

Member Company, Inc.
Preliminary Transaction Summary and Statistical Disparity Analysis
Hires/Offers by Gender

AAP # 1234 | Anywhere, USA

Period Covered: January 1, 2008 through December 31, 2008

Group Code	Group Name	Men		Women		Total		Selection Rates			Shortfall Results		Analytical Tests		
		Applied	Offered/ Hired	Applied	Offered/ Hired	Applied	Offered/ Hired	Men	Women	Overall	Women Expected	Shortfall	80% Test	z-Test Std. Dev.	Fisher's Exact
100	Executives	3	1	3	1	6	2	33.3%	33.3%	33.3%	1	0	100.0%		0.8000
101	Directors	15	5	17	0	32	5	33.3%	0.0%	15.6%	2	-2	0.0%	2.5915	0.0149
102	Senior Managers	22	1	31	3	53	4	4.5%	9.7%	7.5%	2	1	212.9%	-0.6969	0.4452
103	Managers	63	6	45	4	108	10	9.5%	8.9%	9.3%	4	0	93.3%	0.1122	0.5632
200	Senior Staff Professionals	30	2	59	4	89	6	6.7%	6.8%	6.7%	3	1	101.7%	-0.0201	0.6767
201	Senior IT Professionals	71	4	22	1	93	5	5.6%	4.5%	5.4%	1	0	80.7%	0.1978	0.6618
202	Staff Professionals	115	18	160	11	275	29	15.7%	6.9%	10.5%	16	-5	43.9%	2.3376	
203	IT Professionals	180	11	130	13	310	24	6.1%	10.0%	7.7%	10	3	163.6%	-1.2642	
300	Technicians	510	3	75	1	585	4	0.6%	1.3%	0.7%	0	1	226.7%	-0.7311	
400	Sales Workers	259	12	311	30	570	42	4.6%	9.6%	7.4%	22	8	208.2%	-2.2810	
500	Senior Administrative Staff	81	2	266	4	347	6	2.5%	1.5%	1.7%	4	0	60.9%	0.5836	
501	Administrative Staff	103	1	377	10	480	11	1.0%	2.7%	2.3%	8	2	273.2%	-1.0108	
502	Customer Service Reps.	408	30	722	50	1130	80	7.4%	6.9%	7.1%	51	-1	94.2%	0.2693	
600	Craft Workers	92	1	23	0	115	1	1.1%	0.0%	0.9%	0	0	0.0%	0.5022	
700	Senior Operatives	1831	43	1622	23	3453	66	2.3%	1.4%	1.9%	31	-8	60.4%	1.9929	
701	Production Operatives	2575	68	2148	70	4723	138	2.6%	3.3%	2.9%	62	8	123.4%	-1.2559	
702	Non-Production Operatives	3672	28	3129	41	6801	69	0.8%	1.3%	1.0%	31	10	171.8%	-2.2468	
800	Laborers	5012	110	5221	87	10233	197	2.2%	1.7%	1.9%	100	-13	75.9%	1.9446	
900	Service Workers	14	1	11	0	25	1	7.1%	0.0%	4.0%	0	0	0.0%		0.5600

Notes:
 Data included in this report include all offers of employment, regardless of whether the applicant accepted the offer or started work.

Member Company, Inc.
Preliminary Transaction Summary and Statistical Disparity Analysis
Terminations by Minority/Nonminority Status

AAP # 1234 | Anywhere, USA

Period Covered: January 1, 2008 through December 31, 2008

Group Code	Group Name	Nonminorities		Minorities		Total		Selection Rates			Shortfall Results		Analytical Tests		
		Eligible/ Pool	Separated	Eligible/ Pool	Separated	Eligible/ Pool	Separated	Nonmin	Min	Overall	Min Expected	Shortfall	80% Test	z-Test Std. Dev.	Fisher's Exact
103	Managers	21	3	11	3	32	6	14.3%	27.3%	18.8%	2	1	52.4%	0.8940	0.3293
201	Senior IT Professionals	18	2	27	11	45	13	11.1%	40.7%	28.9%	7	4	27.3%	2.1483	0.0319
202	Staff Professionals	49	3	19	1	68	4	6.1%	5.3%	5.9%	1	0	116.3%	-0.1351	0.6900
203	IT Professionals	36	8	49	2	85	10	22.2%	4.1%	11.8%	5	-3	544.4%	-2.5650	0.0129
300	Technicians	6	2	4	1	10	3	33.3%	25.0%	30.0%	1	0	133.3%		0.6667
400	Sales Workers	75	11	38	2	113	13	14.7%	5.3%	11.5%	4	-2	278.7%	-1.4801	
501	Administrative Staff	41	5	32	4	73	9	12.2%	12.5%	12.3%	3	1	97.6%	0.0393	0.5871
502	Customer Service Reps.	145	51	110	40	255	91	35.2%	36.4%	35.7%	39	1	96.7%	0.1967	
700	Senior Operatives	125	30	80	22	205	52	24.0%	27.5%	25.4%	20	2	87.3%	0.5618	
701	Production Operatives	281	65	245	60	526	125	23.1%	24.5%	23.8%	58	2	94.5%	0.3650	
702	Non-Production Operatives	121	40	102	25	223	65	33.1%	24.5%	29.1%	29	-4	134.9%	-1.3994	
800	Laborers	355	15	310	11	665	26	4.2%	3.5%	3.9%	12	-1	119.1%	-0.4493	

Notes:

Member Company, Inc.
Preliminary Transaction Summary and Statistical Disparity Analysis
Job Group 201 (Senior IT Professionals) Terminations by Race/Ethnicity Subgroup

AAP # 1234 | Anywhere, USA

Period Covered: January 1, 2008 through December 31, 2008

Group Name	Favored Group		Disfavored Group		Total		Selection Rates			Shortfall Results		Analytical Tests		
	Eligible/ Pool	Selected (Negative)	Eligible/ Pool	Selected (Negative)	Eligible/ Pool	Selected (Negative)	Favored	Dis- Favored	Overall	Disfav Expected	Shortfall	80% Test	z-Test Std. Dev.	Fisher's Exact
White Black	18	2	4	1	22	3	11.1%	25.0%	13.6%	0	1	44.4%		0.4701
White Hispanic	18	2	3	1	21	3	11.1%	33.3%	14.3%	0	1	33.3%		0.3865
White Asian	18	2	18	8	36	10	11.1%	44.4%	27.8%	5	3	25.0%	2.2326	0.0300
White Native Haw	18	2	0	0	18	2	11.1%		11.1%	0	0	N/A		
White Amer Ind	18	2	0	0	18	2	11.1%		11.1%	0	0	N/A		
White Two or More Races	18	2	2	1	20	3	11.1%	50.0%	15.0%	0	1	22.2%		0.2842
White All Other	18	2	27	11	45	13	11.1%	40.7%	28.9%	7	4	27.3%	2.1483	0.0319

Notes:

1	Visual Alert and Print Settings				E	F	G	H	I	J	K	L	M	N	O	P	AL	AM	AN	AO
2	Data Entry Flags	<input type="radio"/> Show	<input type="radio"/> Hide																	
3	Analytical Test Highlights	<input type="radio"/> Show	<input type="radio"/> Hide																	
4	Analytical Test Results	<input type="radio"/> Show	<input type="radio"/> Hide																	

< ORGANIZATION NAME >

Preliminary Transaction Summary and Statistical Disparity Analysis

Hires/Offers by Minority/Nonminority Status

< Enter Location / Function / Group >

< Enter Period Covered >

Group Code	Group Name	Nonminorities		Minorities		Total		Selection Rates			Shortfall Results		Analytical Tests			
		Applied	Offered/ Hired	Applied	Offered/ Hired	Applied	Offered/ Hired	Nonmin	Min	Overall	Min Expected	Shortfall	80% Test	z-Test Std. Dev.	Fisher's Exact	

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	AM	AN	AO	AP
1	Visual Alert and Print Settings							Subgroup Data		White	Black	Hispanic	Asian	Hawaiian	Amer. Ind.	2 or More				
2	Data Entry Flags			<input type="radio"/> Show	<input type="radio"/> Hide			Eligible												
3	Analytical Test Highlights			<input type="radio"/> Show	<input type="radio"/> Hide			Selected (Positive)												
4	Analytical Test Results			<input type="radio"/> Show	<input type="radio"/> Hide			Selection Rate		N/A	N/A	N/A	N/A	N/A	N/A	N/A				

< ORGANIZATION NAME >

Preliminary Transaction Summary and Statistical Disparity Analysis

Positive Selection Decisions by Race/Ethnicity Subgroup

< Enter Location / Function / Group >

< Enter Period Covered >

Group Name	Favored Group		Disfavored Group		Total		Selection Rates			Shortfall Results		Analytical Tests		
	Eligible/ Pool	Selected (Positive)	Eligible/ Pool	Selected (Positive)	Eligible/ Pool	Selected (Positive)	Favored	Dis-Favored	Overall	Disfav Expected	Shortfall	80% Test	z-Test Std. Dev.	Fisher's Exact

Notes: