATOR	800	801	11/30/15	Fixed Route Transportation	FT
KEPSEL, JOHN	1	F	FIXED ROUTE OPERATOR	800	801	11/30/15	Fixed Route Transportation	FT
PHILLIPS, JONATHAN	1	M	FIXED ROUTE OPERATOR	800	801	08/01/16	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
MARTINEZ, JUSTIN	3	M	FIXED ROUTE OPERATOR	800	801	11/30/15	Fixed Route Transportation	FT
NIBLETT, KEVIN	1	M	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	FT
CROSBY, MICHAEL	1	M	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	FT
COGSWELL, NICHOLAS	1	M	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	FT
JOHNSON, RODNEY	1	M	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	FT
WATT, STEFANIE	1	F	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	FT
STIMSON, SUNSHINE	1	F	FIXED ROUTE OPERATOR	800	801	08/01/16	Fixed Route Transportation	FT
MONTANO, TERRANCE	1	M	FIXED ROUTE OPERATOR	800	801	08/01/16	Fixed Route Transportation	FT
ZIEGLER, ZACHARY	1	M	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	FT
TREVINO, ANGELA	1	F	FIXED ROUTE OPERATOR- PT	800	801	08/01/16	Fixed Route Transportation	PT
MURPHY, EDWARD	1	M	FIXED ROUTE OPERATOR- PT	800	801	08/01/16	Fixed Route Transportation	PT
ZIMMERMAN, RANDY	1	M	FIXED ROUTE OPERATOR- PT	800	801	08/01/16	Fixed Route Transportation	PT
NETZLEY, TREVOR	1	M	FIXED ROUTE OPERATOR- PT	800	801	11/30/15	Fixed Route Transportation	PT
LUECK, JERRY	1	M	PARATRANSIT DISPATCH	800	801	02/01/16	Paratransit Transportation	FT
TORRES, ANDREW	3	M	VAN OPERATOR	800	801	02/02/15	Paratransit Transportation	FT
HUFFMAN, DOUGLAS	1	M	VAN OPERATOR	800	801	02/02/15	Paratransit Transportation	FT
RITTGARN, TAMMY	1	F	VAN OPERATOR	800	801	02/02/15	Paratransit Transportation	FT
BENSON, ALBERT	1	M	FIXED ROUTE OPERATOR	800	801	11/14/16	Fixed Route Transportation	FT
YOUNG, ALICE	1	F	FIXED ROUTE OPERATOR	800	801	11/14/16	Fixed Route Transportation	FT
DERUWE, AMANDA	1	F	FIXED ROUTE OPERATOR	800	801	11/14/16	Fixed Route Transportation	FT
KUIPER, ANTHONY	1	M	FIXED ROUTE OPERATOR	800	801	11/14/16	Fixed Route Transportation	FT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
ADNEY, CHARLES	1	M	FIXED ROUTE OPERATOR	800	801	11/14/16	Fixed Route Transportation	FT
EHMER, ERIC	1	M	FIXED ROUTE OPERATOR	800	801	11/14/16	Fixed Route Transportation	FT
HANSON, ERIK	1	M	FIXED ROUTE OPERATOR	800	801	11/14/16	Fixed Route Transportation	FT
BROWN, PAUL	1	M	FIXED ROUTE OPERATOR	800	801	11/14/16	Fixed Route Transportation	FT
NESBITT, TERRY	1	M	FIXED ROUTE OPERATOR	800	801	11/14/16	Fixed Route Transportation	FT
BRISCOE, JOSHUA	1	M	VAN OPERATOR	800	801	02/01/16	Paratransit Transportation	FT
JOHNSON, KALLY	1	F	VAN OPERATOR	800	801	02/01/16	Paratransit Transportation	FT
POOL, BRANDI	1	F	VAN OPERATOR	800	801	10/03/16	Paratransit Transportation	FT
MCMICHEAL, DANIEL	1	M	VAN OPERATOR	800	801	05/27/16	Paratransit Transportation	FT
WALTERS, LEONARD	1	M	VAN OPERATOR	800	801	10/03/16	Paratransit Transportation	FT
BRANCH, TABATHA	1	F	VAN OPERATOR	800	801	10/03/16	Paratransit Transportation	FT
MICHAELS, THOMAS	1	M	VAN OPERATOR	800	801	10/03/16	Paratransit Transportation	FT
EARLY, PETER	1	M	VAN OPERATOR	800	801	10/03/16	Paratransit Transportation	FT
HARRIS, SAM	1	M	VAN OPERATOR	800	801	08/17/15	Paratransit Transportation	FT
SCOTT, STEVEN	2	M	VAN OPERATOR	800	801	05/27/16	Paratransit Transportation	FT
AGNEW, DAMON	1	M	VAN OPERATOR	800	801	02/01/16	Paratransit Transportation	FT
PANGBORN, CAROL	1	F	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	PT

JOB GROUP ANALYSIS

JOB GROUP 801 - DRIVERS (continued)								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
BOWEN, EDMUND	1	M	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	PT
JACKSON, VICKI	1	F	FIXED ROUTE OPERATOR	800	801	03/28/16	Fixed Route Transportation	PT

Total Employees 334

228 White Males 75 White Females 9 Black Males 1 Black Female 10 Hispanic Males 1 Hispanic Female 4 Asian Males 2 Native American/Alaskan Native Males 3 Native American/Alaskan Native Females 1 Native Hawaiian/Pacific Islander Male

JOB GROUP ANALYSIS

JOB GROUP 802 - LEAD MAINTENANCE								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
NIEHENKE, ROBERT	1	M	FR LEAD	800	802	03/10/83	Fixed Route Vehicle Maintenanc	FT
SCOUTON, RONALD	4	M	FR LEAD	800	802	04/09/84	Fixed Route Vehicle Maintenanc	FT
WILLIAMS, STEVE	1	M	FR LEAD	800	802	10/02/87	Fixed Route Vehicle Maintenanc	FT
PRESSCOTT, BRYAN	1	M	BUILDING MAINTENANCE	800	802	10/10/88	Facilities & Grounds Maintenan	FT
NORFOLK, JAMES	1	M	BUILDING MAINTENANCE	800	802	06/24/96	Facilities & Grounds Maintenan	FT
EHNES, JOHN	1	M	BUILDING MAINTENANCE	800	802	03/20/06	Facilities & Grounds Maintenan	FT
CATON, KENNETH	1	M	BUILDING MAINTENANCE	800	802	03/11/91	Facilities & Grounds Maintenan	FT
DICKINSON, BRIAN	1	M	JOURNEYMAN VEH TECH - FR	800	802	01/21/94	Fixed Route Vehicle Maintenanc	FT
HAGEL, DALE	1	M	JOURNEYMAN VEH TECH - FR	800	802	04/08/96	Fixed Route Vehicle Maintenanc	FT
WOELK, DARROLL	1	M	JOURNEYMAN VEH TECH - FR	800	802	04/02/84	Fixed Route Vehicle Maintenanc	FT
SCOTT, DOUGLAS	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/01/07	Fixed Route Vehicle Maintenanc	FT
MCMURTERY, GARY	1	M	JOURNEYMAN VEH TECH - FR	800	802	01/17/83	Fixed Route Vehicle Maintenanc	FT
GOSS, JACOB	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/06/08	Fixed Route Vehicle Maintenanc	FT
SMITH, JEFFREY	1	M	JOURNEYMAN VEH TECH - FR	800	802	11/08/91	Fixed Route Vehicle Maintenanc	FT
FITCH, JEREMY	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/01/01	Fixed Route Vehicle Maintenanc	FT
BONNER, JOSEPH	1	M	JOURNEYMAN VEH TECH - FR	800	802	03/09/09	Fixed Route Vehicle Maintenanc	FT
POGUE, ROBERT	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/10/94	Fixed Route Vehicle Maintenanc	FT
SETTERLUND, ROBERT	1	M	JOURNEYMAN VEH TECH - FR	800	802	10/19/98	Fixed Route Vehicle Maintenanc	FT
VARGAS, ROBERT	3	M	JOURNEYMAN VEH TECH - FR	800	802	04/07/08	Fixed Route Vehicle Maintenanc	FT
HAYES, RODNEY	1	M	JOURNEYMAN VEH TECH - FR	800	802	01/13/92	Fixed Route Vehicle Maintenanc	FT
WILKE, TERRY	1	M	JOURNEYMAN VEH TECH - FR	800	802	05/27/90	Fixed Route Vehicle Maintenanc	FT

JOB GROUP ANALYSIS

JOB GROUP 802 - LEAD MAINTENANCE (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
LEIGHTY, THOMAS	1	M	JOURNEYMAN VEH TECH - FR	800	802	04/07/08	Fixed Route Vehicle Maintenanc	FT
RAYMOND, WADE	1	M	JOURNEYMAN VEH TECH - FR	800	802	03/12/07	Fixed Route Vehicle Maintenanc	FT
CLARK, KEVIN	1	M	JOURNEYMAN VEH TECH - PA	800	802	08/01/05	Paratransit Vehicle Maintenanc	FT
HOWARD, MICHAEL	1	M	JOURNEYMAN VEH TECH - PA	800	802	07/12/99	Paratransit Vehicle Maintenanc	FT
CALLEN, WILLIAM	1	M	JOURNEYMAN VEH TECH - PA	800	802	03/12/07	Paratransit Vehicle Maintenanc	FT
NUSBAUM, DYLAN	1	M	JOURNEYMAN VEH TECH - FR	800	802	07/21/08	Fixed Route Vehicle Maintenanc	FT
SHELDON, JOSHUA	1	M	JOURNEYMAN VEH TECH - FR	800	802	12/09/13	Fixed Route Vehicle Maintenanc	FT

Total Employees 28

26 White Males 1 Hispanic Male 1 Asian Male

JOB GROUP ANALYSIS

JOB GROUP 803 - GENERAL MAINTENANCE								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
PACHECO, EUGENE	3	M	GENERAL REPAIR VEH TECH - FR	800	803	11/30/09	Fixed Route Vehicle Maintenanc	FT
CAMPOS, JOSE	3	M	GENERAL REPAIR VEH TECH - FR	800	803	07/12/99	Fixed Route Vehicle Maintenanc	FT
GODSEY, NICHOLAS	1	M	GENERAL REPAIR VEH TECH - FR	800	803	07/07/08	Fixed Route Vehicle Maintenanc	FT
MONTGOMERY, STEVE	2	M	GENERAL REPAIR VEH TECH - FR	800	803	09/10/90	Fixed Route Vehicle Maintenanc	FT
KENNEDY, TROY	1	M	GENERAL REPAIR VEH TECH - PA	800	803	10/10/05	Paratransit Vehicle Maintenanc	FT
ENGLISH, FRANK	1	M	ASSOC BUILDING MAINT SPEC	800	803	03/18/90	Facilities & Grounds Maintenan	FT
MILNES, KEVIN	1	M	ASSOC BUILDING MAINT SPEC	800	803	10/09/91	Facilities & Grounds Maintenan	FT
SMITH, MATTHEW	1	M	ASSOC BUILDING MAINT SPEC	800	803	06/24/96	Facilities & Grounds Maintenan	FT
BARR, THOMAS	1	M	ASSOC BUILDING MAINT SPEC	800	803	10/02/87	Facilities & Grounds Maintenan	FT
THOMPSON, ETHAN	4	M	GENERAL REPAIR VEH TECH - FR	800	803	04/26/10	Fixed Route Vehicle Maintenanc	FT
CAMARATA, CHRISTOPHER	1	M	GENERAL REPAIR VEH TECH - FR	800	803	04/26/10	Fixed Route Vehicle Maintenanc	FT
CLINGER, TIM	1	M	GENERAL REPAIR VEH TECH - FR	800	803	05/04/09	Fixed Route Vehicle Maintenanc	FT
HARGENS, CLYDE	1	M	ASSOC BUILDING MAINT SPEC	800	803	11/02/98	Facilities & Grounds Maintenan	FT
WYCOFF, NICKOLAS	1	M	GENERAL REPAIR VEH TECH - FR	800	803	03/17/14	Fixed Route Vehicle Maintenanc	FT
URLACHER, PETER	1	M	GENERAL REPAIR VEH TECH - FR	800	803	05/21/12	Fixed Route Vehicle Maintenanc	FT
HANSEN, WAYNE	1	M	GENERAL REPAIR VEH TECH - PA	800	803	11/11/13	Paratransit Vehicle Maintenanc	FT
MYERS, DAMMON	1	M	ASSOC BUILDING MAINT SPEC	800	803	11/12/01	Facilities & Grounds Maintenan	FT
CARNAGEY, LUCAS	1	M	GENERAL REPAIR VEH TECH - FR	800	803	01/05/15	Fixed Route Vehicle Maintenanc	FT
WALLGREN, STANLEY	1	M	GENERAL REPAIR VEH TECH - FR	800	803	06/08/15	Fixed Route Vehicle Maintenanc	FT

JOB GROUP ANALYSIS

JOB GROUP 803 - GENERAL MAINTENANCE (continued)

NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
HALVERSON, TYLER	1	M	GENERAL REPAIR VEH TECH - FR	800	803	06/08/15	Fixed Route Vehicle Maintenanc	FT
FRANKLIN, KEVIN	1	M	ASSOC BUILDING MAINT SPEC	800	803	08/03/15	Facilities & Grounds Maintenan	FT

Total Employees 21

17 White Males 1 Black Male 2 Hispanic Males 1 Asian Male

JOB GROUP ANALYSIS

JOB GROUP 804 - VEHICLE MAINTENANCE								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
MELLGREN, DANIEL	1	M	PM VEHICLE TECH - FR	800	804	12/01/03	Fixed Route Vehicle Maintenanc	FT
SMILEY, DENNIS	1	M	PM VEHICLE TECH - FR	800	804	04/11/05	Fixed Route Vehicle Maintenanc	FT
BUKVIC, FIKRET	1	M	PM VEHICLE TECH - FR	800	804	07/28/03	Fixed Route Vehicle Maintenanc	FT
TAGARIELLO, PHILIP	1	M	PM VEHICLE TECH - FR	800	804	07/28/03	Fixed Route Vehicle Maintenanc	FT
LYTLE, CATHERINE	1	F	PM VEHICLE TECH - PA	800	804	09/27/93	Paratransit Vehicle Maintenanc	FT
HANKE, HENRY	1	M	PM VEHICLE TECH - PA	800	804	01/06/95	Paratransit Vehicle Maintenanc	FT
KROMM, R	1	M	PM VEHICLE TECH - PA	800	804	08/14/89	Paratransit Vehicle Maintenanc	FT
ASTAPENKO, VENIAMIN	1	M	PM VEHICLE TECH - PA	800	804	01/07/08	Paratransit Vehicle Maintenanc	FT
FOELLER, CARL	1	M	PM VEHICLE TECH - FR	800	804	06/16/08	Fixed Route Vehicle Maintenanc	FT
WEBSTER, TRAVIS	1	M	PM VEHICLE TECH - FR	800	804	08/19/13	Fixed Route Vehicle Maintenanc	FT
BERRYMAN, CHAD	1	M	PM VEHICLE TECH - FR	800	804	03/23/15	Fixed Route Vehicle Maintenanc	FT
REYNOLDS, ROBERT	4	M	PM VEHICLE TECH - FR	800	804	01/05/15	Fixed Route Vehicle Maintenanc	FT
JOHNSON, ANDREW	2	M	FACILITIES LABORER	800	804	12/19/11	Facilities & Grounds Maintenan	FT
MYERS, RONALD	1	M	FACILITIES LABORER	800	804	01/05/98	Facilities & Grounds Maintenan	FT
WILKE, ETHAN	1	M	FACILITIES LABORER	800	804	01/05/15	Facilities & Grounds Maintenan	FT
ZAMBRANO, EDWARD	3	M	FACILITIES LABORER	800	804	05/09/16	Facilities & Grounds Maintenan	FT
JONES, GABRIEL	1	M	FACILITIES LABORER	800	804	11/16/16	Facilities & Grounds Maintenan	FT
MONTANA, MARK	1	M	FACILITIES LABORER	800	804	12/12/16	Facilities & Grounds Maintenan	FT

Total Employees 18

14 White Males 1 White Female 1 Black Male 1 Hispanic Male 1 Asian Male

JOB GROUP ANALYSIS

JOB GROUP 805 - SERVICE WORKERS								
NAME	RACE	GENDER	JOB TITLE	EEO-4 CATEGORY	JOB GROUP	HIRE DATE	DEPARTMENT	FT/PT
VERA, JOSE	3	M	SERVICER CLEANER- FR	800	805	08/16/10	Fixed Route Vehicle Maintenanc	FT
SATHER, D	1	M	SERVICER CLEANER- PA	800	805	04/25/11	Paratransit Vehicle Maintenanc	FT
RABB, DANNY	2	M	SERVICER CLEANER- PA	800	805	08/20/07	Paratransit Vehicle Maintenanc	FT
SKALSKI, JACEK	1	M	SERVICER CLEANER- PA	800	805	11/30/09	Paratransit Vehicle Maintenanc	FT
RUSSELL, KEITH	1	M	SERVICER CLEANER- FR	800	805	12/16/13	Fixed Route Vehicle Maintenanc	FT
ELLSWORTH, SCOTT	1	M	SERVICER CLEANER- FR	800	805	12/09/13	Fixed Route Vehicle Maintenanc	FT
PESTANA, DEAN	1	M	SERVICER CLEANER- FR	800	805	03/17/14	Fixed Route Vehicle Maintenanc	FT
MAST, LONNIE	5	M	SERVICER CLEANER- PA	800	805	07/09/12	Paratransit Vehicle Maintenanc	FT
RODRIGUEZ, JOSE	3	M	CLEANER	800	805	08/07/95	Fixed Route Vehicle Maintenanc	FT
BEAMIS, ANDREW	1	M	CUSTODIAN	800	805	07/30/01	Facilities & Grounds Maintenan	FT
DENTON, DAVID	1	M	CUSTODIAN	800	805	12/18/11	Facilities & Grounds Maintenan	FT
ROBINSON, STANLEY	2	M	CUSTODIAN	800	805	12/10/01	Facilities & Grounds Maintenan	FT
WALLACE-GORDER, ADRIENNE	2	F	SERVICER CLEANER- FR	800	805	10/31/16	Fixed Route Vehicle Maintenanc	FT
RICHARDSON, DANIEL	1	M	SERVICER CLEANER- FR	800	805	06/20/16	Fixed Route Vehicle Maintenanc	FT
JANCA, JAMES	1	M	SERVICER CLEANER- FR	800	805	10/31/16	Fixed Route Vehicle Maintenanc	FT
DAKOTA, NEVA	1	F	SERVICER CLEANER- FR	800	805	08/22/16	Fixed Route Vehicle Maintenanc	FT
MURRAY, SCOTT	1	M	SERVICER CLEANER- FR	800	805	10/19/15	Fixed Route Vehicle Maintenanc	FT

Total Employees 17

10 White Males 1 White Female 2 Black Males 1 Black Female 2 Hispanic Males 1 Native American/Alaskan Native Male

Availability Analysis

AVAILABILITY ANALYSIS

Job Group: EXECUTIVES & DIRECTORS (101)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	21.40%	10.60%	1.06%	3.13%	2.72%	2.51%	0.02%	1.29%	100.00%	21.40%	10.60%	1.06%	3.13%	2.72%	2.51%	0.02%	1.29%
Internal	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Final Availability									100.00%	21.40%	10.60%	1.06%	3.13%	2.72%	2.51%	0.02%	1.29%
Job Group: MANAGERS (102)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	32.46%	8.53%	0.64%	1.89%	1.91%	1.92%	0.01%	2.03%	50.00%	16.23%	4.26%	0.32%	0.95%	0.95%	0.96%	0.00%	1.01%
Internal	20.02%	6.23%	0.94%	1.33%	3.78%	0.15%	0.03%	0.00%	50.00%	10.01%	3.11%	0.47%	0.66%	1.89%	0.07%	0.01%	0.00%
Final Availability									100.00%	26.24%	7.38%	0.79%	1.61%	2.84%	1.03%	0.02%	1.01%
Job Group: ASSISTANT MANAGERS (103)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	32.83%	8.91%	0.35%	2.09%	2.59%	1.35%	0.00%	2.50%	10.00%	3.28%	0.89%	0.04%	0.21%	0.26%	0.14%	0.00%	0.25%
Internal	12.63%	9.24%	4.97%	1.03%	2.97%	0.22%	0.04%	0.00%	90.00%	11.36%	8.31%	4.47%	0.93%	2.68%	0.20%	0.04%	0.00%
Final Availability									100.00%	14.65%	9.21%	4.50%	1.14%	2.94%	0.34%	0.04%	0.25%
Job Group: SUPERVISORS & FOREPERSONS (104)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	9.57%	14.47%	3.81%	4.05%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Internal	19.16%	8.85%	2.40%	3.35%	1.67%	1.20%	0.24%	0.00%	100.00%	19.16%	8.85%	2.40%	3.35%	1.67%	1.20%	0.24%	0.00%
Final Availability									100.00%	19.16%	8.85%	2.40%	3.35%	1.67%	1.20%	0.24%	0.00%

AVAILABILITY ANALYSIS

Job Group: PROFESSIONALS (201)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	32.91%	9.92%	1.36%	2.52%	1.50%	3.32%	0.05%	1.16%	90.00%	29.61%	8.93%	1.23%	2.27%	1.35%	2.98%	0.05%	1.04%
Internal	75.00%	6.25%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	10.00%	7.50%	0.63%	0.00%	0.00%	0.00%	0.63%	0.00%	0.00%
Final Availability									100.00%	37.11%	9.56%	1.23%	2.27%	1.35%	3.61%	0.05%	1.04%
Job Group: PURCHASING (301)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	69.70%	4.24%	0.12%	1.68%	0.46%	0.50%	0.04%	1.38%	95.00%	66.21%	4.03%	0.11%	1.60%	0.44%	0.48%	0.04%	1.31%
Internal	61.90%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	3.10%	0.24%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%
Final Availability									100.00%	69.31%	4.27%	0.35%	1.60%	0.44%	0.48%	0.04%	1.31%
Job Group: IT SUPPORT (302)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	27.20%	5.51%	0.13%	0.81%	3.26%	0.60%	0.18%	0.32%	100.00%	27.20%	5.51%	0.13%	0.81%	3.26%	0.60%	0.18%	0.32%
Internal	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Final Availability									100.00%	27.20%	5.51%	0.13%	0.81%	3.26%	0.60%	0.18%	0.32%
Job Group: OPERATIONS SPECIALISTS (304)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	33.71%	3.28%	0.19%	0.28%	0.38%	2.37%	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal	18.06%	9.18%	3.74%	2.66%	1.52%	1.05%	0.21%	0.00%	100.00%	18.06%	9.18%	3.74%	2.66%	1.52%	1.05%	0.21%	0.00%
Final Availability									100.00%	18.06%	9.18%	3.74%	2.66%	1.52%	1.05%	0.21%	0.00%

AVAILABILITY ANALYSIS

Job Group: TRANSIT OFFICERS (402)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	10.95%	3.81%	0.78%	2.24%	0.80%	0.00%	0.00%	0.00%	100.00%	10.95%	3.81%	0.78%	2.24%	0.80%	0.00%	0.00%	0.00%
Internal	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Final Availability									100.00%	10.95%	3.81%	0.78%	2.24%	0.80%	0.00%	0.00%	0.00%
Job Group: ADMINISTRATIVE SUPPORT (601)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	92.37%	9.64%	0.52%	5.62%	0.20%	2.22%	0.03%	1.33%	100.00%	92.37%	9.64%	0.52%	5.62%	0.20%	2.22%	0.03%	1.33%
Internal	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Final Availability									100.00%	92.37%	9.64%	0.52%	5.62%	0.20%	2.22%	0.03%	1.33%
Job Group: CUSTOMER SERVICE REPRESENTATIVES (602)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	65.96%	9.00%	2.24%	1.88%	1.04%	0.35%	0.10%	3.22%	80.00%	52.77%	7.20%	1.79%	1.50%	0.83%	0.28%	0.08%	2.58%
Internal	23.95%	9.28%	2.99%	3.29%	1.20%	1.50%	0.30%	0.00%	20.00%	4.79%	1.86%	0.60%	0.66%	0.24%	0.30%	0.06%	0.00%
Final Availability									100.00%	57.56%	9.06%	2.39%	2.16%	1.07%	0.58%	0.14%	2.58%
Job Group: TRAINERS (701)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	61.52%	7.50%	0.00%	0.00%	7.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Internal	19.16%	8.85%	2.40%	3.35%	1.67%	1.20%	0.24%	0.00%	100.00%	19.16%	8.85%	2.40%	3.35%	1.67%	1.20%	0.24%	0.00%
Final Availability									100.00%	19.16%	8.85%	2.40%	3.35%	1.67%	1.20%	0.24%	0.00%

AVAILABILITY ANALYSIS

Job Group: DRIVERS (801)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	38.47%	4.30%	0.66%	1.25%	0.62%	0.18%	0.07%	1.70%	95.00%	36.54%	4.09%	0.63%	1.18%	0.59%	0.17%	0.07%	1.62%
Internal	8.66%	25.98%	11.60%	8.66%	2.78%	2.94%	0.00%	0.00%	5.00%	0.43%	1.30%	0.58%	0.43%	0.14%	0.15%	0.00%	0.00%
Final Availability									100.00%	36.98%	5.39%	1.21%	1.62%	0.73%	0.31%	0.07%	1.62%

Job Group: LEAD MAINTENANCE (802)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	2.27%	3.97%	0.60%	2.25%	0.35%	0.22%	0.00%	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Internal	2.06%	19.25%	5.36%	9.13%	4.39%	0.37%	0.01%	0.00%	100.00%	2.06%	19.25%	5.36%	9.13%	4.39%	0.37%	0.01%	0.00%
Final Availability									100.00%	2.06%	19.25%	5.36%	9.13%	4.39%	0.37%	0.01%	0.00%

Job Group: GENERAL MAINTENANCE (803)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	3.75%	4.87%	0.58%	2.25%	0.82%	0.52%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Internal	8.66%	25.98%	11.60%	8.66%	2.78%	2.94%	0.00%	0.00%	100.00%	8.66%	25.98%	11.60%	8.66%	2.78%	2.94%	0.00%	0.00%
Final Availability									100.00%	8.66%	25.98%	11.60%	8.66%	2.78%	2.94%	0.00%	0.00%

Job Group: VEHICLE MAINTENANCE (804)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	5.34%	5.44%	0.92%	2.89%	0.26%	0.55%	0.00%	0.90%	50.00%	2.67%	2.72%	0.46%	1.44%	0.13%	0.28%	0.00%	0.45%
Internal	11.76%	35.29%	17.65%	11.76%	0.00%	5.88%	0.00%	0.00%	50.00%	5.88%	17.65%	8.82%	5.88%	0.00%	2.94%	0.00%	0.00%
Final Availability									100.00%	8.55%	20.37%	9.28%	7.33%	0.13%	3.22%	0.00%	0.45%

AVAILABILITY ANALYSIS

Job Group: SERVICE WORKERS (805)																	
Factor	Raw Availability								Weight	Weighted Availability							
	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More		Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
External	15.99%	10.78%	0.59%	4.83%	0.42%	0.78%	1.85%	2.50%	100.00%	15.99%	10.78%	0.59%	4.83%	0.42%	0.78%	1.85%	2.50%
Internal	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Final Availability									100.00%	15.99%	10.78%	0.59%	4.83%	0.42%	0.78%	1.85%	2.50%

Sources:

External: 2010 Census Data

Internal: Company Feeder Groups

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Utilization Analysis Summary

UTILIZATION ANALYSIS SUMMARY

Job Group Name (Code)		Total Employees	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
EXECUTIVES & DIRECTORS (101)	Workforce Numbers	7	4	0	0	0	0	0	0	0
	Workforce Percentages	-	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	21.40	10.60	1.06	3.13	2.72	2.51	0.02	1.29
MANAGERS (102)	Workforce Numbers	14	7	0	0	0	0	0	0	0
	Workforce Percentages	-	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	26.24	7.38	0.79	1.61	2.84	1.03	0.02	1.01
ASSISTANT MANAGERS (103)	Workforce Numbers	3	0	0	0	0	0	0	0	0
	Workforce Percentages	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	14.65	9.21	4.50	1.14	2.94	0.34	0.04	0.25
SUPERVISORS & FOREPERSONS (104)	Workforce Numbers	31	4	3	2	0	1	0	0	0
	Workforce Percentages	-	12.90	9.68	6.45	0.00	3.23	0.00	0.00	0.00
	Availability Percentages	-	19.16	8.85	2.40	3.35	1.67	1.20	0.24	0.00
PROFESSIONALS (201)	Workforce Numbers	20	13	1	0	1	0	0	0	0
	Workforce Percentages	-	65.00	5.00	0.00	5.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	37.11	9.56	1.23	2.27	1.35	3.61	0.05	1.04
PURCHASING (301)	Workforce Numbers	8	4	1	0	0	0	1	0	0
	Workforce Percentages	-	50.00	12.50	0.00	0.00	0.00	12.50	0.00	0.00
	Availability Percentages	-	69.31	4.27	0.35	1.60	0.44	0.48	0.04	1.31
IT SUPPORT (302)	Workforce Numbers	7	2	2	0	2	0	0	0	0
	Workforce Percentages	-	28.57	28.57	0.00	28.57	0.00	0.00	0.00	0.00
	Availability Percentages	-	27.20	5.51	0.13	0.81	3.26	0.60	0.18	0.32
OPERATIONS SPECIALISTS (304)	Workforce Numbers	6	1	1	0	0	1	0	0	0
	Workforce Percentages	-	16.67	16.67	0.00	0.00	16.67	0.00	0.00	0.00
	Availability Percentages	-	18.06	9.18	3.74	2.66	1.52	1.05	0.21	0.00

Note: shaded areas represent job groups with significant underutilization resulting in the establishment of a placement rate goal.

UTILIZATION ANALYSIS SUMMARY

TRANSIT OFFICERS (402)	Workforce Numbers	10	0	1	1	0	0	0	0	0
	Workforce Percentages	-	0.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	10.95	3.81	0.78	2.24	0.80	0.00	0.00	0.00
ADMINISTRATIVE SUPPORT (601)	Workforce Numbers	12	12	0	0	0	0	0	0	0
	Workforce Percentages	-	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	92.37	9.64	0.52	5.62	0.20	2.22	0.03	1.33
CUSTOMER SERVICE REPRESENTATIVES (602)	Workforce Numbers	21	13	1	1	0	0	0	0	0
	Workforce Percentages	-	61.90	4.76	4.76	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	57.56	9.06	2.39	2.16	1.07	0.58	0.14	2.58
TRAINERS (701)	Workforce Numbers	6	1	1	0	0	1	0	0	0
	Workforce Percentages	-	16.67	16.67	0.00	0.00	16.67	0.00	0.00	0.00
	Availability Percentages	-	19.16	8.85	2.40	3.35	1.67	1.20	0.24	0.00
DRIVERS (801)	Workforce Numbers	334	80	31	10	11	4	5	1	0
	Workforce Percentages	-	23.95	9.28	2.99	3.29	1.20	1.50	0.30	0.00
	Availability Percentages	-	36.98	5.39	1.21	1.62	0.73	0.31	0.07	1.62
LEAD MAINTENANCE (802)	Workforce Numbers	28	0	2	0	1	1	0	0	0
	Workforce Percentages	-	0.00	7.14	0.00	3.57	3.57	0.00	0.00	0.00
	Availability Percentages	-	2.06	19.25	5.36	9.13	4.39	0.37	0.01	0.00
GENERAL MAINTENANCE (803)	Workforce Numbers	21	0	4	1	2	1	0	0	0
	Workforce Percentages	-	0.00	19.05	4.76	9.52	4.76	0.00	0.00	0.00
	Availability Percentages	-	8.66	25.98	11.60	8.66	2.78	2.94	0.00	0.00
VEHICLE MAINTENANCE (804)	Workforce Numbers	18	1	3	1	1	1	0	0	0
	Workforce Percentages	-	5.56	16.67	5.56	5.56	5.56	0.00	0.00	0.00
	Availability Percentages	-	8.55	20.37	9.28	7.33	0.13	3.22	0.00	0.45
SERVICE WORKERS (805)	Workforce Numbers	17	2	6	3	2	0	1	0	0
	Workforce Percentages	-	11.76	35.29	17.65	11.76	0.00	5.88	0.00	0.00
	Availability Percentages	-	15.99	10.78	0.59	4.83	0.42	0.78	1.85	2.50

Note: shaded areas represent job groups with significant underutilization resulting in the establishment of a placement rate goal.

CHI-SQUARED TEST RESULTS*

Job Group Name (Code)	Female	Minority
EXECUTIVES & DIRECTORS (101)	-2.31	0.91
MANAGERS (102)	-2.02	1.06
ASSISTANT MANAGERS (103)	0.72	0.55
SUPERVISORS & FOREPERSONS (104)	0.89	-0.16
PROFESSIONALS (201)	-2.58	0.69
PURCHASING (301)	1.18	-1.15
IT SUPPORT (302)	-0.08	-2.67
OPERATIONS SPECIALISTS (304)	0.09	-0.64
TRANSIT OFFICERS (402)	1.11	-1.02
ADMINISTRATIVE SUPPORT (601)	-1.00	1.13
CUSTOMER SERVICE REPRESENTATIVES (602)	-0.40	0.69
TRAINERS (701)	0.16	-0.67
DRIVERS (801)	4.93	-3.15
LEAD MAINTENANCE (802)	0.77	1.63
GENERAL MAINTENANCE (803)	1.41	0.72
VEHICLE MAINTENANCE (804)	0.45	0.39
SERVICE WORKERS (805)	0.48	-3.26

*These results are represented in standard deviations.

GOALS

Job Group Name (Code)	Female	Minority
EXECUTIVES & DIRECTORS (101)	-	-
MANAGERS (102)	-	-
ASSISTANT MANAGERS (103)	-	-
SUPERVISORS & FOREPERSONS (104)	-	-
PROFESSIONALS (201)	-	-
PURCHASING (301)	-	-
IT SUPPORT (302)	-	-
OPERATIONS SPECIALISTS (304)	-	-
TRANSIT OFFICERS (402)	-	-
ADMINISTRATIVE SUPPORT (601)	-	-
CUSTOMER SERVICE REPRESENTATIVES (602)	-	-
TRAINERS (701)	-	-
DRIVERS (801)	36.98%	-
LEAD MAINTENANCE (802)	-	-
GENERAL MAINTENANCE (803)	-	-
VEHICLE MAINTENANCE (804)	-	-
SERVICE WORKERS (805)	-	-

Note: Affirmative Action Program numerical placement goals have been established pursuant to 41 C.F.R. § 60-2.16 and do not represent rigid and inflexible quotas, nor do they provide for preferential treatment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status.

External Recruitment Area Back-Up Data

Reasonable Recruitment Area Rationale

The Company selected geographic recruitment areas for each job group based upon the Company's recruiting practices and from where it generally obtains minorities and women with requisite skills. The specific occupational census titles were selected for each job group because of their correlation to specific job titles which make up each job group.

EXTERNAL AVAILABILITY

Job Group: EXECUTIVES & DIRECTORS (101)
Labor Area: Northwest (30%); Spokane, N. Idaho (50%); US (20%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 0010 - Chief executives and legislators										
100.00%	Population	10000	2140	1060	106	313	272	251	2	129
	Percentage	-	21.40%	10.60%	1.06%	3.13%	2.72%	2.51%	0.02%	1.29%
Final External Availability			21.40%	10.60%	1.06%	3.13%	2.72%	2.51%	0.02%	1.29%

Job Group: MANAGERS (102)
Labor Area: WA (5%); Spokane, North Idaho (90%), US (5%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 0100 - Administrative services managers										
7.14%	Population	10000	3773	1823	68	50	215	1330	1	16
	Percentage	-	37.73%	18.23%	0.68%	0.50%	2.15%	13.30%	0.01%	0.16%
Census Occupational Title: 0430 - Miscellaneous managers, including funeral service managers and postmasters and mail superintendents										
92.86%	Population	10000	3206	778	64	200	189	104	1	217
	Percentage	-	32.06%	7.78%	0.64%	2.00%	1.89%	1.04%	0.01%	2.17%
Final External Availability			32.46%	8.53%	0.64%	1.89%	1.91%	1.92%	0.01%	2.03%

EXTERNAL AVAILABILITY

Job Group: ASSISTANT MANAGERS (103)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 0430 - Miscellaneous managers, including funeral service managers and postmasters and mail superintendents										
100.00%	Population	10000	3283	891	35	209	259	135	0	250
	Percentage	-	32.83%	8.91%	0.35%	2.09%	2.59%	1.35%	0.00%	2.50%
Final External Availability			32.83%	8.91%	0.35%	2.09%	2.59%	1.35%	0.00%	2.50%

Job Group: SUPERVISORS & FOREPERSONS (104)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 3730 - First-line supervisors of protective service workers, all other										
6.45%	Population	10000	1997	0	0	0	0	0	0	0
	Percentage	-	19.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Census Occupational Title: 9000 - Supervisors of transportation and material moving workers										
93.55%	Population	10000	885	1547	407	433	0	0	0	465
	Percentage	-	8.85%	15.47%	4.07%	4.33%	0.00%	0.00%	0.00%	4.65%
Final External Availability			9.57%	14.47%	3.81%	4.05%	0.00%	0.00%	0.00%	4.35%

EXTERNAL AVAILABILITY

Job Group: PROFESSIONALS (201)

Labor Area: WA (10%); Spokane, North Idaho (80%); US (10%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
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Census Occupational Title: 0430 - Miscellaneous managers, including funeral service managers and postmasters and mail superintendents

15.00%	Population	10000	3248	895	109	240	229	101	3	211
	Percentage	-	32.48%	8.95%	1.09%	2.40%	2.29%	1.01%	0.03%	2.11%

Census Occupational Title: 0630 - Human resources workers

15.00%	Population	10000	6366	1047	337	242	117	20	20	308
	Percentage	-	63.66%	10.47%	3.37%	2.42%	1.17%	0.20%	0.20%	3.08%

Census Occupational Title: 0840 - Financial analysts

10.00%	Population	10000	1742	450	79	95	244	13	4	18
	Percentage	-	17.42%	4.50%	0.79%	0.95%	2.44%	0.13%	0.04%	0.18%

Census Occupational Title: 1840 - Urban and regional planners

30.00%	Population	10000	1801	264	68	86	62	30	0	18
	Percentage	-	18.01%	2.64%	0.68%	0.86%	0.62%	0.30%	0.00%	0.18%

Census Occupational Title: 2860 - Miscellaneous media and communication workers

15.00%	Population	10000	2955	3053	79	669	269	2005	1	30
	Percentage	-	29.55%	30.53%	0.79%	6.69%	2.69%	20.05%	0.01%	0.30%

Census Occupational Title: 5000 - First-line supervisors of office and administrative support workers

5.00%	Population	10000	6318	818	179	357	129	28	6	104
	Percentage	-	63.18%	8.18%	1.79%	3.57%	1.29%	0.28%	0.06%	1.04%

Census Occupational Title: 5840 - Insurance claims and policy processing clerks

5.00%	Population	10000	7177	1062	215	366	69	8	5	401
	Percentage	-	71.77%	10.62%	2.15%	3.66%	0.69%	0.08%	0.05%	4.01%

Census Occupational Title: 9420 - Miscellaneous transportation workers, including bridge and lock tenders and traffic technicians

5.00%	Population	10000	318	500	193	156	103	11	13	22
	Percentage	-	3.18%	5.00%	1.93%	1.56%	1.03%	0.11%	0.13%	0.22%

EXTERNAL AVAILABILITY

Final External Availability																																											
Job Group: PURCHASING (301)																																											
Labor Area: Spokane (50%); N. Idaho (50%)																																											
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; padding: 2px;">Component Weight</th><th style="padding: 2px;"></th><th style="padding: 2px;">Total</th><th style="padding: 2px;">Female</th><th style="padding: 2px;">Minority</th><th style="padding: 2px;">Black</th><th style="padding: 2px;">Hispanic</th><th style="padding: 2px;">Asian</th><th style="padding: 2px;">Am Ind.</th><th style="padding: 2px;">NHOPI</th><th style="padding: 2px;">Two or More</th></tr> </thead> <tbody> <tr> <td style="text-align: center; padding: 2px;">50.00%</td><td style="padding: 2px;">Population</td><td style="padding: 2px;">10000</td><td style="padding: 2px;">4975</td><td style="padding: 2px;">95</td><td style="padding: 2px;">0</td><td style="padding: 2px;">0</td><td style="padding: 2px;">38</td><td style="padding: 2px;">0</td><td style="padding: 2px;">0</td><td style="padding: 2px;">38</td></tr> <tr> <td style="text-align: center; padding: 2px;"></td><td style="padding: 2px;">Percentage</td><td style="padding: 2px;">-</td><td style="padding: 2px;">49.75%</td><td style="padding: 2px;">0.95%</td><td style="padding: 2px;">0.00%</td><td style="padding: 2px;">0.00%</td><td style="padding: 2px;">0.38%</td><td style="padding: 2px;">0.00%</td><td style="padding: 2px;">0.00%</td><td style="padding: 2px;">0.38%</td></tr> </tbody> </table>											Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	50.00%	Population	10000	4975	95	0	0	38	0	0	38		Percentage	-	49.75%	0.95%	0.00%	0.00%	0.38%	0.00%	0.00%	0.38%
Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More																																	
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	Percentage	-	49.75%	0.95%	0.00%	0.00%	0.38%	0.00%	0.00%	0.38%																																	
Census Occupational Title: 0530 - Purchasing agents, except wholesale, retail, and farm products																																											
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Census Occupational Title: 4720 - Cashiers																																											
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	Percentage	-	79.26%	11.97%	0.95%	5.77%	0.53%	0.84%	0.11%	3.90%																																	
Census Occupational Title: 5120 - Bookkeeping, accounting, and auditing clerks																																											
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Final External Availability		69.70%	4.24%	0.12%	1.68%	0.46%	0.50%	0.04%	1.38%																																		

EXTERNAL AVAILABILITY

Job Group: IT SUPPORT (302)

Labor Area: Washington (5%); Spokane, N. Idaho (95%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 1020 - Software developers, applications and systems software										
14.27%	Population	10000	1233	513	5	25	426	1	0	39
Census Occupational Title: 1050 - Computer support specialists										
14.29%	Population	10000	3133	417	10	25	126	53	1	129
Census Occupational Title: 1060 - Database administrators										
14.29%	Population	10000	2081	102	12	13	70	3	0	4
Census Occupational Title: 1105 - Network and computer systems administrators										
28.57%	Population	10000	1977	1099	16	191	796	3	61	17
Census Occupational Title: 1220 - Operations research analysts										
14.29%	Population	10000	2919	419	14	12	42	352	0	0
Census Occupational Title: 5420 - Information and record clerks, all other										
14.29%	Population	10000	5720	210	20	113	28	8	0	21
Final External Availability										
Final External Availability			27.20%	5.51%	0.13%	0.81%	3.26%	0.60%	0.18%	0.32%

EXTERNAL AVAILABILITY

Job Group: OPERATIONS SPECIALISTS (304)

Labor Area: Washington (5%); Spokane, N. Idaho (95%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 1220 - Operations research analysts										
66.66%	Population	10000	2919	419	14	12	42	352	0	0
	Percentage	-	29.19%	4.19%	0.14%	0.12%	0.42%	3.52%	0.00%	0.00%
Census Occupational Title: 3945 - Transportation security screeners										
16.67%	Population	10000	194	201	35	97	35	6	14	0
	Percentage	-	1.94%	2.01%	0.35%	0.97%	0.35%	0.06%	0.14%	0.00%
Census Occupational Title: 5140 - Payroll and timekeeping clerks										
16.67%	Population	10000	8358	91	22	23	25	9	0	14
	Percentage	-	83.58%	0.91%	0.22%	0.23%	0.25%	0.09%	0.00%	0.14%
Final External Availability			33.71%	3.28%	0.19%	0.28%	0.38%	2.37%	0.02%	0.02%

Job Group: TRANSIT OFFICERS (402)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 3850 - Police officers										
100.00%	Population	10000	1095	381	78	224	80	0	0	0
	Percentage	-	10.95%	3.81%	0.78%	2.24%	0.80%	0.00%	0.00%	0.00%
Final External Availability			10.95%	3.81%	0.78%	2.24%	0.80%	0.00%	0.00%	0.00%

EXTERNAL AVAILABILITY

Job Group: ADMINISTRATIVE SUPPORT (601)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 5360 - Human resources assistants, except payroll and timekeeping										
8.33%	Population	10000	7933	1800	0	1800	0	200	0	0
	Percentage	-	79.33%	18.00%	0.00%	18.00%	0.00%	2.00%	0.00%	0.00%
Census Occupational Title: 5700 - Secretaries and administrative assistants										
75.00%	Population	10000	9599	832	48	404	18	206	4	156
	Percentage	-	95.99%	8.32%	0.48%	4.04%	0.18%	2.06%	0.04%	1.56%
Census Occupational Title: 5860 - Office clerks, general										
16.67%	Population	10000	8260	1143	94	656	40	308	0	95
	Percentage	-	82.60%	11.43%	0.94%	6.56%	0.40%	3.08%	0.00%	0.95%
Final External Availability			92.37%	9.64%	0.52%	5.62%	0.20%	2.22%	0.03%	1.33%

Job Group: CUSTOMER SERVICE REPRESENTATIVES (602)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 5240 - Customer service representatives										
100.00%	Population	10000	6596	900	224	188	104	35	10	322
	Percentage	-	65.96%	9.00%	2.24%	1.88%	1.04%	0.35%	0.10%	3.22%
Final External Availability			65.96%	9.00%	2.24%	1.88%	1.04%	0.35%	0.10%	3.22%

EXTERNAL AVAILABILITY

Job Group: TRAINERS (701)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 0650 - Training and development specialists										
100.00%	Population	10000	6152	750	0	0	750	0	0	0
	Percentage	-	61.52%	7.50%	0.00%	0.00%	7.50%	0.00%	0.00%	0.00%
Final External Availability		61.52%	7.50%	0.00%	0.00%	7.50%	0.00%	0.00%	0.00%	0.00%

Job Group: DRIVERS (801)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 5520 - Dispatchers										
1.50%	Population	10000	5712	663	240	0	0	0	500	0
	Percentage	-	57.12%	6.63%	2.40%	0.00%	0.00%	0.00%	5.00%	0.00%
Census Occupational Title: 9120 - Bus drivers										
79.94%	Population	10000	4612	526	78	156	78	22	0	213
	Percentage	-	46.12%	5.26%	0.78%	1.56%	0.78%	0.22%	0.00%	2.13%
Census Occupational Title: 9150 - Motor vehicle operators, all other										
18.56%	Population	10000	400	0	0	0	0	0	0	0
	Percentage	-	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Final External Availability		38.47%	4.30%	0.66%	1.25%	0.62%	0.18%	0.07%	1.70%	

EXTERNAL AVAILABILITY

Job Group: LEAD MAINTENANCE (802)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 7000 - First-line supervisors of mechanics, installers, and repairers										
10.71%	Population	10000	0	791	328	381	0	0	0	66
	Percentage	-	0.00%	7.91%	3.28%	3.81%	0.00%	0.00%	0.00%	0.66%
Census Occupational Title: 7210 - Bus and truck mechanics and diesel engine specialists										
75.00%	Population	10000	142	224	0	189	0	0	0	29
	Percentage	-	1.42%	2.24%	0.00%	1.89%	0.00%	0.00%	0.00%	0.29%
Census Occupational Title: 7340 - Maintenance and repair workers, general										
14.29%	Population	10000	842	1013	174	297	246	156	0	123
	Percentage	-	8.42%	10.13%	1.74%	2.97%	2.46%	1.56%	0.00%	1.23%
Final External Availability			2.27%	3.97%	0.60%	2.25%	0.35%	0.22%	0.00%	0.46%

Job Group: GENERAL MAINTENANCE (803)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 7210 - Bus and truck mechanics and diesel engine specialists										
66.67%	Population	10000	142	224	0	189	0	0	0	29
	Percentage	-	1.42%	2.24%	0.00%	1.89%	0.00%	0.00%	0.00%	0.29%
Census Occupational Title: 7340 - Maintenance and repair workers, general										
33.33%	Population	10000	842	1013	174	297	246	156	0	123
	Percentage	-	8.42%	10.13%	1.74%	2.97%	2.46%	1.56%	0.00%	1.23%
Final External Availability			3.75%	4.87%	0.58%	2.25%	0.82%	0.52%	0.00%	0.60%

EXTERNAL AVAILABILITY

Job Group: VEHICLE MAINTENANCE (804)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 4250 - Grounds maintenance workers										
33.33%	Population	10000	1317	1185	275	489	79	166	0	211
	Percentage	-	13.17%	11.85%	2.75%	4.89%	0.79%	1.66%	0.00%	2.11%
Census Occupational Title: 7210 - Bus and truck mechanics and diesel engine specialists										
66.67%	Population	10000	142	224	0	189	0	0	0	29
	Percentage	-	1.42%	2.24%	0.00%	1.89%	0.00%	0.00%	0.00%	0.29%
Final External Availability			5.34%	5.44%	0.92%	2.89%	0.26%	0.55%	0.00%	0.90%

Job Group: SERVICE WORKERS (805)

Labor Area: Spokane (50%); N. Idaho (50%)

Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
Census Occupational Title: 4220 - Janitors and building cleaners										
17.65%	Population	10000	3453	1514	333	304	236	326	34	271
	Percentage	-	34.53%	15.14%	3.33%	3.04%	2.36%	3.26%	0.34%	2.71%
Census Occupational Title: 9610 - Cleaners of vehicles and equipment										
82.35%	Population	10000	1202	984	0	521	0	25	217	245
	Percentage	-	12.02%	9.84%	0.00%	5.21%	0.00%	0.25%	2.17%	2.45%
Final External Availability			15.99%	10.78%	0.59%	4.83%	0.42%	0.78%	1.85%	2.50%

Internal Feeder Group Back-Up Data

Internal "Feeder Pool" Rationale

The Company identified pools of promotable, transferable and trainable employees based upon the personnel transactions which occurred during the prior affirmative action plan year, as well as the Company's assessment of prospective promotion and transfer patterns. The Company placed weight on these pools based upon the past and anticipated frequency of promotion and transfer activity from the pools and from where it generally obtains minorities and women with requisite skills.

INTERNAL AVAILABILITY

Job Group: EXECUTIVES & DIRECTORS (101)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
Final Internal Availability				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Job Group: MANAGERS (102)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
ASSISTANT MANAGERS (103)	40.00%	Population	3	0	0	0	0	0	0	0	0	
		Percentage	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SUPERVISORS & FOREPERSONS (104)	10.00%	Population	31	4	3	2	0	1	0	0	0	
		Percentage	-	12.90%	9.68%	6.45%	0.00%	3.23%	0.00%	0.00%	0.00%	
PROFESSIONALS (201)	20.00%	Population	20	13	1	0	1	0	0	0	0	
		Percentage	-	65.00%	5.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	
OPERATIONS SPECIALISTS (304)	20.00%	Population	6	1	1	0	0	1	0	0	0	
		Percentage	-	16.67%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	
DRIVERS (801)	10.00%	Population	334	80	31	10	11	4	5	1	0	
		Percentage	-	23.95%	9.28%	2.99%	3.29%	1.20%	1.50%	0.30%	0.00%	
Final Internal Availability				20.02%	6.23%	0.94%	1.33%	3.78%	0.15%	0.03%	0.00%	

INTERNAL AVAILABILITY

Job Group: ASSISTANT MANAGERS (103)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
SUPERVISORS & FOREPERSONS (104)	70.00%	Population	31	4	3	2	0	1	0	0	0	
		Percentage	-	12.90%	9.68%	6.45%	0.00%	3.23%	0.00%	0.00%	0.00%	
DRIVERS (801)	15.00%	Population	334	80	31	10	11	4	5	1	0	
		Percentage	-	23.95%	9.28%	2.99%	3.29%	1.20%	1.50%	0.30%	0.00%	
LEAD MAINTENANCE (802)	15.00%	Population	28	0	2	0	1	1	0	0	0	
		Percentage	-	0.00%	7.14%	0.00%	3.57%	3.57%	0.00%	0.00%	0.00%	
Final Internal Availability				12.63%	9.24%	4.97%	1.03%	2.97%	0.22%	0.04%	0.00%	

Job Group: SUPERVISORS & FOREPERSONS (104)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
DRIVERS (801)	80.00%	Population	334	80	31	10	11	4	5	1	0	
		Percentage	-	23.95%	9.28%	2.99%	3.29%	1.20%	1.50%	0.30%	0.00%	
LEAD MAINTENANCE (802)	20.00%	Population	28	0	2	0	1	1	0	0	0	
		Percentage	-	0.00%	7.14%	0.00%	3.57%	3.57%	0.00%	0.00%	0.00%	
Final Internal Availability				19.16%	8.85%	2.40%	3.35%	1.67%	1.20%	0.24%	0.00%	

INTERNAL AVAILABILITY

Job Group: PROFESSIONALS (201)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
PURCHASING (301)	50.00%	Population	8	4	1	0	0	0	1	0	0	
		Percentage	-	50.00%	12.50%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	
ADMINISTRATIVE SUPPORT (601)	50.00%	Population	12	12	0	0	0	0	0	0	0	
		Percentage	-	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Final Internal Availability				75.00%	6.25%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	

Job Group: PURCHASING (301)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
CUSTOMER SERVICE REPRESENTATIVES (602)	100.00%	Population	21	13	1	1	0	0	0	0	0	
		Percentage	-	61.90%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	
Final Internal Availability				61.90%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	

Job Group: IT SUPPORT (302)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
Final Internal Availability				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

INTERNAL AVAILABILITY

Job Group: OPERATIONS SPECIALISTS (304)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
SUPERVISORS & FOREPERSONS (104)	10.00%	Population	31	4	3	2	0	1	0	0	0	
		Percentage	-	12.90%	9.68%	6.45%	0.00%	3.23%	0.00%	0.00%	0.00%	
TRANSIT OFFICERS (402)	10.00%	Population	10	0	1	1	0	0	0	0	0	
		Percentage	-	0.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DRIVERS (801)	70.00%	Population	334	80	31	10	11	4	5	1	0	
		Percentage	-	23.95%	9.28%	2.99%	3.29%	1.20%	1.50%	0.30%	0.00%	
LEAD MAINTENANCE (802)	10.00%	Population	28	0	2	0	1	1	0	0	0	
		Percentage	-	0.00%	7.14%	0.00%	3.57%	3.57%	0.00%	0.00%	0.00%	
Final Internal Availability				18.06%	9.18%	3.74%	2.66%	1.52%	1.05%	0.21%	0.00%	

Job Group: TRANSIT OFFICERS (402)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
Final Internal Availability				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Job Group: ADMINISTRATIVE SUPPORT (601)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
Final Internal Availability				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

INTERNAL AVAILABILITY

Job Group: CUSTOMER SERVICE REPRESENTATIVES (602)

Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
DRIVERS (801)	100.00%	Population	334	80	31	10	11	4	5	1	0
		Percentage	-	23.95%	9.28%	2.99%	3.29%	1.20%	1.50%	0.30%	0.00%
Final Internal Availability				23.95%	9.28%	2.99%	3.29%	1.20%	1.50%	0.30%	0.00%

Job Group: TRAINERS (701)

Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
DRIVERS (801)	80.00%	Population	334	80	31	10	11	4	5	1	0
		Percentage	-	23.95%	9.28%	2.99%	3.29%	1.20%	1.50%	0.30%	0.00%
LEAD MAINTENANCE (802)	20.00%	Population	28	0	2	0	1	1	0	0	0
		Percentage	-	0.00%	7.14%	0.00%	3.57%	3.57%	0.00%	0.00%	0.00%
Final Internal Availability				19.16%	8.85%	2.40%	3.35%	1.67%	1.20%	0.24%	0.00%

Job Group: DRIVERS (801)

Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
VEHICLE MAINTENANCE (804)	50.00%	Population	18	1	3	1	1	1	0	0	0
		Percentage	-	5.56%	16.67%	5.56%	5.56%	5.56%	0.00%	0.00%	0.00%
SERVICE WORKERS (805)	50.00%	Population	17	2	6	3	2	0	1	0	0
		Percentage	-	11.76%	35.29%	17.65%	11.76%	0.00%	5.88%	0.00%	0.00%
Final Internal Availability				8.66%	25.98%	11.60%	8.66%	2.78%	2.94%	0.00%	0.00%

INTERNAL AVAILABILITY

Job Group: LEAD MAINTENANCE (802)

Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
DRIVERS (801)	5.00%	Population	334	80	31	10	11	4	5	1	0
		Percentage	-	23.95%	9.28%	2.99%	3.29%	1.20%	1.50%	0.30%	0.00%
GENERAL MAINTENANCE (803)	85.00%	Population	21	0	4	1	2	1	0	0	0
		Percentage	-	0.00%	19.05%	4.76%	9.52%	4.76%	0.00%	0.00%	0.00%
VEHICLE MAINTENANCE (804)	5.00%	Population	18	1	3	1	1	1	0	0	0
		Percentage	-	5.56%	16.67%	5.56%	5.56%	5.56%	0.00%	0.00%	0.00%
SERVICE WORKERS (805)	5.00%	Population	17	2	6	3	2	0	1	0	0
		Percentage	-	11.76%	35.29%	17.65%	11.76%	0.00%	5.88%	0.00%	0.00%
Final Internal Availability				2.06%	19.25%	5.36%	9.13%	4.39%	0.37%	0.01%	0.00%

Job Group: GENERAL MAINTENANCE (803)

Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
VEHICLE MAINTENANCE (804)	50.00%	Population	18	1	3	1	1	1	0	0	0
		Percentage	-	5.56%	16.67%	5.56%	5.56%	5.56%	0.00%	0.00%	0.00%
SERVICE WORKERS (805)	50.00%	Population	17	2	6	3	2	0	1	0	0
		Percentage	-	11.76%	35.29%	17.65%	11.76%	0.00%	5.88%	0.00%	0.00%
Final Internal Availability				8.66%	25.98%	11.60%	8.66%	2.78%	2.94%	0.00%	0.00%

INTERNAL AVAILABILITY

Job Group: VEHICLE MAINTENANCE (804)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
SERVICE WORKERS (805)	100.00%	Population	17	2	6	3	2	0	1	0	0	
		Percentage	-	11.76%	35.29%	17.65%	11.76%	0.00%	5.88%	0.00%	0.00%	
Final Internal Availability				11.76%	35.29%	17.65%	11.76%	0.00%	5.88%	0.00%	0.00%	
Job Group: SERVICE WORKERS (805)												
Feeder Group	Component Weight		Total	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More	
Final Internal Availability				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Narrative Discussion

SPOKANE TRANSIT AUTHORITY**2017 PLAN YEAR****NARRATIVE DISCUSSION OF ACHIEVEMENT OF PRIOR YEAR'S GOALS**

The following describes the 2016 Affirmative Action Plan goals for Spokane Transit Authority and the good faith efforts we have made in those job groups where goals were established. We established two (2) goals at the beginning of the plan year running from 1/1/2016 to 12/31/2016.

801 **DRIVERS**

Total Incumbents:
305

Female Goal: 36.98%

Placement Rate: 30.43%

The Company established a placement rate goal of 36.98% for females at the beginning of the plan year. As placement opportunities became available, we [describe good faith efforts undertaken, such as: posted job openings internally, offered educational assistance programs, encouraged employee referrals, listed positions with diversity recruitment sources and state job services, placed advertisements in area newspapers containing EEO/AA language and ensured equal access to advancement opportunities from other Job Groups]. Despite these good faith efforts, we were unable to attract a sufficient number of qualified female candidates to achieve our goal.

There was no goal established for minorities in this Job Group.

805 **SERVICE WORKERS**

Total Incumbents: 20

Female Goal: 16.52%

Placement Rate: 33.33%

Through our good faith efforts, we achieved our female goal in this Job Group by attaining a placement rate (33.33%) that exceeded the goal established at the beginning of the plan year (16.52%).

There was no goal established for minorities in this Job Group.

Prior Year's Reports

Utilization Analysis Summary

UTILIZATION ANALYSIS SUMMARY

Job Group Name (Code)		Total Employees	Female	Minority	Black	Hispanic	Asian	Am Ind.	NHOPI	Two or More
EXECUTIVES & DIRECTORS (101)	Workforce Numbers	7	4	0	0	0	0	0	0	0
	Workforce Percentages	-	57.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	26.41	10.63	1.27	3.24	2.69	2.22	0.03	1.26
MANAGERS (102)	Workforce Numbers	11	7	0	0	0	0	0	0	0
	Workforce Percentages	-	63.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	26.18	4.39	0.82	1.17	0.48	0.99	0.02	1.26
ASSISTANT MANAGERS (103)	Workforce Numbers	3	0	0	0	0	0	0	0	0
	Workforce Percentages	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	14.72	9.72	5.06	0.95	0.07	3.24	0.00	0.38
SUPERVISORS & FOREPERSONS (104)	Workforce Numbers	27	4	3	2	0	0	1	0	0
	Workforce Percentages	-	14.81	11.11	7.41	0.00	0.00	3.70	0.00	0.00
	Availability Percentages	-	19.93	9.04	2.10	3.34	0.26	2.55	0.00	0.79
PROFESSIONALS (201)	Workforce Numbers	19	11	1	0	1	0	0	0	0
	Workforce Percentages	-	57.89	5.26	0.00	5.26	0.00	0.00	0.00	0.00
	Availability Percentages	-	38.57	10.83	1.23	2.46	1.48	4.64	0.05	0.98
PURCHASING (301)	Workforce Numbers	8	4	1	0	0	0	1	0	0
	Workforce Percentages	-	50.00	12.50	0.00	0.00	0.00	12.50	0.00	0.00
	Availability Percentages	-	65.82	5.86	0.40	2.24	0.60	0.62	0.24	1.63
IT SUPPORT (302)	Workforce Numbers	8	2	1	0	1	0	0	0	0
	Workforce Percentages	-	25.00	12.50	0.00	12.50	0.00	0.00	0.00	0.00
	Availability Percentages	-	26.40	4.95	0.13	0.73	2.94	0.53	0.15	0.29
OPERATIONS SPECIALISTS (304)	Workforce Numbers	5	2	0	0	0	0	0	0	0
	Workforce Percentages	-	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	18.92	9.59	3.69	2.65	0.23	2.33	0.00	0.69

Note: shaded areas represent job groups with significant underutilization resulting in the establishment of a placement rate goal.

UTILIZATION ANALYSIS SUMMARY

TRANSIT OFFICERS (402)	Workforce Numbers	9	0	1	1	0	0	0	0	0
	Workforce Percentages	-	0.00	11.11	11.11	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	10.95	3.81	0.78	2.24	0.80	0.00	0.00	0.00
ADMINISTRATIVE SUPPORT (601)	Workforce Numbers	10	10	0	0	0	0	0	0	0
	Workforce Percentages	-	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	92.99	9.60	0.48	5.69	0.18	2.16	0.03	1.34
CUSTOMER SERVICE REPRESENTATIVES (602)	Workforce Numbers	21	15	1	1	0	0	0	0	0
	Workforce Percentages	-	71.43	4.76	4.76	0.00	0.00	0.00	0.00	0.00
	Availability Percentages	-	57.75	9.10	2.32	2.16	0.90	0.74	0.08	2.77
TRAINERS (701)	Workforce Numbers	4	1	1	0	0	0	1	0	0
	Workforce Percentages	-	25.00	25.00	0.00	0.00	0.00	25.00	0.00	0.00
	Availability Percentages	-	19.93	9.04	2.10	3.34	0.26	2.55	0.00	0.79
DRIVERS (801)	Workforce Numbers	305	76	29	8	10	1	7	0	3
	Workforce Percentages	-	24.92	9.51	2.62	3.28	0.33	2.30	0.00	0.98
	Availability Percentages	-	36.98	5.08	1.01	1.32	0.80	0.42	0.08	1.63
LEAD MAINTENANCE (802)	Workforce Numbers	28	0	2	0	1	0	1	0	0
	Workforce Percentages	-	0.00	7.14	0.00	3.57	0.00	3.57	0.00	0.00
	Availability Percentages	-	1.66	15.81	5.35	9.36	0.43	0.61	0.00	0.05
GENERAL MAINTENANCE (803)	Workforce Numbers	19	0	3	1	2	0	0	0	0
	Workforce Percentages	-	0.00	15.79	5.26	10.53	0.00	0.00	0.00	0.00
	Availability Percentages	-	4.17	19.17	7.50	2.50	4.17	5.00	0.00	0.00
VEHICLE MAINTENANCE (804)	Workforce Numbers	12	1	1	0	0	1	0	0	0
	Workforce Percentages	-	8.33	8.33	0.00	0.00	8.33	0.00	0.00	0.00
	Availability Percentages	-	1.69	16.92	7.73	3.69	0.07	5.14	0.00	0.30
SERVICE WORKERS (805)	Workforce Numbers	20	0	6	3	1	0	2	0	0
	Workforce Percentages	-	0.00	30.00	15.00	5.00	0.00	10.00	0.00	0.00
	Availability Percentages	-	16.52	10.90	0.67	4.78	0.47	0.85	1.80	2.50

Note: shaded areas represent job groups with significant underutilization resulting in the establishment of a placement rate goal.

CHI-SQUARED TEST RESULTS*

Job Group Name (Code)	Female	Minority
EXECUTIVES & DIRECTORS (101)	-1.84	0.91
MANAGERS (102)	-2.83	0.71
ASSISTANT MANAGERS (103)	0.72	0.57
SUPERVISORS & FOREPERSONS (104)	0.67	-0.38
PROFESSIONALS (201)	-1.73	0.78
PURCHASING (301)	0.94	-0.80
IT SUPPORT (302)	0.09	-0.98
OPERATIONS SPECIALISTS (304)	-1.20	0.73
TRANSIT OFFICERS (402)	1.05	-1.14
ADMINISTRATIVE SUPPORT (601)	-0.87	1.03
CUSTOMER SERVICE REPRESENTATIVES (602)	-1.27	0.69
TRAINERS (701)	-0.25	-1.11
DRIVERS (801)	4.36	-3.53
LEAD MAINTENANCE (802)	0.69	1.26
GENERAL MAINTENANCE (803)	0.91	0.37
VEHICLE MAINTENANCE (804)	-1.79	0.79
SERVICE WORKERS (805)	1.99	-2.74

*These results are represented in standard deviations.

GOALS

Job Group Name (Code)	Female	Minority
EXECUTIVES & DIRECTORS (101)	-	-
MANAGERS (102)	-	-
ASSISTANT MANAGERS (103)	-	-
SUPERVISORS & FOREPERSONS (104)	-	-
PROFESSIONALS (201)	-	-
PURCHASING (301)	-	-
IT SUPPORT (302)	-	-
OPERATIONS SPECIALISTS (304)	-	-
TRANSIT OFFICERS (402)	-	-
ADMINISTRATIVE SUPPORT (601)	-	-
CUSTOMER SERVICE REPRESENTATIVES (602)	-	-
TRAINERS (701)	-	-
DRIVERS (801)	36.98%	-
LEAD MAINTENANCE (802)	-	-
GENERAL MAINTENANCE (803)	-	-
VEHICLE MAINTENANCE (804)	-	-
SERVICE WORKERS (805)	16.52%	-

Note: Affirmative Action Program numerical placement goals have been established pursuant to 41 C.F.R. § 60-2.16 and do not represent rigid and inflexible quotas, nor do they provide for preferential treatment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status.

Personnel Activity Reports

APPLICANT FLOW

1/1/2016 - 12/31/2016

Job Group	Total	Male	Female	White	Black	Hispanic	Asian	American Indian or Alaskan Native	Native Hawaiian or Other Pacific Islander	Two or More Races	Unknown Race	Unknown Gender
101	0	0	0	0	0	0	0	0	0	0	0	0
102	65	56	9	54	3	3	0	1	0	0	4	0
103	0	0	0	0	0	0	0	0	0	0	0	0
104	35	27	7	28	3	1	0	2	0	0	1	1
201	12	4	8	9	1	1	0	1	0	0	0	0
301	0	0	0	0	0	0	0	0	0	0	0	0
302	55	53	2	45	0	2	1	2	0	0	5	0
304	29	10	19	20	1	3	3	2	0	0	0	0
402	76	71	5	60	7	5	0	0	0	0	4	0
601	142	22	120	121	3	3	0	3	0	0	12	0
602	104	34	70	80	5	3	4	3	0	0	9	0
701	23	18	5	19	0	1	1	1	0	0	1	0
801	463	360	103	394	28	19	2	3	0	0	17	0
802	0	0	0	0	0	0	0	0	0	0	0	0
803	0	0	0	0	0	0	0	0	0	0	0	0
804	31	30	1	22	4	2	2	1	0	0	0	0
805	53	48	5	34	6	2	5	3	0	0	3	0

NEW HIRES

1/1/2016 - 12/31/2016

Job Group	Total	Male	Female	White	Black	Hispanic	Asian	American Indian or Alaskan Native	Native Hawaiian or Other Pacific Islander	Two or More Races
101	0	0	0	0	0	0	0	0	0	0
102	0	0	0	0	0	0	0	0	0	0
103	0	0	0	0	0	0	0	0	0	0
104	0	0	0	0	0	0	0	0	0	0
201	0	0	0	0	0	0	0	0	0	0
301	0	0	0	0	0	0	0	0	0	0
302	1	1	0	0	0	1	0	0	0	0
304	1	0	1	0	0	0	1	0	0	0
402	4	4	0	3	1	0	0	0	0	0
601	2	0	2	2	0	0	0	0	0	0
602	1	0	1	0	1	0	0	0	0	0
701	0	0	0	0	0	0	0	0	0	0
801	46	32	14	44	2	0	0	0	0	0
802	0	0	0	0	0	0	0	0	0	0
803	0	0	0	0	0	0	0	0	0	0
804	3	3	0	2	0	1	0	0	0	0
805	6	4	2	4	1	0	1	0	0	0

PROMOTIONS FROM *

1/1/2016 - 12/31/2016

Job Group	Total	Male	Female	White	Black	Hispanic	Asian	American Indian or Alaskan Native	Native Hawaiian or Other Pacific Islander	Two or More Races
101	0	0	0	0	0	0	0	0	0	0
102	0	0	0	0	0	0	0	0	0	0
103	0	0	0	0	0	0	0	0	0	0
104	2	1	1	2	0	0	0	0	0	0
201	0	0	0	0	0	0	0	0	0	0
301	0	0	0	0	0	0	0	0	0	0
302	2	1	1	2	0	0	0	0	0	0
304	1	0	1	1	0	0	0	0	0	0
402	1	1	0	1	0	0	0	0	0	0
601	2	0	2	2	0	0	0	0	0	0
602	1	0	1	1	0	0	0	0	0	0
701	0	0	0	0	0	0	0	0	0	0
801	2	2	0	2	0	0	0	0	0	0
802	0	0	0	0	0	0	0	0	0	0
803	0	0	0	0	0	0	0	0	0	0
804	0	0	0	0	0	0	0	0	0	0
805	0	0	0	0	0	0	0	0	0	0

* Promotions From represent any promotions within the Program, regardless of the job group promoted to. The Program uses this data to calculate the promotion rates contained in the Impact Ratio Analysis.

PROMOTIONS TO *

1/1/2016 - 12/31/2016

Job Group	Total	Male	Female	White	Black	Hispanic	Asian	American Indian or Alaskan Native	Native Hawaiian or Other Pacific Islander	Two or More Races
101	0	0	0	0	0	0	0	0	0	0
102	2	1	1	2	0	0	0	0	0	0
103	0	0	0	0	0	0	0	0	0	0
104	2	2	0	2	0	0	0	0	0	0
201	2	0	2	2	0	0	0	0	0	0
301	0	0	0	0	0	0	0	0	0	0
302	0	0	0	0	0	0	0	0	0	0
304	1	1	0	1	0	0	0	0	0	0
402	0	0	0	0	0	0	0	0	0	0
601	0	0	0	0	0	0	0	0	0	0
602	0	0	0	0	0	0	0	0	0	0
701	1	1	0	1	0	0	0	0	0	0
801	0	0	0	0	0	0	0	0	0	0
802	0	0	0	0	0	0	0	0	0	0
803	0	0	0	0	0	0	0	0	0	0
804	0	0	0	0	0	0	0	0	0	0
805	0	0	0	0	0	0	0	0	0	0

* Promotions To represents only those promotions within the Program that resulted in a change to job group. The Program uses this data to calculate placement rates contained in the Placement Analysis.

TERMINATIONS

1/1/2016 - 12/31/2016

Job Group	Total	Male	Female	White	Black	Hispanic	Asian	American Indian or Alaskan Native	Native Hawaiian or Other Pacific Islander	Two or More Races
101	0	0	0	0	0	0	0	0	0	0
102	1	1	0	1	0	0	0	0	0	0
103	0	0	0	0	0	0	0	0	0	0
104	4	4	0	4	0	0	0	0	0	0
201	1	0	1	1	0	0	0	0	0	0
301	0	0	0	0	0	0	0	0	0	0
302	0	0	0	0	0	0	0	0	0	0
304	1	0	1	1	0	0	0	0	0	0
402	2	1	1	2	0	0	0	0	0	0
601	3	0	3	3	0	0	0	0	0	0
602	1	1	0	1	0	0	0	0	0	0
701	0	0	0	0	0	0	0	0	0	0
801	32	19	13	29	3	0	0	0	0	0
802	1	1	0	1	0	0	0	0	0	0
803	0	0	0	0	0	0	0	0	0	0
804	2	2	0	2	0	0	0	0	0	0
805	4	4	0	2	0	1	1	0	0	0

Placement Analysis (1/1/2016 - 12/31/2016)

PLACEMENT ANALYSIS (1/1/2016 - 12/31/2016)

Job Group: EXECUTIVES & DIRECTORS (101)					
	Total Placements: 0				
	Minority	Non-Minority	Female	Male	
New Hires	0	0	0	0	0
Promotions To	0	0	0	0	0
Totals	0	0	0	0	0
Percentage	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %

Job Group: MANAGERS (102)					
	Total Placements: 2				
	Minority	Non-Minority	Female	Male	
New Hires	0	0	0	0	0
Promotions To	0	2	1	1	1
Totals	0	2	1	1	1
Percentage	0.00 %	100.00 %	50.00 %	50.00 %	50.00 %

Job Group: ASSISTANT MANAGERS (103)					
	Total Placements: 0				
	Minority	Non-Minority	Female	Male	
New Hires	0	0	0	0	0
Promotions To	0	0	0	0	0
Totals	0	0	0	0	0
Percentage	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %

Job Group: SUPERVISORS & FOREPERSONS (104)					
	Total Placements: 2				
	Minority	Non-Minority	Female	Male	
New Hires	0	0	0	0	0
Promotions To	0	2	0	2	2
Totals	0	2	0	2	2
Percentage	0.00 %	100.00 %	0.00 %	100.00 %	100.00 %

PLACEMENT ANALYSIS (1/1/2016 - 12/31/2016)

Job Group: PROFESSIONALS (201)				
Total Placements: 2				
	Minority	Non-Minority	Female	Male
New Hires	0	0	0	0
Promotions To	0	2	2	0
Totals	0	2	2	0
Percentage	0.00 %	100.00 %	100.00 %	0.00 %

Job Group: PURCHASING (301)				
Total Placements: 0				
	Minority	Non-Minority	Female	Male
New Hires	0	0	0	0
Promotions To	0	0	0	0
Totals	0	0	0	0
Percentage	0.00 %	0.00 %	0.00 %	0.00 %

Job Group: IT SUPPORT (302)				
Total Placements: 1				
	Minority	Non-Minority	Female	Male
New Hires	1	0	0	1
Promotions To	0	0	0	0
Totals	1	0	0	1
Percentage	100.00 %	0.00 %	0.00 %	100.00 %

Job Group: OPERATIONS SPECIALISTS (304)				
Total Placements: 2				
	Minority	Non-Minority	Female	Male
New Hires	1	0	1	0
Promotions To	0	1	0	1
Totals	1	1	1	1
Percentage	50.00 %	50.00 %	50.00 %	50.00 %

PLACEMENT ANALYSIS (1/1/2016 - 12/31/2016)

Job Group: TRANSIT OFFICERS (402)				
Total Placements: 4				
	Minority	Non-Minority	Female	Male
New Hires	1	3	0	4
Promotions To	0	0	0	0
Totals	1	3	0	4
Percentage	25.00 %	75.00 %	0.00 %	100.00 %

Job Group: ADMINISTRATIVE SUPPORT (601)				
Total Placements: 2				
	Minority	Non-Minority	Female	Male
New Hires	0	2	2	0
Promotions To	0	0	0	0
Totals	0	2	2	0
Percentage	0.00 %	100.00 %	100.00 %	0.00 %

Job Group: CUSTOMER SERVICE REPRESENTATIVES (602)				
Total Placements: 1				
	Minority	Non-Minority	Female	Male
New Hires	1	0	1	0
Promotions To	0	0	0	0
Totals	1	0	1	0
Percentage	100.00 %	0.00 %	100.00 %	0.00 %

Job Group: TRAINERS (701)				
Total Placements: 1				
	Minority	Non-Minority	Female	Male
New Hires	0	0	0	0
Promotions To	0	1	0	1
Totals	0	1	0	1
Percentage	0.00 %	100.00 %	0.00 %	100.00 %

PLACEMENT ANALYSIS (1/1/2016 - 12/31/2016)

Job Group: DRIVERS (801)		Total Placements: 46			
		Minority	Non-Minority	Female	Male
New Hires	2	44	14	32	
Promotions To	0	0	0	0	
Totals	2	44	14	32	
Percentage	4.35 %	95.65 %	30.43 %	69.57 %	

Job Group: LEAD MAINTENANCE (802)		Total Placements: 0			
		Minority	Non-Minority	Female	Male
New Hires	0	0	0	0	0
Promotions To	0	0	0	0	0
Totals	0	0	0	0	0
Percentage	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %

Job Group: GENERAL MAINTENANCE (803)		Total Placements: 0			
		Minority	Non-Minority	Female	Male
New Hires	0	0	0	0	0
Promotions To	0	0	0	0	0
Totals	0	0	0	0	0
Percentage	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %

Job Group: VEHICLE MAINTENANCE (804)		Total Placements: 3			
		Minority	Non-Minority	Female	Male
New Hires	1	2	0	0	3
Promotions To	0	0	0	0	0
Totals	1	2	0	0	3
Percentage	33.33 %	66.67 %	0.00 %	100.00 %	

PLACEMENT ANALYSIS (1/1/2016 - 12/31/2016)

Job Group: SERVICE WORKERS (805)					
Total Placements: 6					
	Minority	Non-Minority	Female	Male	
New Hires	2	4	2	4	
Promotions To	0	0	0	0	
Totals	2	4	2	4	
Percentage	33.33 %	66.67 %	33.33 %	66.67 %	

Impact Ratio Analysis (1/1/2016 - 12/31/2016)

IMPACT RATIO ANALYSIS KEY

An asterisk (*) indicates that the incumbency data includes employees placed into the job group during the plan year.

Two asterisks (**) indicate that the applicant flow data is incomplete.

OSR=Overall Selection Rate (Total selections divided by total in pool)

EXP=Expected number of selections (Number of protected group in pool)

ACT=Actual number of protected group selections

DIF=Difference between the expected and actual protected group selections

MOST FAVORED GROUP ANALYSIS (1/1/2016 - 12/31/2016)

HIRE(S) (Hires/Applicants)

Job Group	Rate for White	Rate for Black	Rate for Hispanic	Rate for Asian	American Indian or Alaskan Native	Rate for Native Hawaiian or Other Pacific Islander
101	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
102	0/54 0.00	0/3 0.00	0/3 0.00	0/0 0.00	0/1 0.00	0/0 0.00
103	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
104	0/28 0.00	0/3 0.00	0/1 0.00	0/0 0.00	0/2 0.00	0/0 0.00
201	0/9 0.00	0/1 0.00	0/1 0.00	0/0 0.00	0/1 0.00	0/0 0.00
301	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
302	0/45 0.00	0/0 0.00	0/2 0.50	0/1 0.00	0/2 0.00	0/0 0.00
304	0/20 0.00	0/1 0.00	0/3 0.00	1/3 0.33	0/2 0.00	0/0 0.00
402	3/60 0.05	1/7 0.14	0/5 0.00	0/0 0.00	0/0 0.00	0/0 0.00
601	2/121 0.02	0/3 0.00	0/3 0.00	0/0 0.00	0/3 0.00	0/0 0.00
602	0/80 0.00	1/5 0.20	0/3 0.00	0/4 0.00	0/3 0.00	0/0 0.00
701	0/19 0.00	0/0 0.00	0/1 0.00	0/1 0.00	0/1 0.00	0/0 0.00
801	44/394 0.11	2/28 0.07	0/19 0.00	0/2 0.00	0/3 0.00	0/0 0.00
802	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
803	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
804	2/22 0.09	0/4 0.00	1/2 0.50	0/2 0.00	0/1 0.00	0/0 0.00
805	4/34 0.12	1/6 0.17	0/2 0.00	1/5 0.20	0/3 0.00	0/0 0.00

MOST FAVORED GROUP ANALYSIS (1/1/2016 - 12/31/2016)

PROMOTIONS (Promotions/Incumbency)

Job Group	Rate for White	Rate for Black	Rate for Hispanic	Rate for Asian	Rate for American Indian or Alaskan Native	Rate for Native Hawaiian or Other Pacific Islander
101	0/7 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
102	0/11 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
103	0/3 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
104	2/24 0.08	0/2 0.00	0/0 0.00	0/0 0.00	0/1 0.00	0/0 0.00
201	0/18 0.00	0/0 0.00	0/1 0.00	0/0 0.00	0/0 0.00	0/0 0.00
301	0/7 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/1 0.00	0/0 0.00
302	2/7 0.29	0/0 0.00	0/1 0.00	0/0 0.00	0/0 0.00	0/0 0.00
304	1/5 0.20	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
402	1/8 0.12	0/1 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
601	2/10 0.20	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
602	1/20 0.05	0/1 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
701	0/3 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/1 0.00	0/0 0.00
801	2/276 0.01	0/8 0.00	0/10 0.00	0/1 0.00	0/7 0.00	0/0 0.00
802	0/26 0.00	0/0 0.00	0/1 0.00	0/0 0.00	0/1 0.00	0/0 0.00
803	0/16 0.00	0/1 0.00	0/2 0.00	0/0 0.00	0/0 0.00	0/0 0.00
804	0/11 0.00	0/0 0.00	0/0 0.00	0/1 0.00	0/0 0.00	0/0 0.00
805	0/14 0.00	0/3 0.00	0/1 0.00	0/0 0.00	0/2 0.00	0/0 0.00

MOST FAVORED GROUP ANALYSIS (1/1/2016 - 12/31/2016)

TERMINATIONS (Terminations/Incumbency)

Job Group	Rate for White	Rate for Black	Rate for Hispanic	Rate for Asian	Rate for American Indian or Alaskan Native	Rate for Native Hawaiian or Other Pacific Islander
101	0/7 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
102	1/11 0.09	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
103	0/3 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
104	4/24 0.17	0/2 0.00	0/0 0.00	0/0 0.00	0/1 0.00	0/0 0.00
201	1/18 0.06	0/0 0.00	0/1 0.00	0/0 0.00	0/0 0.00	0/0 0.00
301	0/7 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/1 0.00	0/0 0.00
302	0/7 0.00	0/0 0.00	0/1 0.00	0/0 0.00	0/0 0.00	0/0 0.00
304	1/5 0.20	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
402	2/8 0.25	0/1 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
601	3/10 0.30	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
602	1/20 0.05	0/1 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/0 0.00
701	0/3 0.00	0/0 0.00	0/0 0.00	0/0 0.00	0/1 0.00	0/0 0.00
801	29/276 0.11	3/8 0.38	0/10 0.00	0/1 0.00	0/7 0.00	0/0 0.00
802	1/26 0.04	0/0 0.00	0/1 0.00	0/0 0.00	0/1 0.00	0/0 0.00
803	0/16 0.00	0/1 0.00	0/2 0.00	0/0 0.00	0/0 0.00	0/0 0.00
804	2/11 0.18	0/0 0.00	0/0 0.00	0/1 0.00	0/0 0.00	0/0 0.00
805	2/14 0.14	0/3 0.00	1/1 1.00	1/1*	0/2 0.00	0/0 0.00

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Job Group	Hires - Gender							
	Female	Male	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/9 0.00	0/56 0.00	0.00	0.00	0/65 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/7 0.00	0/27 0.00	0.00	0.00	0/34 0.00	0.00 0	0	0
201	0/8 0.00	0/4 0.00	0.00	0.00	0/12 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/2 0.00	1/53 0.02	0.00	0.20	1/55 0.02	0.04 0	0	0
304	1/19 0.05	0/10 0.00	0.00	-0.74	1/29 0.03	0.34 0	0	0
402	0/5 0.00	4/71 0.06	0.00	0.55	4/76 0.05	0.26 0	0	0
601	2/120 0.02	0/22 0.00	0.00	-0.61	2/142 0.01	0.31 0	0	0
602	1/70 0.01	0/34 0.00	0.00	-0.70	1/104 0.010	0.33 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Job Group	Hires - Gender							
	Female	Male	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/5 0.00	0/18 0.00	0.00	0.00	0/23 0.00	0.00 0	0	0
801	14/103 0.14	32/360 0.09	1.53	-1.41	46/463 0.10	35.77 35	32	3
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/1 0.00	3/30 0.10	0.00	0.33	3/31 0.10	0.10 0	0	0
805	2/5 0.40	4/48 0.08	4.80	-2.13	6/53 0.11	5.43 5	4	1

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Gender

Promotions/Incumbency

Job Group	Female	Male	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/4 0.00	0/3 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/7 0.00	0/4 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	1/4 0.25	1/23 0.04	5.75	-1.46	2/27 0.07	1.70 1	1	0
201	0/11 0.00	0/8 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
301	0/4 0.00	0/4 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
302	1/2 0.50	1/6 0.17	3.00	-0.94	2/8 0.25	1.50 1	1	0
304	1/2 0.50	0/3 0.00	0.00	-1.37	1/5 0.20	0.60 0	0	0
402	0/0 0.00	1/9 0.11	0.00	0.00	1/9 0.11	0.00 0	0	0
601	2/10 0.20	0/0 0.00	0.00	0.00	2/10 0.20	2.00 2	2	0
602	1/15 0.07	0/6 0.00	0.00	-0.65	1/21 0.05	0.29 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Gender

Promotions/Incumbency

Job Group	Female	Male	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/3 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
801	0/76 0.00	2/229 0.009	0.00	0.82	2/305 0.007	0.50 0	0	0
802	0/0 0.00	0/28 0.00	0.00	0.00	0/28 0.00	0.00 0	0	0
803	0/0 0.00	0/19 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
804	0/1 0.00	0/11 0.00	0.00	0.00	0/12 0.00	0.00 0	0	0
805	0/0 0.00	0/20 0.00	0.00	0.00	0/20 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Gender

Terminations/Incumbency

Job Group	Male	Female	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/3 0.00	0/4 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	1/4 0.25	0/7 0.00	0.00	-1.39	1/11 0.09	0.36 1	1	0
103	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	4/23 0.17	0/4 0.00	0.00	-0.90	4/27 0.15	3.41 4	4	0
201	0/8 0.00	1/11 0.09	0.00	0.88	1/19 0.05	0.58 1	1	0
301	0/4 0.00	0/4 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
302	0/6 0.00	0/2 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
304	0/3 0.00	1/2 0.50	0.00	1.37	1/5 0.20	0.40 1	1	0
402	1/9 0.11	1/1* 1.00	0.11	2.11	2/10 0.20	0.20 1	1	0
601	0/0 0.00	3/10 0.30	0.00	0.00	3/10 0.30	3.00 3	3	0
602	1/6 0.17	0/15 0.00	0.00	-1.62	1/21 0.05	0.29 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Gender

Terminations/Incumbency

Job Group	Male	Female	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/3 0.00	0/1 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
801	19/229 0.08	13/76 0.17	0.49	2.17	32/305 0.10	7.97 8	13	5
802	1/28 0.04	0/0 0.00	0.00	0.00	1/28 0.04	0.00 0	0	0
803	0/19 0.00	0/0 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
804	2/11 0.18	0/1 0.00	0.00	-0.47	2/12 0.17	1.83 2	2	0
805	4/20 0.20	0/0 0.00	0.00	0.00	4/20 0.20	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Job Group	Hires - Race							
	Minority	Non-Minority	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/7 0.00	0/54 0.00	0.00	0.00	0/61 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/6 0.00	0/28 0.00	0.00	0.00	0/34 0.00	0.00 0	0	0
201	0/3 0.00	0/9 0.00	0.00	0.00	0/12 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	1/5 0.20	0/45 0.00	0.00	-3.03	1/50 0.02	0.90 0	0	0
304	1/9 0.11	0/20 0.00	0.00	-1.52	1/29 0.03	0.69 0	0	0
402	1/12 0.08	3/60 0.05	1.67	-0.46	4/72 0.06	3.33 3	3	0
601	0/9 0.00	2/121 0.02	0.00	0.39	2/130 0.02	0.14 0	0	0
602	1/15 0.07	0/80 0.00	0.00	-2.32	1/95 0.01	0.84 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Race

Hires/Applicants

Job Group	Minority	Non-Minority	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/3 0.00	0/19 0.00	0.00	0.00	0/22 0.00	0.00 0	0	0
801	2/52 0.04	44/394 0.11	0.34	1.63	46/446 0.10	5.36 5	2	3
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	1/9 0.11	2/22 0.09	1.22	-0.17	3/31 0.10	2.13 2	2	0
805	2/16 0.13	4/34 0.12	1.06	-0.07	6/50 0.12	4.08 4	4	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Race

Promotions/Incumbency

Job Group	Minority	Non-Minority	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/3 0.00	2/24 0.08	0.00	0.52	2/27 0.07	0.22 0	0	0
201	0/1 0.00	0/18 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
301	0/1 0.00	0/7 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
302	0/1 0.00	2/7 0.29	0.00	0.62	2/8 0.25	0.25 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	0.00 0	0	0
402	0/1 0.00	1/8 0.13	0.00	0.38	1/9 0.11	0.11 0	0	0
601	0/0 0.00	2/10 0.20	0.00	0.00	2/10 0.20	0.00 0	0	0
602	0/1 0.00	1/20 0.05	0.00	0.23	1/21 0.05	0.05 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Race

Promotions/Incumbency

Job Group	Minority	Non-Minority	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/3 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
801	0/29 0.00	2/276 0.007	0.00	0.46	2/305 0.007	0.19 0	0	0
802	0/2 0.00	0/26 0.00	0.00	0.00	0/28 0.00	0.00 0	0	0
803	0/3 0.00	0/16 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
804	0/1 0.00	0/11 0.00	0.00	0.00	0/12 0.00	0.00 0	0	0
805	0/6 0.00	0/14 0.00	0.00	0.00	0/20 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Race

Terminations/Incumbency

Job Group	Non-Minority	Minority	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/7 0.00	0/0 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	1/11 0.09	0/0 0.00	0.00	0.00	1/11 0.09	0.00 0	0	0
103	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	4/24 0.17	0/3 0.00	0.00	-0.77	4/27 0.15	3.56 4	4	0
201	1/18 0.06	0/1 0.00	0.00	-0.24	1/19 0.05	0.95 1	1	0
301	0/7 0.00	0/1 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
302	0/7 0.00	0/1 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
304	1/5 0.20	0/0 0.00	0.00	0.00	1/5 0.20	0.00 0	0	0
402	2/8 0.25	0/1 0.00	0.00	-0.57	2/9 0.22	1.78 2	2	0
601	3/10 0.30	0/0 0.00	0.00	0.00	3/10 0.30	0.00 0	0	0
602	1/20 0.05	0/1 0.00	0.00	-0.23	1/21 0.05	0.95 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Race

Terminations/Incumbency

Job Group	Non-Minority	Minority	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/3 0.00	0/1 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
801	29/276 0.11	3/29 0.10	1.02	-0.03	32/305 0.10	28.96 29	29	0
802	1/26 0.04	0/2 0.00	0.00	-0.28	1/28 0.04	0.93 1	1	0
803	0/16 0.00	0/3 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
804	2/11 0.18	0/1 0.00	0.00	-0.47	2/12 0.17	1.83 2	2	0
805	2/14 0.14	2/6 0.33	0.43	0.98	4/20 0.20	1.20 2	2	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/3 0.00	0/54 0.00	0.00	0.00	0/57 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/3 0.00	0/28 0.00	0.00	0.00	0/31 0.00	0.00 0	0	0
201	0/1 0.00	0/9 0.00	0.00	0.00	0/10 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/45 0.00	0.00	0.00	0/45 0.00	0.00 0	0	0
304	0/1 0.00	0/20 0.00	0.00	0.00	0/21 0.00	0.00 0	0	0
402	1/7 0.14	3/60 0.05	2.86	-0.98	4/67 0.06	3.58 3	3	0
601	0/3 0.00	2/121 0.02	0.00	0.22	2/124 0.02	0.05 0	0	0
602	1/5 0.20	0/80 0.00	0.00	-4.02	1/85 0.01	0.94 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/19 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
801	2/28 0.07	44/394 0.11	0.64	0.66	46/422 0.11	3.05 3	2	1
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/4 0.00	2/22 0.09	0.00	0.63	2/26 0.08	0.31 0	0	0
805	1/6 0.17	4/34 0.12	1.42	-0.33	5/40 0.13	4.25 4	4	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Black	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/2 0.00	2/24 0.08	0.00	0.42	2/26 0.08	0.15 0	0	0
201	0/0 0.00	0/18 0.00	0.00	0.00	0/18 0.00	0.00 0	0	0
301	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
302	0/0 0.00	2/7 0.29	0.00	0.00	2/7 0.29	0.00 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	0.00 0	0	0
402	0/1 0.00	1/8 0.13	0.00	0.38	1/9 0.11	0.11 0	0	0
601	0/0 0.00	2/10 0.20	0.00	0.00	2/10 0.20	0.00 0	0	0
602	0/1 0.00	1/20 0.05	0.00	0.23	1/21 0.05	0.05 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Black	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
801	0/8 0.00	2/276 0.007	0.00	0.24	2/284 0.007	0.06 0	0	0
802	0/0 0.00	0/26 0.00	0.00	0.00	0/26 0.00	0.00 0	0	0
803	0/1 0.00	0/16 0.00	0.00	0.00	0/17 0.00	0.00 0	0	0
804	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
805	0/3 0.00	0/14 0.00	0.00	0.00	0/17 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	1/11 0.09	0.00	0.00	1/11 0.09	1.00 1	1	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/2 0.00	4/24 0.17	0.00	0.63	4/26 0.15	3.69 4	4	0
201	0/0 0.00	1/18 0.06	0.00	0.00	1/18 0.06	1.00 1	1	0
301	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
302	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	1.00 1	1	0
402	0/1 0.00	2/8 0.25	0.00	0.57	2/9 0.22	1.78 2	2	0
601	0/0 0.00	3/10 0.30	0.00	0.00	3/10 0.30	3.00 3	3	0
602	0/1 0.00	1/20 0.05	0.00	0.23	1/21 0.05	0.95 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
801	3/8 0.38	29/276 0.11	3.57	-2.38	32/284 0.11	0.90 1	3	2
802	0/0 0.00	1/26 0.04	0.00	0.00	1/26 0.04	1.00 1	1	0
803	0/1 0.00	0/16 0.00	0.00	0.00	0/17 0.00	0.00 0	0	0
804	0/0 0.00	2/11 0.18	0.00	0.00	2/11 0.18	2.00 2	2	0
805	0/3 0.00	2/14 0.14	0.00	0.70	2/17 0.12	1.65 2	2	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	Hispanic	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/3 0.00	0/3 0.00	0.00	0.00	0/6 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/3 0.00	0/1 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
201	0/1 0.00	0/1 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	1/2 0.50	0.00	0.00	1/2 0.50	0.00 0	0	0
304	0/1 0.00	0/3 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
402	1/7 0.14	0/5 0.00	0.00	-0.88	1/12 0.08	0.42 0	0	0
601	0/3 0.00	0/3 0.00	0.00	0.00	0/6 0.00	0.00 0	0	0
602	1/5 0.20	0/3 0.00	0.00	-0.83	1/8 0.13	0.38 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	Hispanic	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	2/28 0.07	0/19 0.00	0.00	-1.19	2/47 0.04	0.81 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/4 0.00	1/2 0.50	0.00	1.55	1/6 0.17	0.67 0	0	0
805	1/6 0.17	0/2 0.00	0.00	-0.62	1/8 0.13	0.25 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Black	Hispanic	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
201	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Black	Hispanic	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	0/8 0.00	0/10 0.00	0.00	0.00	0/18 0.00	0.00 0	0	0
802	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/1 0.00	0/2 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/3 0.00	0/1 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	Hispanic	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
201	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	Hispanic	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	3/8 0.38	0/10 0.00	0.00	-2.12	3/18 0.17	1.33 2	3	1
802	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/1 0.00	0/2 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/3 0.00	1/1 1.00	0.00	2.00	1/4 0.25	0.25 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	0/1 0.00	1/3 0.33	0.00	0.67	1/4 0.25	0.25 0	0	0
402	1/7 0.14	0/0 0.00	0.00	0.00	1/7 0.14	1.00 1	1	0
601	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
602	1/5 0.20	0/4 0.00	0.00	-0.95	1/9 0.11	0.44 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	2/28 0.07	0/2 0.00	0.00	-0.39	2/30 0.07	0.13 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/4 0.00	0/2 0.00	0.00	0.00	0/6 0.00	0.00 0	0	0
805	1/6 0.17	1/5 0.20	0.83	0.14	2/11 0.18	1.09 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Job Group	Black	Asian	IRA	Standard Deviation	Promotions/Incumbency			
					OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Black	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	0/8 0.00	0/1 0.00	0.00	0.00	0/9 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
804	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
805	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	3/8 0.38	0/1 0.00	0.00	-0.75	3/9 0.33	2.67 3	3	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
804	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
805	0/4* 0.00	1/1* 1.00	0.00	2.24	1/5 0.20	0.20 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/3 0.00	0/1 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/3 0.00	0/2 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0
201	0/1 0.00	0/1 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/2 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
304	0/1 0.00	0/2 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
402	1/7 0.14	0/0 0.00	0.00	0.00	1/7 0.14	1.00 1	1	0
601	0/3 0.00	0/3 0.00	0.00	0.00	0/6 0.00	0.00 0	0	0
602	1/5 0.20	0/3 0.00	0.00	-0.83	1/8 0.13	0.38 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	2/28 0.07	0/3 0.00	0.00	-0.48	2/31 0.06	0.19 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/4 0.00	0/1 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0
805	1/6 0.17	0/3 0.00	0.00	-0.75	1/9 0.11	0.33 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Black	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/1 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Black	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/8 0.00	0/7 0.00	0.00	0.00	0/15 0.00	0.00 0	0	0
802	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/3 0.00	0/2 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/1 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	3/8 0.38	0/7 0.00	0.00	-1.81	3/15 0.20	1.60 2	3	1
802	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/3 0.00	0/2 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
402	1/7 0.14	0/0 0.00	0.00	0.00	1/7 0.14	1.00 1	1	0
601	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
602	1/5 0.20	0/0 0.00	0.00	0.00	1/5 0.20	1.00 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Black	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	2/28 0.07	0/0 0.00	0.00	0.00	2/28 0.07	2.00 2	2	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/4 0.00	0/0 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
805	1/6 0.17	0/0 0.00	0.00	0.00	1/6 0.17	1.00 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Job Group	Black	NHOPI	IRA	Standard Deviation	Promotions/Incumbency			
					OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Black	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	0/8 0.00	0/0 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Black	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	3/8 0.38	0/0 0.00	0.00	0.00	3/8 0.38	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Hispanic	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/3 0.00	0/54 0.00	0.00	0.00	0/57 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/1 0.00	0/28 0.00	0.00	0.00	0/29 0.00	0.00 0	0	0
201	0/1 0.00	0/9 0.00	0.00	0.00	0/10 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	1/2 0.50	0/45 0.00	0.00	-4.79	1/47 0.02	0.96 0	0	0
304	0/3 0.00	0/20 0.00	0.00	0.00	0/23 0.00	0.00 0	0	0
402	0/5 0.00	3/60 0.05	0.00	0.51	3/65 0.05	0.23 0	0	0
601	0/3 0.00	2/121 0.02	0.00	0.22	2/124 0.02	0.05 0	0	0
602	0/3 0.00	0/80 0.00	0.00	0.00	0/83 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Hispanic	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/19 0.00	0.00	0.00	0/20 0.00	0.00 0	0	0
801	0/19 0.00	44/394 0.11	0.00	1.54	44/413 0.11	2.02 2	0	2
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	1/2 0.50	2/22 0.09	5.50	-1.67	3/24 0.13	2.75 2	2	0
805	0/2 0.00	4/34 0.12	0.00	0.51	4/36 0.11	0.22 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Hispanic	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/0 0.00	2/24 0.08	0.00	0.00	2/24 0.08	0.00 0	0	0
201	0/1 0.00	0/18 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
301	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
302	0/1 0.00	2/7 0.29	0.00	0.62	2/8 0.25	0.25 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	0.00 0	0	0
402	0/0 0.00	1/8 0.13	0.00	0.00	1/8 0.13	0.00 0	0	0
601	0/0 0.00	2/10 0.20	0.00	0.00	2/10 0.20	0.00 0	0	0
602	0/0 0.00	1/20 0.05	0.00	0.00	1/20 0.05	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Hispanic	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
801	0/10 0.00	2/276 0.007	0.00	0.27	2/286 0.007	0.07 0	0	0
802	0/1 0.00	0/26 0.00	0.00	0.00	0/27 0.00	0.00 0	0	0
803	0/2 0.00	0/16 0.00	0.00	0.00	0/18 0.00	0.00 0	0	0
804	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
805	0/1 0.00	0/14 0.00	0.00	0.00	0/15 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Hispanic	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	1/11 0.09	0.00	0.00	1/11 0.09	1.00 1	1	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/0 0.00	4/24 0.17	0.00	0.00	4/24 0.17	4.00 4	4	0
201	0/1 0.00	1/18 0.06	0.00	0.24	1/19 0.05	0.95 1	1	0
301	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
302	0/1 0.00	0/7 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	1.00 1	1	0
402	0/0 0.00	2/8 0.25	0.00	0.00	2/8 0.25	2.00 2	2	0
601	0/0 0.00	3/10 0.30	0.00	0.00	3/10 0.30	3.00 3	3	0
602	0/0 0.00	1/20 0.05	0.00	0.00	1/20 0.05	1.00 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Hispanic	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
801	0/10 0.00	29/276 0.11	0.00	1.08	29/286 0.10	27.99 28	29	1
802	0/1 0.00	1/26 0.04	0.00	0.20	1/27 0.04	0.96 1	1	0
803	0/2 0.00	0/16 0.00	0.00	0.00	0/18 0.00	0.00 0	0	0
804	0/0 0.00	2/11 0.18	0.00	0.00	2/11 0.18	2.00 2	2	0
805	1/1 1.00	2/14 0.14	7.00	-2.07	3/15 0.20	0.20 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Hispanic	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	1/2 0.50	0/1 0.00	0.00	-0.87	1/3 0.33	0.33 0	0	0
304	0/3 0.00	1/3 0.33	0.00	1.10	1/6 0.17	0.50 0	0	0
402	0/5 0.00	0/0 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0
601	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
602	0/3 0.00	0/4 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Hispanic	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/1 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
801	0/19 0.00	0/2 0.00	0.00	0.00	0/21 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	1/2 0.50	0/2 0.00	0.00	-1.15	1/4 0.25	0.50 0	0	0
805	0/2 0.00	1/5 0.20	0.00	0.68	1/7 0.14	0.29 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Hispanic	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Hispanic	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	0/10 0.00	0/1 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
802	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
804	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
805	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Hispanic	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Hispanic	Asian	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	0/10 0.00	0/1 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
802	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
804	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
805	1/1* 1.00	1/1* 1.00	1.00	0.00	2/2 1.00	1.00 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Hispanic	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/3 0.00	0/1 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/1 0.00	0/2 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
201	0/1 0.00	0/1 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	1/2 0.50	0/2 0.00	0.00	-1.15	1/4 0.25	0.50 0	0	0
304	0/3 0.00	0/2 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0
402	0/5 0.00	0/0 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0
601	0/3 0.00	0/3 0.00	0.00	0.00	0/6 0.00	0.00 0	0	0
602	0/3 0.00	0/3 0.00	0.00	0.00	0/6 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Hispanic	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/1 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
801	0/19 0.00	0/3 0.00	0.00	0.00	0/22 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	1/2 0.50	0/1 0.00	0.00	-0.87	1/3 0.33	0.33 0	0	0
805	0/2 0.00	0/3 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Hispanic	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
302	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Hispanic	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/10 0.00	0/7 0.00	0.00	0.00	0/17 0.00	0.00 0	0	0
802	0/1 0.00	0/1 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
803	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/1 0.00	0/2 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Hispanic	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
302	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Hispanic	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/10 0.00	0/7 0.00	0.00	0.00	0/17 0.00	0.00 0	0	0
802	0/1 0.00	0/1 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
803	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	1/1 1.00	0/2 0.00	0.00	-1.73	1/3 0.33	0.33 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Hispanic	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	1/2 0.50	0/0 0.00	0.00	0.00	1/2 0.50	1.00 1	1	0
304	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
402	0/5 0.00	0/0 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0
601	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
602	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Hispanic	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/19 0.00	0/0 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	1/2 0.50	0/0 0.00	0.00	0.00	1/2 0.50	1.00 1	1	0
805	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Job Group	Hispanic	NHOPI	IRA	Standard Deviation	Promotions/Incumbency			
					OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Hispanic	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	0/10 0.00	0/0 0.00	0.00	0.00	0/10 0.00	0.00 0	0	0
802	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Hispanic	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Hispanic	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	0/10 0.00	0/0 0.00	0.00	0.00	0/10 0.00	0.00 0	0	0
802	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	1/1 1.00	0/0 0.00	0.00	0.00	1/1 1.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Asian	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/54 0.00	0.00	0.00	0/54 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/28 0.00	0.00	0.00	0/28 0.00	0.00 0	0	0
201	0/0 0.00	0/9 0.00	0.00	0.00	0/9 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/1 0.00	0/45 0.00	0.00	0.00	0/46 0.00	0.00 0	0	0
304	1/3 0.33	0/20 0.00	0.00	-2.64	1/23 0.04	0.87 0	0	0
402	0/0 0.00	3/60 0.05	0.00	0.00	3/60 0.05	0.00 0	0	0
601	0/0 0.00	2/121 0.02	0.00	0.00	2/121 0.02	0.00 0	0	0
602	0/4 0.00	0/80 0.00	0.00	0.00	0/84 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Asian	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/19 0.00	0.00	0.00	0/20 0.00	0.00 0	0	0
801	0/2 0.00	44/394 0.11	0.00	0.50	44/396 0.11	0.22 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/2 0.00	2/22 0.09	0.00	0.45	2/24 0.08	0.17 0	0	0
805	1/5 0.20	4/34 0.12	1.70	-0.51	5/39 0.13	4.36 4	4	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Asian	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/0 0.00	2/24 0.08	0.00	0.00	2/24 0.08	0.00 0	0	0
201	0/0 0.00	0/18 0.00	0.00	0.00	0/18 0.00	0.00 0	0	0
301	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
302	0/0 0.00	2/7 0.29	0.00	0.00	2/7 0.29	0.00 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	0.00 0	0	0
402	0/0 0.00	1/8 0.13	0.00	0.00	1/8 0.13	0.00 0	0	0
601	0/0 0.00	2/10 0.20	0.00	0.00	2/10 0.20	0.00 0	0	0
602	0/0 0.00	1/20 0.05	0.00	0.00	1/20 0.05	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Asian	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
801	0/1 0.00	2/276 0.007	0.00	0.09	2/277 0.007	0.01 0	0	0
802	0/0 0.00	0/26 0.00	0.00	0.00	0/26 0.00	0.00 0	0	0
803	0/0 0.00	0/16 0.00	0.00	0.00	0/16 0.00	0.00 0	0	0
804	0/1 0.00	0/11 0.00	0.00	0.00	0/12 0.00	0.00 0	0	0
805	0/0 0.00	0/14 0.00	0.00	0.00	0/14 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Asian	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	1/11 0.09	0.00	0.00	1/11 0.09	1.00 1	1	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/0 0.00	4/24 0.17	0.00	0.00	4/24 0.17	4.00 4	4	0
201	0/0 0.00	1/18 0.06	0.00	0.00	1/18 0.06	1.00 1	1	0
301	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
302	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	1.00 1	1	0
402	0/0 0.00	2/8 0.25	0.00	0.00	2/8 0.25	2.00 2	2	0
601	0/0 0.00	3/10 0.30	0.00	0.00	3/10 0.30	3.00 3	3	0
602	0/0 0.00	1/20 0.05	0.00	0.00	1/20 0.05	1.00 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Asian	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
801	0/1 0.00	29/276 0.11	0.00	0.34	29/277 0.10	28.90 29	29	0
802	0/0 0.00	1/26 0.04	0.00	0.00	1/26 0.04	1.00 1	1	0
803	0/0 0.00	0/16 0.00	0.00	0.00	0/16 0.00	0.00 0	0	0
804	0/1 0.00	2/11 0.18	0.00	0.47	2/12 0.17	1.83 2	2	0
805	1/1* 1.00	2/18* 0.11	9.00	-2.37	3/19 0.16	0.16 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Asian	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/2 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
201	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/1 0.00	0/2 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
304	1/3 0.33	0/2 0.00	0.00	-0.91	1/5 0.20	0.40 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
602	0/4 0.00	0/3 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Asian	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/1 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
801	0/2 0.00	0/3 0.00	0.00	0.00	0/5 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/2 0.00	0/1 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
805	1/5 0.20	0/3 0.00	0.00	-0.83	1/8 0.13	0.38 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Asian	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Asian	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/1 0.00	0/7 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
802	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
805	0/0 0.00	0/2 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Asian	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Asian	Native American	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/1 0.00	0/7 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
802	0/0 0.00	0/1 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
805	1/1* 1.00	0/2* 0.00	0.00	-1.73	1/3 0.33	0.33 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Asian	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
304	1/3 0.33	0/0 0.00	0.00	0.00	1/3 0.33	1.00 1	1	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/4 0.00	0/0 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Asian	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
805	1/5 0.20	0/0 0.00	0.00	0.00	1/5 0.20	1.00 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Asian	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Asian	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
805	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Asian	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Asian	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
801	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
805	1/1* 1.00	0/0* 0.00	0.00	0.00	1/1 1.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Native American	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/1 0.00	0/54 0.00	0.00	0.00	0/55 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/28 0.00	0.00	0.00	0/30 0.00	0.00 0	0	0
201	0/1 0.00	0/9 0.00	0.00	0.00	0/10 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/2 0.00	0/45 0.00	0.00	0.00	0/47 0.00	0.00 0	0	0
304	0/2 0.00	0/20 0.00	0.00	0.00	0/22 0.00	0.00 0	0	0
402	0/0 0.00	3/60 0.05	0.00	0.00	3/60 0.05	0.00 0	0	0
601	0/3 0.00	2/121 0.02	0.00	0.22	2/124 0.02	0.05 0	0	0
602	0/3 0.00	0/80 0.00	0.00	0.00	0/83 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Native American	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/19 0.00	0.00	0.00	0/20 0.00	0.00 0	0	0
801	0/3 0.00	44/394 0.11	0.00	0.61	44/397 0.11	0.33 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/1 0.00	2/22 0.09	0.00	0.32	2/23 0.09	0.09 0	0	0
805	0/3 0.00	4/34 0.12	0.00	0.63	4/37 0.11	0.32 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Native American	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/1 0.00	2/24 0.08	0.00	0.30	2/25 0.08	0.08 0	0	0
201	0/0 0.00	0/18 0.00	0.00	0.00	0/18 0.00	0.00 0	0	0
301	0/1 0.00	0/7 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
302	0/0 0.00	2/7 0.29	0.00	0.00	2/7 0.29	0.00 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	0.00 0	0	0
402	0/0 0.00	1/8 0.13	0.00	0.00	1/8 0.13	0.00 0	0	0
601	0/0 0.00	2/10 0.20	0.00	0.00	2/10 0.20	0.00 0	0	0
602	0/0 0.00	1/20 0.05	0.00	0.00	1/20 0.05	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Native American	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/3 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
801	0/7 0.00	2/276 0.007	0.00	0.23	2/283 0.007	0.05 0	0	0
802	0/1 0.00	0/26 0.00	0.00	0.00	0/27 0.00	0.00 0	0	0
803	0/0 0.00	0/16 0.00	0.00	0.00	0/16 0.00	0.00 0	0	0
804	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
805	0/2 0.00	0/14 0.00	0.00	0.00	0/16 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Native American	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	1/11 0.09	0.00	0.00	1/11 0.09	1.00 1	1	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/1 0.00	4/24 0.17	0.00	0.45	4/25 0.16	3.84 4	4	0
201	0/0 0.00	1/18 0.06	0.00	0.00	1/18 0.06	1.00 1	1	0
301	0/1 0.00	0/7 0.00	0.00	0.00	0/8 0.00	0.00 0	0	0
302	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	1.00 1	1	0
402	0/0 0.00	2/8 0.25	0.00	0.00	2/8 0.25	2.00 2	2	0
601	0/0 0.00	3/10 0.30	0.00	0.00	3/10 0.30	3.00 3	3	0
602	0/0 0.00	1/20 0.05	0.00	0.00	1/20 0.05	1.00 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Native American	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/3 0.00	0.00	0.00	0/4 0.00	0.00 0	0	0
801	0/7 0.00	29/276 0.11	0.00	0.91	29/283 0.10	28.28 29	29	0
802	0/1 0.00	1/26 0.04	0.00	0.20	1/27 0.04	0.96 1	1	0
803	0/0 0.00	0/16 0.00	0.00	0.00	0/16 0.00	0.00 0	0	0
804	0/0 0.00	2/11 0.18	0.00	0.00	2/11 0.18	2.00 2	2	0
805	0/2 0.00	2/14 0.14	0.00	0.57	2/16 0.13	1.75 2	2	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Native American	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
201	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
304	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
602	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	Native American	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
805	0/3 0.00	0/0 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Native American	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	Native American	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/7 0.00	0/0 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
802	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Native American	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
201	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
301	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
302	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
304	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
402	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
601	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
602	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	Native American	NHOPI	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
801	0/7 0.00	0/0 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
802	0/1 0.00	0/0 0.00	0.00	0.00	0/1 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
805	0/2 0.00	0/0 0.00	0.00	0.00	0/2 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	NHOPI	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
102	0/0 0.00	0/54 0.00	0.00	0.00	0/54 0.00	0.00 0	0	0
103	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
104	0/0 0.00	0/28 0.00	0.00	0.00	0/28 0.00	0.00 0	0	0
201	0/0 0.00	0/9 0.00	0.00	0.00	0/9 0.00	0.00 0	0	0
301	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
302	0/0 0.00	0/45 0.00	0.00	0.00	0/45 0.00	0.00 0	0	0
304	0/0 0.00	0/20 0.00	0.00	0.00	0/20 0.00	0.00 0	0	0
402	0/0 0.00	3/60 0.05	0.00	0.00	3/60 0.05	0.00 0	0	0
601	0/0 0.00	2/121 0.02	0.00	0.00	2/121 0.02	0.00 0	0	0
602	0/0 0.00	0/80 0.00	0.00	0.00	0/80 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Hires - Particular Minority

Hires/Applicants

Job Group	NHOPI	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/19 0.00	0.00	0.00	0/19 0.00	0.00 0	0	0
801	0/0 0.00	44/394 0.11	0.00	0.00	44/394 0.11	0.00 0	0	0
802	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
803	0/0 0.00	0/0 0.00	0.00	0.00	0/0 0.00	0.00 0	0	0
804	0/0 0.00	2/22 0.09	0.00	0.00	2/22 0.09	0.00 0	0	0
805	0/0 0.00	4/34 0.12	0.00	0.00	4/34 0.12	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	NHOPI	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/0 0.00	2/24 0.08	0.00	0.00	2/24 0.08	0.00 0	0	0
201	0/0 0.00	0/18 0.00	0.00	0.00	0/18 0.00	0.00 0	0	0
301	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
302	0/0 0.00	2/7 0.29	0.00	0.00	2/7 0.29	0.00 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	0.00 0	0	0
402	0/0 0.00	1/8 0.13	0.00	0.00	1/8 0.13	0.00 0	0	0
601	0/0 0.00	2/10 0.20	0.00	0.00	2/10 0.20	0.00 0	0	0
602	0/0 0.00	1/20 0.05	0.00	0.00	1/20 0.05	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Promotions - Particular Minority

Promotions/Incumbency

Job Group	NHOPI	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
801	0/0 0.00	2/276 0.007	0.00	0.00	2/276 0.007	0.00 0	0	0
802	0/0 0.00	0/26 0.00	0.00	0.00	0/26 0.00	0.00 0	0	0
803	0/0 0.00	0/16 0.00	0.00	0.00	0/16 0.00	0.00 0	0	0
804	0/0 0.00	0/11 0.00	0.00	0.00	0/11 0.00	0.00 0	0	0
805	0/0 0.00	0/14 0.00	0.00	0.00	0/14 0.00	0.00 0	0	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	NHOPI	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
101	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
102	0/0 0.00	1/11 0.09	0.00	0.00	1/11 0.09	1.00 1	1	0
103	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
104	0/0 0.00	4/24 0.17	0.00	0.00	4/24 0.17	4.00 4	4	0
201	0/0 0.00	1/18 0.06	0.00	0.00	1/18 0.06	1.00 1	1	0
301	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
302	0/0 0.00	0/7 0.00	0.00	0.00	0/7 0.00	0.00 0	0	0
304	0/0 0.00	1/5 0.20	0.00	0.00	1/5 0.20	1.00 1	1	0
402	0/0 0.00	2/8 0.25	0.00	0.00	2/8 0.25	2.00 2	2	0
601	0/0 0.00	3/10 0.30	0.00	0.00	3/10 0.30	3.00 3	3	0
602	0/0 0.00	1/20 0.05	0.00	0.00	1/20 0.05	1.00 1	1	0

IMPACT RATIO ANALYSIS (1/1/2016 - 12/31/2016)

Terminations - Particular Minority

Terminations/Incumbency

Job Group	NHOPI	White	IRA	Standard Deviation	OSR	EXP	ACT	DIF
701	0/0 0.00	0/3 0.00	0.00	0.00	0/3 0.00	0.00 0	0	0
801	0/0 0.00	29/276 0.11	0.00	0.00	29/276 0.11	29.00 29	29	0
802	0/0 0.00	1/26 0.04	0.00	0.00	1/26 0.04	1.00 1	1	0
803	0/0 0.00	0/16 0.00	0.00	0.00	0/16 0.00	0.00 0	0	0
804	0/0 0.00	2/11 0.18	0.00	0.00	2/11 0.18	2.00 2	2	0
805	0/0 0.00	2/14 0.14	0.00	0.00	2/14 0.14	2.00 2	2	0

**SECTION 503 OF THE REHABILITATION ACT AFFIRMATIVE
ACTION PROGRAM**

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES

I. POLICY STATEMENT

Pursuant to our obligations under Section 503 of the Rehabilitation Act of 1973, the Company maintains and posts an Affirmative Action and Equal Employment Opportunity Policy Statement. The policy statement indicates the top U.S. executive's support for the Company's affirmative action program, provides for an audit and reporting system, and assigns overall responsibility for the implementation of affirmative action activities to the EEO Coordinator.

In addition, the policy statement proclaims that the Company will take steps to assure it recruits, hires, trains and promotes persons in all job titles and ensure that all other personnel actions are administered without regard to disability status, including ensuring that all employment decisions are based only on valid job requirements.

The policy statement also states that employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503 or any other Federal, state or local law requiring equal opportunity for individuals with disabilities; (3) opposing any act or practice made unlawful by section 503 or its implementing regulations in this part or any other Federal, state or local law requiring equal employment opportunity for individuals with disabilities; or, (4) exercising any other right protected by section 503 or its implementing regulations.

II. REVIEW OF PERSONNEL PROCESSES

The Company will take steps to ensure its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known individuals with a disability for job vacancies filled either by hiring or promotion and for all training opportunities offered or available. Furthermore, the Company will take appropriate steps to ensure its personnel processes do not stereotype individuals with a disability in a manner that limits their access to all jobs for which they are qualified. Finally, the Company will periodically review such processes and make any necessary modifications to ensure these obligations are carried out.

The Company has designed a procedure that facilitates a review of the implementation of its personnel processes. The Company most recently assessed its personnel processes in conjunction with the implementation of this Affirmative Action Program ("AAP"). The Company will reassess its personnel processes in conjunction with its next annual AAP cycle.

III. PHYSICAL AND MENTAL QUALIFICATIONS

The Company periodically reviews of all physical and mental job qualification standards to ensure that, to the extent qualification standards tend to screen out qualified individuals with a disability, they are job-related for the position in question and consistent with business necessity. In fact, the Company reviews the physical and mental job qualification standards each time a job opening is posted prior to recruiting for or promoting into a position.

Whenever the Company applies physical or mental qualification standards in the selection of applicants or employees for employment or other change in employment status, such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified individuals with a disability, the standards shall be related to the specific job or jobs for which the individual is being considered and consistent with business necessity.

IV. REASONABLE ACCOMMODATION

The Company will make reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability unless doing so would impose an undue hardship on the operation of its business. If an employee who is known to be an individual with a disability is having difficulty performing his or her job, and it is reasonable to conclude that the performance problem may be related to the known disability, the Company shall confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, the Company shall confidentially inquire whether the employee is in need of a reasonable accommodation.

V. HARASSMENT

The Company has developed and implemented procedures to ensure employees are not harassed because of their status as an individual with a disability.

VI. EXTERNAL DISSEMINATION

The Company will undertake appropriate outreach and positive recruitment activities reasonably designed to effectively recruit individuals with a disability. These activities may include:

- A. Enlisting the assistance and support of the following persons and organizations in recruiting and developing on-the-job training opportunities for individuals with disabilities, to fulfill the Company's commitment to provide meaningful employment opportunities for such individuals:
 1. The State Vocational Rehabilitation Service Agency (SVRA), State mental health agency, or State developmental disability agency in the area of the contractor's establishment;
 2. The Employment One-Stop Career Center (One-Stop) or American Job Center nearest the contractor's establishment;
 3. The Department of Veterans Affairs Regional Office nearest the contractor's establishment;
 4. Entities funded by the Department of Labor that provide recruitment or training services for individuals with disabilities, such as the services currently provided through the Employer Assistance and Resource Network (EARN);
 5. Local Employment Network (EN) organizations (other than the contractor, if the contractor is an EN) listed in the Social Security Administration's Ticket to Work Employment Network Directory;

6. Local disability groups, organizations, or Centers for Independent Living (CIL) near the contractor's establishment;
 7. Placement or career offices of educational institutions that specialize in the placement of individuals with disabilities; and
 8. Private recruitment sources, such as professional organizations or employment placement services that specialize in the placement of individuals with disabilities.
- B. Considering taking the actions listed below, as appropriate, to fulfill its commitment to provide meaningful employment opportunities to individuals with a disability:
1. Holding formal briefing sessions with representatives from recruiting sources. Such briefing sessions may include facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the Company's selection process, and recruiting literature.
 2. Incorporating special efforts to reach students who are individuals with disabilities.
 3. Participating in work-study programs for students, trainees, or interns with disabilities. Such programs may be found through outreach to State and local schools and universities, and through EARN.
 4. Making individuals with disabilities available for participation in career days, youth motivation programs, and related activities in their communities.
 5. Taking other positive steps deemed necessary to attract qualified individuals with disabilities not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These individuals may be located through State and local agencies supported by the U.S. Department of Education's Rehabilitation Services Administration (RSA), local Ticket-to-Work Employment Networks, or local chapters of groups or organizations that provide services for individuals with disabilities.
 6. Considering applicants who are known to have disabilities for all available positions for which they may be qualified when the position(s) applied for is unavailable.
- C. The Company will send written notification of the policy related to its affirmative action efforts to subcontractors, including subcontracting vendors and suppliers, requesting appropriate action on their part.
- D. On an annual basis, the Company will review the outreach and recruitment efforts it has taken over the previous twelve months to evaluate its effectiveness in identifying and recruiting qualified individuals with a disability. If the Company

concludes the totality of its efforts were not effective in identifying and recruiting qualified individuals with a disability, it shall identify and implement alternative efforts.

E. The Company will document its outreach and recruitment activities and will retain this documentation for three (3) years.

VII. INTERNAL DISSEMINATION

In order to assure greater employee cooperation and participation in its efforts, the Company has communicated its policy to all employees and applicable union officials. Moreover, the Company may undertake, as appropriate, the following additional efforts to disseminate its policy internally:

- A. Inform all employees and prospective employees of its commitment to engage in affirmative action to increase employment opportunities for individuals with disabilities. The contractor should periodically schedule special meetings with all employees to discuss policy and explain individual employee responsibilities;
- B. Publicize it in the Company newspaper, magazine, annual report and other media;
- C. Conduct special meetings with executive, management and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's support for the affirmative action policy;
- D. Discuss the policy thoroughly in both employee orientation and management training programs;
- E. Include articles on accomplishments of individuals with disabilities in Company publications; and
- F. When employees are featured in employee handbooks or similar publications for employees, include individuals with disabilities.

VIII. AUDIT AND REPORTING SYSTEMS

The EEO Coordinator has oversight responsibility for implementation of the AAP for individuals with a disability and an audit and reporting system that will measure the effectiveness of the program, indicate any need for remedial action, determine the degree to which our objectives are being met, determine whether known qualified individuals with a disability had the opportunity to participate in educational, training, recreational, and social activities, and measure our compliance with the program's obligations. Documentation of the Company's compliance with the program's obligation is included throughout this AAP.

The Company will be kept apprised of progress through reports as deemed appropriate.

IX. RESPONSIBILITY FOR IMPLEMENTATION

The EEO Coordinator has been assigned responsibility for implementing the Company's affirmative action activities under this part. The EEO Coordinator's identity appears on external and internal communications regarding the Company's affirmative action program. The EEO Coordinator has been given necessary senior management support and staff to manage and implement this affirmative action program.

X. TRAINING

The Company trains all personnel involved in the recruitment, screening, selection, promotion, disciplinary and related processes to ensure that the commitments in its affirmative action program are implemented.

XI. DATA COLLECTION

On an annual basis, the Company collects the following information pertaining to applicants and hires:

- A. The number of applicants who self-identified as individuals with a disability;
- B. The total number of job openings and the total number of jobs filled;
- C. The total number of applicants for all jobs;
- D. The number of applicants hired who self-identified as individuals with a disability; and
- E. The total number of applicants hired.

INDIVIDUALS WITH A DISABILITY DATA COLLECTION SUMMARY

	2016
TOTAL # OF JOB OPENINGS	79
TOTAL # OF JOBS FILLED	75
TOTAL # OF APPLICANTS	1,088
TOTAL # OF APPLICANTS WITH A DISABILITY	63
TOTAL # OF HIRES	64
TOTAL # OF HIRES WITH A DISABILITY	2

Job Openings: refers to the number of individual positions advertised as open in a job vacancy announcement or requisition.

Jobs Filled: refers to all jobs the company filled by any means, be it through a competitive process or non-competitively.

DISABILITY UTILIZATION ANALYSIS SUMMARY

DISABILITY UTILIZATION ANALYSIS SUMMARY

Job Group Name (Code)		Total Employees	Total Disabled Employees
EXECUTIVES & DIRECTORS (101)	Workforce Numbers	7	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
MANAGERS (102)	Workforce Numbers	14	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
ASSISTANT MANAGERS (103)	Workforce Numbers	3	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
SUPERVISORS & FOREPERSONS (104)	Workforce Numbers	31	2
	Workforce Percentages	-	6.45%
	Availability Percentages (7% - Fixed)	-	7%
PROFESSIONALS (201)	Workforce Numbers	20	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
PURCHASING (301)	Workforce Numbers	8	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
IT SUPPORT (302)	Workforce Numbers	7	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
OPERATIONS SPECIALISTS (304)	Workforce Numbers	6	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%

Note: shaded areas represent job groups with significant underutilization resulting in the establishment of a placement rate goal.

DISABILITY UTILIZATION ANALYSIS SUMMARY

TRANSIT OFFICERS (402)	Workforce Numbers	10	1
	Workforce Percentages	-	10.00%
	Availability Percentages (7% - Fixed)	-	7%
ADMINISTRATIVE SUPPORT (601)	Workforce Numbers	12	1
	Workforce Percentages	-	8.33%
	Availability Percentages (7% - Fixed)	-	7%
CUSTOMER SERVICE REPRESENTATIVES (602)	Workforce Numbers	21	1
	Workforce Percentages	-	4.76%
	Availability Percentages (7% - Fixed)	-	7%
TRAINERS (701)	Workforce Numbers	6	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
DRIVERS (801)	Workforce Numbers	334	8
	Workforce Percentages	-	2.40%
	Availability Percentages (7% - Fixed)	-	7%
LEAD MAINTENANCE (802)	Workforce Numbers	28	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
GENERAL MAINTENANCE (803)	Workforce Numbers	21	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
VEHICLE MAINTENANCE (804)	Workforce Numbers	18	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%
SERVICE WORKERS (805)	Workforce Numbers	17	0
	Workforce Percentages	-	0.00%
	Availability Percentages (7% - Fixed)	-	7%

DISABILITY GOALS

Job Group Name (Code)	Disabled
EXECUTIVES & DIRECTORS (101)	7.00%
MANAGERS (102)	7.00%
ASSISTANT MANAGERS (103)	7.00%
SUPERVISORS & FOREPERSONS (104)	7.00%
PROFESSIONALS (201)	7.00%
PURCHASING (301)	7.00%
IT SUPPORT (302)	7.00%
OPERATIONS SPECIALISTS (304)	7.00%
TRANSIT OFFICERS (402)	-
ADMINISTRATIVE SUPPORT (601)	-
CUSTOMER SERVICE REPRESENTATIVES (602)	7.00%
TRAINERS (701)	7.00%
DRIVERS (801)	7.00%
LEAD MAINTENANCE (802)	7.00%
GENERAL MAINTENANCE (803)	7.00%
VEHICLE MAINTENANCE (804)	7.00%
SERVICE WORKERS (805)	7.00%

Note: Affirmative Action Program numerical placement goals have been established pursuant to 41 C.F.R. § 60-2.16 and do not represent rigid and inflexible quotas, nor do they provide for preferential treatment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status.

VEVRAA SECTION 4212
AFFIRMATIVE ACTION PROGRAM

AFFIRMATIVE ACTION PROGRAM FOR PROTECTED VETERANS

I. POLICY STATEMENT

Pursuant to our obligations under the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Company maintains and posts an Affirmative Action and Equal Employment Opportunity Policy Statement. The policy statement indicates the top U.S. executive's support for the Company's affirmative action program, provides for an audit and reporting system, and assigns overall responsibility for the implementation of affirmative action activities to the EEO Coordinator.

In addition, the policy statement proclaims that the Company will take steps to assure it recruits, hires, trains and promotes persons in all job titles and ensure that all other personnel actions are administered without regard to protected veteran status, including ensuring that all employment decisions are based only on valid job requirements.

The policy statement also states that employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA or any other Federal, state or local law requiring equal employment opportunity for protected veterans; (3) opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for protected veterans; or (4) exercising any other right protected by VEVRAA or its implementing regulations in this part.

II. REVIEW OF PERSONNEL PROCESSES

The Company will take steps to ensure its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known protected veterans for job vacancies filled either by hiring or promotion and for all training opportunities offered or available. The Company will also take steps to ensure that when a protected veteran is considered for employment opportunities, it relies only on that portion of the individual's military record, including his or her discharge papers, relevant to the requirements of the opportunity in issue. Furthermore, the Company will take appropriate steps to ensure its personnel processes do not stereotype protected veterans in a manner that limits their access to all jobs for which they are qualified. Finally, the Company will periodically review such processes and make any necessary modifications to ensure that these obligations are carried out.

The Company has designed a procedure that facilitates a review of the implementation of its personnel processes. The Company most recently assessed its personnel processes in conjunction with the implementation of this Affirmative Action Program ("AAP"). The Company will reassess its personnel processes in conjunction with its next annual AAP cycle.

III. PHYSICAL AND MENTAL QUALIFICATIONS

The Company has developed a schedule for the periodic review of all physical and mental job qualification standards to ensure that, to the extent qualification standards tend to screen out qualified disabled veterans, they are job-related for the position in question and consistent with business necessity. In fact, the Company reviews the physical and mental job qualification standards each time a job opening is posted prior to recruiting for or promoting into a position.

Whenever the Company applies physical or mental qualification standards in the selection of applicants or employees for employment or other change in employment status, such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified disabled veterans, the standards shall be related to the specific job or jobs for which the individual is being considered and consistent with business necessity.

IV. REASONABLE ACCOMMODATION

The Company will make reasonable accommodation to the known physical or mental limitations of an otherwise qualified disabled veteran unless doing so would impose an undue hardship on the operation of its business. If an employee who is known to be a disabled veteran is having difficulty performing his or her job, and it is reasonable to conclude that the performance problem may be related to the known disability, the Company will confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, the Company will confidentially inquire whether the employee is in need of a reasonable accommodation.

V. HARASSMENT

The Company has developed and implemented procedures to ensure employees are not harassed because of their status as a protected veteran.

VI. EXTERNAL DISSEMINATION

The Company will undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit protected veterans. These activities may include:

- A. Enlisting the assistance and support of the following persons and organizations in recruiting and developing on-the-job training opportunities for protected veterans to fulfill the Company's commitment to provide meaningful employment opportunities for such veterans:
 1. The Local Veterans' Employment Representative in the local employment service office (i.e., the One-Stop) nearest the Company's establishment;
 2. The Department of Veterans Affairs Regional Office nearest the Company's establishment;

3. The veterans' counselors and coordinators ("Vet-Reps") on college campuses;
 4. The service officers of the national veterans' groups active in the area of the contractor's establishment;
 5. Local veterans' groups and veterans' service centers near the Company's establishment;
 6. The Department of Defense Transition Assistance Program (TAP) or any subsequent program that, in whole or in part, might replace TAP; and
 7. Any organization listed in the Employer Resources section of the National Resource Directory or any future service that replaces or complements it.
- B. Considering taking the actions listed below, as appropriate, to fulfill its commitment to provide meaningful employment opportunities to protected veterans:
1. Holding formal briefing sessions with representatives from recruiting sources. Such briefings may include facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the Company's selection process, and recruiting literature.
 2. Incorporating special efforts to reach students who are protected veterans.
 3. Participating in work-study programs with Department of Veterans Affairs rehabilitation facilities that specialize in training or educating disabled veterans.
 4. Making protected veterans available for participation in career days, youth motivation programs, and related activities in their communities.
 5. Taking other positive steps deemed necessary to attract qualified protected veterans not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These persons may be located through the local chapters of organizations of and for any of the classifications of protected veterans.
 6. Considering applicants who are known protected veterans for all available positions for which they may be qualified when the position(s) applied for is unavailable.

7. Listing job openings with the National Resource Directory's Veterans Job Bank or any future service that replaces or complements it.
 - C. The Company will also send written notification of the policy related to its affirmative action efforts to subcontractors, including subcontracting vendors and suppliers, requesting appropriate action on their part.
 - D. On an annual basis, the Company will review the outreach and recruitment efforts it has taken over the previous twelve months to evaluate its effectiveness in identifying and recruiting qualified protected veterans. If the Company concludes the totality of its efforts were not effective in identifying and recruiting qualified protected veterans, it shall identify and implement alternative efforts.
 - E. The Company will document its outreach and recruitment activities and will retain this documentation for three (3) years.

VII. INTERNAL DISSEMINATION

In order to assure greater employee cooperation and participation in its efforts, the Company has communicated its policy to all employees and applicable union officials. Moreover, the Company may undertake, as appropriate, the following additional efforts to disseminate its policy internally:

- A. Inform all employees and prospective employees of its commitment to engage in affirmative action to increase employment opportunities for protected veterans;
- B. Publicize it in the Company newspaper, magazine, annual report and other media;
- C. Conduct special meetings with executive, management and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's support for the affirmative action policy;
- D. Discuss the policy thoroughly in both employee orientation and management training programs; or
- E. When employees are featured in employee handbooks or similar publications for employees, include disabled veterans.

VIII. AUDIT AND REPORTING SYSTEMS

The EEO Coordinator has oversight responsibility for implementation of the AAP for protected veterans and an audit and reporting system that will measure the effectiveness of the program, indicate any need for remedial action, determine the degree to which our objectives are being met, determine whether known qualified protected veterans had the opportunity to participate in educational, training, recreational, and social activities, and measure our compliance with the program's

obligations. Documentation of the Company's compliance with the program's obligation is included throughout this AAP.

The Company will be kept apprised of progress through reports as deemed appropriate.

IX. RESPONSIBILITY FOR IMPLEMENTATION

The EEO Coordinator has been assigned responsibility for implementing the Company's affirmative action activities under this part. The EEO Coordinator's identity appears on external and internal communications regarding the Company's affirmative action program. The EEO Coordinator has been given necessary senior management support and staff to manage and implement this affirmative action program.

X. TRAINING

The Company trains all personnel involved in the recruitment, screening, selection, promotion, disciplinary and related processes to ensure that the commitments in its affirmative action program are implemented.

XI. DATA COLLECTION

On an annual basis, the Company collects the following information pertaining to applicants and hires:

- A. The number of applicants who self-identified as protected veterans;
- B. The total number of job openings and the total number of jobs filled;
- C. The total number of applicants for all jobs;
- D. The number of protected veteran applicants hired; and
- E. The total number of applicants hired.

XII. BENCHMARKS FOR HIRING

The Company has established a hiring benchmark for protected veterans equaling the national percentage of veterans in the civilian labor force, as published and updated annually on the OFCCP website.

PROTECTED VETERAN DATA COLLECTION SUMMARY

	2016
TOTAL # OF JOB OPENINGS	79
TOTAL # OF JOBS FILLED	75
TOTAL # OF APPLICANTS	1,088
TOTAL # OF PROTECTED VETERAN APPLICANTS	82
TOTAL # OF HIRES	64
TOTAL # OF PROTECTED VETERAN HIRES	4

Job Openings: refers to the number of individual positions advertised as open in a job vacancy announcement or requisition.

Jobs Filled: refers to all jobs the company filled by any means, be it through a competitive process or non-competitively.