

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

## Adverse Impact Analysis (Applicant Flow)

1 : Managers

01/01/1999 - 12/31/1999

	Applicants	Hires	% Hires	80% Rule			2 Standard Deviations		Fisher's Exact	
				Passed Test?	Expected	Difference	Passed Test?	Passed Test?		
<b>Male</b>	50	3	6.00%							
Female	41	3	7.32%	Yes			N/A		N/A	
<b>White</b>	63	4	6.35%							
Minorities	28	2	7.14%	Yes			N/A		N/A	
<b>White</b>	63	4	6.35%							
Black	10	0	0.00%	No	0	0	N/A		N/A	
Hispanic	12	2	16.67%	Yes			N/A		N/A	
Asian	6	0	0.00%	No	0	0	N/A		N/A	
Amer. Ind.	0	0	0.00%	N/A			N/A		N/A	

**Notes:**

- 1) The highlighted rows are the base groups that the other groups are compared against.
- 2) If 80% or greater (or 'Yes') is displayed in the 80% Rule column, the group passes the 80% Test.
- 3) The group passes the 2 Standard Deviation Test if the number reported is less than 2.00 (or 'Yes' is displayed).
- 4) Fisher's Exact numbers greater than .05 pass the test. 'Yes' also indicates passing.
- 5) The 2 Standard Deviations test will be performed if the total people in the group is >30 or the expected # >5.
- 6) The Fisher's Exact test will be performed if the total people in the group is <= 30 and the expected # <=5.
- 7) If the 80% rule fails and the difference=0, then the 80% rule is not statistically significant and the 2 Standard and Fisher's Exact tests will not be performed.

The Company has used the terms 'Adverse Impact', 'Expected', 'Difference', and 'Passed Test?' herein as required by government affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They 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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## Adverse Impact Analysis (Applicant Flow)

### 2 : Professionals

01/01/1999 - 12/31/1999

	Applicants	Hires	% Hires	80% Rule		2 Standard Deviations		Fisher's Exact
				Passed Test?	Expected Difference	Passed Test?	Passed Test?	
<b>Male</b>	55	21	38.18%					
Female	23	8	34.78%	Yes			N/A	N/A
<b>White</b>	48	26	54.17%					
Minorities	21	3	14.29%	No	8	5	No	N/A
<b>White</b>	48	26	54.17%					
Black	15	3	20.00%	No	6	3	No	N/A
Hispanic	6	0	0.00%	No	2	2	No	N/A
Asian	0	0	0.00%	N/A			N/A	N/A
Amer. Ind.	0	0	0.00%	N/A			N/A	N/A

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- 2) If 80% or greater (or 'Yes') is displayed in the 80% Rule column, the group passes the 80% Test.
- 3) The group passes the 2 Standard Deviation Test if the number reported is less than 2.00 (or 'Yes' is displayed).
- 4) Fisher's Exact numbers greater than .05 pass the test. 'Yes' also indicates passing.
- 5) The 2 Standard Deviations test will be performed if the total people in the group is >30 or the expected # >5.
- 6) The Fisher's Exact test will be performed if the total people in the group is <= 30 and the expected # <=5.
- 7) If the 80% rule fails and the difference=0, then the 80% rule is not statistically significant and the 2 Standard and Fisher's Exact tests will not be performed.

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## Adverse Impact Analysis (Applicant Flow)

### 5 : Clerical

01/01/1999 - 12/31/1999

	Applicants	Hires	% Hires	80% Rule		2 Standard Deviations		Fisher's Exact	
				Passed Test?	Expected Difference	Passed Test?	Passed Test?		
<b>Male</b>	5	1	20.00%						
Female	50	17	34.00%	Yes		N/A		N/A	
<b>White</b>	40	10	25.00%						
Minorities	15	8	53.33%	Yes		N/A		N/A	
<b>White</b>	40	10	25.00%						
Black	5	5	100.00%	Yes		N/A		N/A	
Hispanic	5	1	20.00%	Yes		N/A		N/A	
Asian	5	2	40.00%	Yes		N/A		N/A	
Amer. Ind.	0	0	0.00%	N/A		N/A		N/A	

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- 2) If 80% or greater (or 'Yes') is displayed in the 80% Rule column, the group passes the 80% Test.
- 3) The group passes the 2 Standard Deviation Test if the number reported is less than 2.00 (or 'Yes' is displayed).
- 4) Fisher's Exact numbers greater than .05 pass the test. 'Yes' also indicates passing.
- 5) The 2 Standard Deviations test will be performed if the total people in the group is >30 or the expected # >5.
- 6) The Fisher's Exact test will be performed if the total people in the group is <= 30 and the expected # <=5.
- 7) If the 80% rule fails and the difference=0, then the 80% rule is not statistically significant and the 2 Standard and Fisher's Exact tests will not be performed.

The Company has used the terms 'Adverse Impact', 'Expected', 'Difference', and 'Passed Test?' herein as required by government affirmative action regulations and has prepared these statistics in compliance with such regulations. The use of such terms and statistics constitutes a good faith effort by the Company to monitor its employment activities. They 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.