

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

Availability Analysis

41 CFR Section 60-2.14

1 : Managers

(Total Employees In Above Job Group: 8)

Weight Factor	Females		Minorities		Black		Hispanic		Asian		Am. Indian		
	Total: 2		Total: 0		Total: 0		Total: 0		Total: 0		Total: 0		
	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	
a. Persons with skills in immediate recruitment area	5.00%	34.66%	1.73%	30.13%	1.51%	5.88%	0.29%	11.35%	0.57%	12.45%	0.62%	0.32%	0.02%
b. Persons with skills in reasonable recruitment area	5.00%	31.69%	1.58%	11.69%	0.58%	4.19%	0.21%	3.56%	0.18%	3.58%	0.18%	0.31%	0.02%
c. Training institutions capable of training persons in requisite skills	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%
a. Promotable and transferable persons from within the company	90.00%	27.27%	24.54%	10.61%	9.55%	9.09%	8.18%	0.00%	0.00%	1.52%	1.37%	0.00%	0.00%
b. Persons trainable of jobs in this job group during the AAP year.	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%
i. Unused Custom Factor	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%
	100.00%												
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	

Statistical Sources:

Factor 1a: U.S. Census Bureau Statistics for Sample Census Area
Factor 1b: U.S. Census Bureau Statistics for United States
Factor 2a: Job Groups 1, 2

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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2 : Professionals

(Total Employees In Above Job Group: 58)

Weight Factor	Females		Minorities		Black		Hispanic		Asian		Am. Indian		
	Total: 16		Total: 7		Total: 6		Total: 0		Total: 1		Total: 0		
	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	
a. Persons with skills in immediate recruitment area	65.00%	31.63%	20.56%	32.81%	21.33%	6.80%	4.42%	6.19%	4.02%	19.11%	12.42%	0.43%	0.28%
b. Persons with skills in reasonable recruitment area	15.00%	29.35%	4.40%	15.48%	2.32%	5.14%	0.77%	2.87%	0.43%	7.12%	1.07%	0.28%	0.04%
c. Training institutions capable of training persons in requisite skills	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%
a. Promotable and transferable persons from within the company .	20.00%	61.16%	12.23%	24.79%	4.96%	19.83%	3.97%	2.48%	0.50%	2.48%	0.50%	0.00%	0.00%
b. Persons trainable of jobs in this job group during the AAP year. . .	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%
i. Unused Custom Factor	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%
	100.00%												
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	

Statistical Sources:

- Factor 1a: U.S. Census Bureau Statistics for Sample Census Area
- Factor 1b: U.S. Census Bureau Statistics for United States
- Factor 2a: Job Groups 2, 5

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5 : Clerical

(Total Employees In Above Job Group: 63)

Weight Factor	Females		Minorities		Black		Hispanic		Asian		Am. Indian		
	Total: 58		Total: 23		Total: 18		Total: 3		Total: 2		Total: 0		
	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	Raw %	Net %	
a. Persons with skills in immediate recruitment area	100.00%	80.56%	80.56%	51.83%	51.83%	12.20%	12.20%	24.14%	24.14%	14.86%	14.86%	0.44%	0.44%
b. Persons with skills in reasonable recruitment area	0.00%	85.68%	0.00%	20.03%	0.00%	9.64%	0.00%	6.69%	0.00%	3.11%	0.00%	0.54%	0.00%
c. Training institutions capable of training persons in requisite skills	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%
a. Promotable and transferable persons from within the company .	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%
b. Persons trainable of jobs in this job group during the AAP year. . .	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%
d. Unused Custom Factor	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%
	100.00%												
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	

Statistical Sources:

Factor 1a: U.S. Census Bureau Statistics for Sample Census Area

Factor 1b: U.S. Census Bureau Statistics for United States

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.