INCUMBENCY TO AVAILABILITY ANALYSIS

FEMALE AND MINORITY

Effective: May 1, 2002

NEWCO CORPORATION

CONFIDENTIAL

Focus: Site - San Jose

JOB GROUP	EMPLOYMENT					AVAILABILITY PERCENT		PERCENTAGE ANNUAL PLACEMENT RATE GOALS INDICATED (80% of Availability)	
	Total	FEM #	FEM %	MIN #	MIN %	FEM	MIN	FEM	MIN
10 Executives/Officers	14			4	28.6	5.5	8.3		
11 Managers & Directors	92	20	21.7	47	51.1	26.9	11.0		
12 Supervisors & Asst Supvrs	19	8	42.1	12	63.2	42.8	38.4		
13 Professionals - Technical	207	29	14.0	147	71.0	11.5	32.4		
14 Professionals - Admin	67	43	64.2	45	67.2	34.6	46.5		
15 Sales	62	22	35.5	6	9.7	22.7	12.6		YES
16 Technicians-Lvl 1: Layout	21	15	71.4	19	90.5	25.2	37.3		
17 Technicians-Lvl 2: MFG/E	48	11	22.9	47	97.9	25.7	53.5		
18 Clerical - Admin	55	45	81.8	36	65.5	88.6	30.3		
19 Clerical - Operations	29	11	37.9	29	100.0	30.4	44.1		
20 Operatives	221	125	56.6	220	99.5	32.3	64.7		
TOTAL NUMBER	835	329		612					
PERCENT OF TOTAL	100	39.4		73.3					

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