

WHITE COLLAR JAAR CALCULATIONS

EEO Category	Total Employees	Total Males	Total Females	Total Minorities
Officials & Managers	125	97	28	63
Professionals	336	242	94	198
Technicians	69	43	26	66
Sales	0	0	0	0
Office & Clerical	84	28	56	65
TOTALS	614	410	204	392

$$\text{Female Percentage} = \frac{\text{Female Total}}{\text{Employee Total}} \times 100 = \frac{204}{614} \times 100 = \mathbf{33.22\%}$$

$$\text{Female JAAR} = 33.22\% - (0.20 \times 33.22\%) \text{ to } 33.22\% + (0.20 \times 33.22\%)$$

$$\mathbf{* \text{ Female JAAR} = 26.58\% \text{ to } 39.87\%}$$

$$\text{Minority Percentage} = \frac{\text{Minority Total}}{\text{Employee Total}} \times 100 = \frac{392}{614} \times 100 = \mathbf{63.84\%}$$

$$\text{Minority JAAR} = 63.84\% - (0.20 \times 63.84\%) \text{ to } 63.84\% + (0.20 \times 63.84\%)$$

$$\mathbf{* \text{ Minority JAAR} = 51.07\% \text{ to } 76.61\%}$$

BLUE COLLAR JAAR CALCULATIONS

EEO Category	Total Employees	Total Males	Total Females	Total Minorities
Craft Workers	0	0	0	0
Operatives	221	96	125	220
Laborers	0	0	0	0
Service	0	0	0	0
TOTALS	221	96	125	220

$$\text{Female Percentage} = \frac{\text{Female Total}}{\text{Employee Total}} \times 100 = \frac{125}{221} \times 100 = \mathbf{56.56\%}$$

$$\text{Female JAAR} = 56.56\% - (0.20 \times 56.56\%) \text{ to } 56.56\% + (0.20 \times 56.56\%)$$

$$\mathbf{* \text{ Female JAAR} = 45.25\% \text{ to } 67.87\%}$$

$$\text{Minority Percentage} = \frac{\text{Minority Total}}{\text{Employee Total}} \times 100 = \frac{220}{221} \times 100 = \mathbf{99.54\%}$$

$$\text{Minority JAAR} = 99.54\% - (0.20 \times 99.54\%) \text{ to } 99.54\% + (0.20 \times 99.54\%)$$

$$\mathbf{* \text{ Minority JAAR} = 79.64\% \text{ to } 119.46\%}$$