

Effective: May 1, 2002
NEWCO CORPORATION
 Focus: Site - San Jose

AVAILABILITY ANALYSIS

Female/Minority Report

Page 1

CONFIDENTIAL

JOB GROUP	Value Weight	RAW AVAILABILITY		WEIGHTED AVAILABILITY		RATIONALE
		FEM	MIN	FEM	MIN	
10 Executives/Officers	0.00	0.00	0.00	0.00	0.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: NONE ALL PLACEMENTS FROM HIRES
Internal Factor 1		0	0			
		0				
	0.60	5.80	10.49	3.48	6.29	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 10 EXECUTIVES/OFFICERS BY EARN/RACE/SEX SJ/SF/OAK PMSA \$100K+
External Factor 1		1028	1858			
		17711				
	0.40	5.13	4.90	2.05	1.96	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 10 EXECUTIVES/OFFICERS BY EARN/RACE/SEX USA \$100K+
External Factor 2		19662	18769			
		383228				
Total Value Weight:		1.00		5.5	8.3	:Total Weighted Availability
11 Managers & Directors	0.15	50.00	0.00	7.50	0.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: 11 MANAGERS & DIRECTORS
Internal Factor 1		1	0			
		2				
	0.30	26.72	19.43	8.02	5.83	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 11 MANAGERS & DIRECTORS BY IND/RACE/SEX SJ/SF/OAK PMSA
External Factor 1		2901	2110			
		10857				
	0.55	20.62	9.35	11.34	5.15	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 11 MANAGERS & DIRECTORS BY IND/RACE/SEX USA
External Factor 2		20118	9128			
		97575				
Total Value Weight:		1.00		26.9	11.0	:Total Weighted Availability
12 Supervisors & Asst Supvrs	0.00	0.00	0.00	0.00	0.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: NONE ALL PLACEMENTS FROM HIRES
Internal Factor 1		0	0			
		0				

Internal Factors: The percentage of minorities or women among those promotable, transferrable, and trainable within the contractor's organization. Trainable refers to those employees within the contractor's organization who could, with appropriate training provided by the contractor, become promotable or transferrable within the AAP year.

External Factors: The percentage of minorities or women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek to fill the positions in question.

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Page 2

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		FEM	MIN	FEM	MIN	
12 Supervisors & Asst Supvrs External Factor 1	0.60	47.87 <u>1155</u>	41.65 <u>1005</u>	28.72	24.99	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 12 SUPERVISORS & ASST SUPVRS BY IND/RACE/SEX SAN JOSE PMSA
		2413				
External Factor 2	0.40	35.12 <u>328</u>	33.40 <u>312</u>	14.05	13.36	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 12 SUPERVISORS & ASST SUPVRS BY IND/RACE/SEX SF/OAK PMSA
Total Value Weight: 1.00				42.8	38.4	:Total Weighted Availability
13 Professionals - Technical Internal Factor 1	0.06	0.00 <u>0</u>	50.00 <u>1</u>	0.00	3.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: 13 PROFESSIONALS - TECHNICAL
		2				
External Factor 1	0.64	13.29 <u>1380</u>	38.11 <u>3958</u>	8.50	24.39	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 13 PROFESSIONALS-TECH BY IND/RACE/SEX SJ/SF/OAK PMSA
		10385				
External Factor 2	0.30	9.92 <u>7974</u>	16.78 <u>13491</u>	2.98	5.03	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 13 PROFESSIONALS-TECH BY IND/RACE/SEX USA
		80399				
Total Value Weight: 1.00				11.5	32.4	:Total Weighted Availability
14 Professionals - Admin Internal Factor 1	0.25	0.00 <u>0</u>	100.0 <u>1</u>	0.00	25.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: 14 PROFESSIONALS - ADMIN
		1				
External Factor 1	0.55	46.15 <u>26799</u>	29.14 <u>16919</u>	25.38	16.03	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 14 PROFESSIONALS - ADMIN BY RACE/SEX SAN JOSE PMSA
		58065				

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		FEM	MIN	FEM	MIN	
14 Professionals - Admin External Factor 2	0.20	46.22 <hr style="width: 50px; margin: 0 auto;"/> 58934	27.35 <hr style="width: 50px; margin: 0 auto;"/> 34874	9.24	5.47	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 14 PROFESSIONALS - ADMIN BY RACE/SEX USA
		<hr style="width: 50px; margin: 0 auto;"/> 127496				
Total Value Weight:		1.00		34.6	46.5	:Total Weighted Availability
15 Sales Internal Factor 1	0.25	0.00 <hr style="width: 50px; margin: 0 auto;"/> 0	0.00 <hr style="width: 50px; margin: 0 auto;"/> 0	0.00	0.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: 15 SALES
		<hr style="width: 50px; margin: 0 auto;"/> 1				
External Factor 1	0.65	31.46 <hr style="width: 50px; margin: 0 auto;"/> 13076	17.97 <hr style="width: 50px; margin: 0 auto;"/> 7468	20.45	11.68	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 15 SALES BY RACE/SEX SJ/SF/OAK PMSA
		<hr style="width: 50px; margin: 0 auto;"/> 41560				
External Factor 2	0.10	22.31 <hr style="width: 50px; margin: 0 auto;"/> 350644	9.49 <hr style="width: 50px; margin: 0 auto;"/> 149169	2.23	0.95	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 15 SALES BY RACE/SEX USA
		<hr style="width: 50px; margin: 0 auto;"/> 1571432				
Total Value Weight:		1.00		22.7	12.6	:Total Weighted Availability
16 Technicians-Lvl 1: Layout Internal Factor 1	0.00	0.00 <hr style="width: 50px; margin: 0 auto;"/> 0	0.00 <hr style="width: 50px; margin: 0 auto;"/> 0	0.00	0.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: NONE ALL PLACEMENTS FROM HIRES
		<hr style="width: 50px; margin: 0 auto;"/> 0				
External Factor 1	0.75	24.95 <hr style="width: 50px; margin: 0 auto;"/> 915	37.13 <hr style="width: 50px; margin: 0 auto;"/> 1362	18.71	27.85	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 16 TECHNICIANS-LVL 1: LAYOUT BY RACE/SEX SAN JOSE PMSA
		<hr style="width: 50px; margin: 0 auto;"/> 3668				
External Factor 2	0.25	25.93 <hr style="width: 50px; margin: 0 auto;"/> 1528	37.75 <hr style="width: 50px; margin: 0 auto;"/> 2224	6.48	9.44	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 16 TECHNICIANS-LVL 1: LAYOUT BY RACE/SEX SF/OAK PMSA
		<hr style="width: 50px; margin: 0 auto;"/> 5892				

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Page 4

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		FEM	MIN	FEM	MIN		
Total Value Weight:		1.00			25.2	37.3	:Total Weighted Availability
17 Technicians-Lvl 2: MFG/E	0.00	0.00	0.00	0.00	0.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: NONE ALL PLACEMENTS FROM HIRES	
Internal Factor 1		0	0				
		0					
External Factor 1	0.65	28.81	57.05	18.73	37.09	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 17 TECHNICIANS-LVL 2: MFG/E BY IND/RACE/SEX SAN JOSE PMSA	
		1119	2216				
		3884					
External Factor 2	0.35	19.79	46.88	6.93	16.41	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 17 TECHNICIANS-LVL 2: MFG/E BY IND/RACE/SEX SF/OAK PMSA	
		241	571				
		1218					
Total Value Weight:		1.00		25.7	53.5	:Total Weighted Availability	
18 Clerical - Admin	0.00	0.00	0.00	0.00	0.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: NONE ALL PLACEMENTS FROM HIRES	
Internal Factor 1		0	0				
		0					
External Factor 1	0.75	88.56	29.13	66.42	21.85	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 18 CLERICAL-ADMIN BY RACE/SEX SAN JOSE PMSA	
		45390	14928				
		51252					
External Factor 2	0.25	88.65	33.76	22.16	8.44	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 18 CLERICAL-ADMIN BY RACE/SEX SF/OAK PMSA	
		113027	43050				
		127502					
Total Value Weight:		1.00		88.6	30.3	:Total Weighted Availability	

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19 Clerical - Operations	0.00	0.00	0.00	0.00	0.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: NONE ALL PLACEMENTS FROM HIRES
Internal Factor 1		<u>0</u>	<u>0</u>			
		0				
	0.70	31.80	42.99	22.26	30.10	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 19 CLERICAL - OPERATIONS BY RACE/SEX SAN JOSE PMSA
External Factor 1		<u>2356</u>	<u>3185</u>			
		7408				
	0.30	27.10	46.64	8.13	13.99	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 19 CLERICAL - OPERATIONS BY RACE/SEX SF/OAK PMSA
External Factor 2		<u>3098</u>	<u>5331</u>			
		11431				
Total Value Weight:		1.00		30.4	44.1	:Total Weighted Availability
20 Operatives	0.00	0.00	0.00	0.00	0.00	PROMOTABLE, TRAINABLE, AND TRANSFERABLE EMPLOYEES: NONE ALL PLACEMENTS FROM HIRES
Internal Factor 1		<u>0</u>	<u>0</u>			
		0				
	0.75	33.79	65.40	25.34	49.05	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 20 OPERATIVES BY RACE/SEX SAN JOSE PMSA
External Factor 1		<u>12693</u>	<u>24564</u>			
		37562				
	0.25	27.68	62.75	6.92	15.69	POPULATION WITH REQUISITE SKILLS IN REASONABLE RECRUITMENT AREA: 20 OPERATIVES BY RACE/SEX SF/OAK PMSA
External Factor 2		<u>15778</u>	<u>35764</u>			
		56997				
Total Value Weight:		1.00		32.3	64.7	:Total Weighted Availability

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