Effective: May 1, 2002

NEWCO CORPORATION

Focus: Site - San Jose

IMPACT RATIO ANALYSIS

(Minority vs. Non-minority)

New Hires

CONFIDENTIAL

JOB GROUP	TOTAL APPL	TOTAL HIRES	SELECTION RATE NON-MINORITIES APPL	NON-MINORITIES HIRES	NON-MINORITIES Sel. Rate	MINORITIES APPL	MINORITIES HIRES	MINORITIES Sel. Rate	M.A.S.R. (higher)	IMPACT RATIO (S.R./M.A.S.R.) MINORITIES	ADVERSE IMPACT INDICATED FOR: (IMPACT RATIO < 0.8)
10 Executives/Officers	1	1	1	1	100.0%	0	0	0.0%	100.0%	NONE	
11 Managers & Directors	9	4	4	2	50.0%	4	2	50.0%	50.0%	1.00	
13 Professionals - Technical	65	34	18	10	55.6%	45	24	53.3%	55.6%	0.96	
14 Professionals - Admin	5	3	1	1	100.0%	3	2	66.7%	100.0%	0.67	MINORITIES
15 Sales	4	3	4	3	75.0%	0	0	0.0%	75.0%	NONE	
16 Technicians-Lvl 1: Layout	1	1	0	0	0.0%	1	1	100.0%	100.0%	1.00	
18 Clerical - Admin	25	11	12	7	58.3%	10	4	40.0%	58.3%	0.69	MINORITIES
20 Operatives	9	1	0	0	0.0%	9	1	11.1%	11.1%	1.00	
COMPANY TOTALS	119	58	40	24	60.0%	72	34	47.2%	60.0%	0.79	MINORITIES
PERCENT OF TOTAL	100	100	33.6	41.4		60.5	58.6				

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