

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

## JAAR Analysis

41 CFR Section 60-2.11 (c)

**Expected Range**

**Minorities :** 18.60% - 27.91%

**Females :** 47.13% - 70.70%

Department	Current Employees			% Of Persons Underutilized		% Of Persons Concentrated		Passes Test?	
	Total	% Min.	% Fem.	Min.	Fem.	Min.	Fem.	Min.	Fem.
A1 : Administration	13	30.76	76.92	0.00	0.00	2.86	6.23	No	No
A2 : Finance	22	4.54	63.63	14.06	0.00	0.00	0.00	No	Yes
A3 : Engineering	7	14.28	0.00	4.32	47.13	0.00	0.00	No	No
A4 : Marketing	2	0.00	100.00	18.60	0.00	0.00	29.30	No	No
A5 : Project Management	58	34.48	70.68	0.00	0.00	6.58	0.00	No	Yes
A6 : Special Projects	23	17.39	30.43	1.21	16.70	0.00	0.00	No	No
A7 : MIS	4	0.00	50.00	18.60	0.00	0.00	0.00	No	Yes
<b>Company Total:</b>	<b>129</b>	<b>23.25</b>	<b>58.91</b>						

\* 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.