

Effective: January 1, 2009
Newco Corporation
 Focus: Site - Headquarters

COMPLIANCE EVALUATION FLAGS

Pay Discrepancy by Job Title

CONFIDENTIAL

Job Title with Pay Discrepancy	Total Number of Employees	Female	Hispanic	Black	Native Haw./ Pac. Islander	Asian	American Indian	Two or More Races	Total Minorities
Accounting Entitlement Clerk	3	\$9,138 *13.9%							
Accounting Entitlement Coordinator	7	\$17,012 *30.6%							
Accounting Entitlement Engineer	4		\$15,457 *23.5%			\$11,681 *16.8%			\$13,569 *20.0%
Accounting Intern Admin	7	\$3,479 *6.8%							
Accounting Intern Clerk	5	\$15,891 *30.5%						\$10,912 *21.3%	\$5,925 *10.6%
Applications Advisor Analysis	3	\$1,007 *1.7%							
Applications Advisor Analyst	5	\$7,988 *13.6%							
Applications Advisor Bonus	8		\$13,597 *24.5%			\$9,900 *16.7%			\$5,932 *9.4%
Area Development Affairs	6					\$22,291 *87.5%			\$22,291 *87.5%
Area Development Control	5					\$11,402 *42.8%			
Area Development Group	8	\$6,902 *23.8%							
Area Development Library	5		\$10,648 *38.0%			\$14,548 *60.3%			\$12,598 *48.3%
Area Development Management	3		\$2,871 *13.1%						

Standard Methodology Used: Means Test by Job Title - Any discrepancy. Females compared to Males, Minorities compared to non-minorities
 * "Make Whole Percentage": percentage pay increase required for protected mean pay to equal unprotected mean pay.

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Business Counsel Export	6	\$16,446 *22.7%	\$4,195 *5.6%					\$5,853 *7.9%	\$5,024 *6.7%
Business Counsel Interop	4					\$3,235 *4.3%			\$3,235 *4.3%
Business Counsel Leader	5	\$1,836 *2.5%		\$8,343 *11.5%		\$8,624 *12.0%		\$21,270 *35.9%	\$12,746 *18.8%
Cad Equipment Coord	8	\$6,566 *9.6%		\$24,851 *55.0%		\$21,865 *45.4%			\$79 *0.1%
Cad Equipment Stores	8					\$5,277 *10.8%			\$5,277 *10.8%
Cad Equipment Supervisor	5	\$33,631 *73.3%	\$2,032 *4.5%	\$1,404 *3.1%					
Cad Equipment Technician	6	\$664 *1.4%					\$26,457 *122.0%		\$664 *1.4%
Compliance Investigator Release	10		\$12,033 *20.8%				\$39,976 *134.2%		\$11,510 *19.8%
Compliance Investigator Spectst	5	\$215 *0.2%							
Compliance Investigator Train	3					\$3,718 *4.6%			\$3,718 *4.6%
Documentation Counsel Campus	3	\$4,557 *4.6%							
Documentation Counsel Center	6		\$13,017 *16.3%						\$5,669 *6.5%
Documentation Counsel Consultant	7	\$19,494 *24.0%	\$13,080 *15.6%	\$38,789 *66.6%	\$355 *0.4%				\$17,408 *21.9%

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Enterprise Investigator Operation	5	\$2,246 *2.7%	\$89,634 *367.5%			\$61,839 *118.5%			\$75,736 *197.8%
Enterprise Investigator Planner	5	\$24,479 *29.1%		\$14,909 *18.8%					\$780 *0.8%
Enterprise Investigator Planning	3	\$13,734 *14.8%							
Enterprise Investigator Project	5							\$91,514 *457.1%	\$91,514 *457.1%
Facilities Counsel Analysis	6		\$46,347 *119.1%			\$37,209 *77.4%			\$43,301 *103.2%
Facilities Counsel Architect	4				\$19,362 *58.8%				\$19,362 *58.8%
Facilities Counsel Assistant	5					\$17,018 *40.4%			
Facilities Counsel Campus	4					\$23,606 *74.4%			\$23,606 *74.4%

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