

**PERCENTAGE ANNUAL
PLACEMENT RATE GOALS**

80% Rule

RACE AND ETHNICITY

CONFIDENTIAL

Effective: May 1, 2002

NEWCO CORPORATION

Focus: Site - San Jose

Job Group Name	Identified Group	Percentage Annual Placement Rate
11 Managers & Directors	BLACK	1.5%
	HISPANIC	3.0%
12 Supervisors & Asst Supvrs	HISPANIC	14.8%
13 Professionals - Technical	BLACK	1.7%
	HISPANIC	3.1%
14 Professionals - Admin	HISPANIC	30.2%
15 Sales	HISPANIC	4.7%
16 Technicians-Lvl 1: Layout	HISPANIC	11.9%
17 Technicians-Lvl 2: MFG/E	HISPANIC	12.3%
19 Clerical - Operations	HISPANIC	22.4%
20 Operatives	HISPANIC	35.5%
	AMER. INDIAN	0.6%

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Percentage Annual Placement Rate Goals: Percentage goals are referred to as "Program Goals," and as such, apply to all organizational units where there are opportunities.