

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

Adverse Impact Analysis (Promotions - From/Within)

1 : Managers

01/01/1999 - 12/31/1999

	Employees	Promotions	% Prom.	80% Rule		2 Standard Deviations		Fisher's Exact	
				Passed Test?	Expected Difference	Passed Test?	Passed Test?		
Male	6	0	0.00%						
Female	2	0	0.00%	N/A		N/A		N/A	
White	8	0	0.00%						
Minorities	0	0	0.00%	N/A		N/A		N/A	
White	8	0	0.00%						
Black	0	0	0.00%	N/A		N/A		N/A	
Hispanic	0	0	0.00%	N/A		N/A		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	

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 (Promotions - From/Within) 2 : Professionals

01/01/1999 - 12/31/1999

	Employees	Promotions	% Prom.	80% Rule		2 Standard Deviations		Fisher's Exact	
				Passed Test?	Expected Difference	Passed Test?	Passed Test?		
Male	42	0	0.00%						
Female	17	0	0.00%	N/A		N/A		N/A	
White	52	0	0.00%						
Minorities	7	0	0.00%	N/A		N/A		N/A	
White	52	0	0.00%						
Black	6	0	0.00%	N/A		N/A		N/A	
Hispanic	0	0	0.00%	N/A		N/A		N/A	
Asian	1	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 (Promotions - From/Within) 5 : Clerical

01/01/1999 - 12/31/1999

	Employees	Promotions	% Prom.	80% Rule		2 Standard Deviations		Fisher's Exact	
				Passed Test?	Expected Difference	Passed Test?	Passed Test?		
Male	6	0	0.00%						
Female	58	0	0.00%	N/A		N/A		N/A	
White	41	0	0.00%						
Minorities	23	0	0.00%	N/A		N/A		N/A	
White	41	0	0.00%						
Black	18	0	0.00%	N/A		N/A		N/A	
Hispanic	3	0	0.00%	N/A		N/A		N/A	
Asian	2	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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