

**Your Company**  
**2680 Bayshore Parkway**  
**Suite 411**  
**Mountain View, CA 94043-1009**

**Utilization Summary**

41 CFR Section 60-2.15

**1 : Managers**

**Test Used: 80% Rule with Whole Person Rule**

Total Employees: 8

	Female	Minority	Black	Hispanic	Asian	Am. Indian
Current #	2	0	0	0	0	0
Total Availability	27.86%	11.64%	8.68%	0.75%	2.17%	0.03%
80% Rule	22.29%	9.31%	6.94%	0.60%	1.74%	0.02%
Current %	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% Underutilized	2.71%	-9.31%	-6.94%	-0.60%	-1.74%	-0.02%
Persons Under, 80% Rule (Whole Person Rule)	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized?, 80% Rule (Whole Person Rule)	No	No	No	No	No	No

**2 : Professionals**

**Test Used: 80% Rule with Whole Person Rule**

Total Employees: 58

	Female	Minority	Black	Hispanic	Asian	Am. Indian
Current #	16	7	6	0	1	0
Total Availability	37.19%	28.61%	9.16%	4.95%	13.99%	0.32%
80% Rule	29.75%	22.89%	7.33%	3.96%	11.19%	0.26%
Current %	27.59%	12.07%	10.34%	0.00%	1.72%	0.00%
% Underutilized	-2.16%	-10.82%	3.01%	-3.96%	-9.47%	-0.26%
Persons Under, 80% Rule (Whole Person Rule)	1.25	6.28	0.00	2.30	5.49	0.00
Underutilized?, 80% Rule (Whole Person Rule)	Yes	Yes	No	Yes	Yes	No

\* The Company has used the terms 'availability,' 'utilization analysis' and 'underutilization' herein as required by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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## Utilization Summary

41 CFR Section 60-2.15

**5 : Clerical**

**Test Used: 80% Rule with Whole Person Rule**

Total Employees: 63
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	Female	Minority	Black	Hispanic	Asian	Am. Indian
Current #	58	23	18	3	2	0
Total Availability	80.56%	51.83%	12.20%	24.14%	14.86%	0.44%
80% Rule	64.45%	41.46%	9.76%	19.31%	11.89%	0.35%
Current %	92.06%	36.51%	28.57%	4.76%	3.17%	0.00%
% Underutilized	27.61%	-4.95%	18.81%	-14.55%	-8.72%	-0.35%
Persons Under, 80% Rule (Whole Person Rule)	0.00	3.12	0.00	9.17	5.49	0.00
Underutilized?, 80% Rule (Whole Person Rule)	No	Yes	No	Yes	Yes	No

<b>Company Totals:</b>	<b>Employees</b>	<b>Females</b>	<b>Minorities</b>
	129	76	30

\* The Company has used the terms 'availability,' 'utilization analysis' and 'underutilization' herein as required by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.