

**PERCENTAGE ANNUAL
PLACEMENT RATE GOALS**

80% Rule

FEMALE AND MINORITY

CONFIDENTIAL

Effective: May 1, 2002

NEWCO CORPORATION

Focus: Site - San Jose

Job Group Name	Identified Group	Percentage Annual Placement Rate
15 Sales	MINORITIES	12.6%

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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.