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# **Company Name**

## **AAP Name**

### **Affirmative Action Program for Women and Minorities**

**123 45th Avenue  
City, State 12345**

This affirmative action program covers the period from  
**1/1/2007 to 12/31/2007**



**Company Name**

**AAP Name**

**CONFIDENTIAL**

**KEY PERSONNEL**

Corporate Manager Name

Corporate Manager Title

Facility Manager Name

Facility Manager Title

Corporate EEO Coordinator Name

Corporate EEO Coordinator Title

Facility EEO Coordinator Name

Facility EEO Coordinator Title

**FACILITY DATA**

EIN

12-3456789

EEO-1 Number

A123456

Dun and Bradstreet

123456789

Vets 100

PENDING

NAICS

PENDING

SIC

PENDING

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- A. Consideration of Factors
- B. Determining Appropriate Geographic Areas/Feeder Pools
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**#9: Action-Oriented Programs [41 CFR § 60-2.17(c)]**

- A. Placement Rate Goals
- B. Problem Areas

**#10: Internal Audit and Reporting System [41 CFR § 60-2.17(d)]**

**#11: Conclusion and Approval**

**#12: Support Data:** *The contents currently under Tab 12 should be placed and maintained in a separate binder.*

Support data includes

- Copies of EE0-1 Report (Standard Form 100) for the last three years.
- Copy of the Report of Progress toward the prior year's Affirmative Action Goals
- Personnel Action Summary Data by Job Group (Summary data on Applicants, Hires, Promotions, Transfers, Terminations)
- Impact Ratio Analysis for Personnel Actions (IRAs for Applicants, Hires, Promotions, Transfers, Terminations)
- Support Data that demonstrates compliance with the requirements of 41 CFR 60-20 (Sex Discrimination Guidelines)
- Support data that demonstrates compliance with the requirements of 41 CFR 60-50 (Guideline on Discrimination because of Religion or National Origin)

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## **CONFIDENTIALITY**

The material set forth in this program is deemed to be confidential commercial and financial data, the public disclosure of which could cause substantial competitive harm to Company Name, AAP Name (hereinafter Company). In addition, all statistical components of this program, including any and all data pertaining to employee compensation, workforce structure (including the ratios between and among job groups and EEO-1 categories), the organizational profile (i.e., organizational display and/or workforce analysis), final availability and placement rate goals, job group analysis, identification of problem areas and supporting information pertaining to employment activity, determinations of adverse impact and determinations of problems in workforce distribution and employment policies and practices, or the analyses of any of the foregoing, are deemed to constitute trade secrets, operations information, confidential statistical data and other confidential commercial and financial data within the meaning of the Freedom of Information Act (FOIA), 5 U.S.C. § 552 et. seq., Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et. seq., the Trade Secrets Act, 18 U.S.C. § 1905, and 44 U.S.C. § 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions. This material has not been disclosed to the public, and should not be, since such disclosure could cause substantial competitive harm to Company. Therefore, in accordance with 29 C.F.R. § 70.26(c) – (e), we expect that Company will be notified in writing by the Office of Federal Contract Compliance Programs prior to disclosure of any information pertaining to all or any part of this program, and that Company shall be given an opportunity to present its objections to disclosure.



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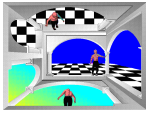
**Company Name**

**AAP Name**

## **PRELIMINARY STATEMENT**

Company has prepared this affirmative action program voluntarily, as a reaffirmation of its commitment to equal employment opportunity and affirmative action. In preparation of this plan, the terminology used in Executive Order 11246 and its implementing regulations has been used as a guide. Therefore, the use of such terms as “deficiency,” “underrepresentation,” “concentration,” “expected number,” “problem area,” “affected class,” “underutilization,” etc., should not be construed as an admission that in fact either minorities or women have been or are presently being discriminated against in any way in violation of federal, state or local fair employment practices laws. Further, nothing contained in this material or the data supporting this program should be construed as an admission by Company that it has contravened any such federal, state, or local fair employment practices laws.

In developing and implementing this program, Company has been guided by its established policy of providing equal employment opportunity. Any goals that are established herein are not intended as rigid, inflexible quotas that must be met, but rather as targets reasonably attainable by applying every good faith effort in implementing this program. The use of goals in this program is not intended to discriminate against any individual or group of individuals with respect to any employment opportunity for which they are qualified on the grounds that they are not the beneficiaries of affirmative action themselves. Nothing herein is intended to sanction the discriminatory treatment of any person. Thus, this plan has been developed in strict reliance upon the affirmative action guidelines issued by the Equal Employment Opportunity Commission (EEOC)—Affirmative Action Appropriate Under Title VII of the Civil Rights Act of 1964, As Amended, 29 C.F.R. Part 1608.



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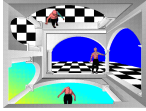
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## **ESTABLISHMENT SUMMARY**

There is no specific requirement for an establishment summary statement under the requirements of 41 CFR 60-2; however, one is highly recommended.



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## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENTS**

There is no specific requirement for a corporate or establishment EEO policy statement under the requirements of 41 CFR 60-2; however, both are highly recommended.

Company can either utilize the attached statements, or the statements can be inserted at a later date.



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## **EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION POLICY STATEMENT**

It is the policy of Company to consider all qualified applicants for available positions without regard to race, color, sex, religion, age, national origin, disability, or veteran status. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

Company is committed to the EQUAL EMPLOYMENT OPPORTUNITY POLICY and as part of the Affirmative Action plan will:

- recruit, hire, upgrade, train, and promote in all job classifications without regard to race, color, sex, religion, age, national origin, disability, or veteran status;
- base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the company's commitment to affirmative action and workplace diversity;
- ensure that all other personnel actions such as compensation benefits, company-sponsored training, educational tuition assistance, social and recreational programs, shall be administered without regard to race, color, sex, religion, age, national origin, veteran status, or disability;
- take affirmative action to ensure that minority group individuals, women, veterans of the Vietnam Era, qualified persons with a disability, and disabled veterans are introduced into the workforce and that these employees are encouraged to aspire for promotion and are considered, as promotional opportunities arise; and
- ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity, or opposed any act or practice made unlawful by VEVRAA 503. 60-741.44 (a) and 503. 60-250.44 (a).



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In keeping with the above commitments and policy, Company will analyze its personnel transactions once a year to ensure equal opportunity for all individuals. As with any other company goals, management's performance regarding the Affirmative Action Program will be evaluated.

Company will ensure that the intent and practice of this policy is carried out. The ultimate responsibility for fulfilling the intent of this policy, however, lies with every department head and supervisor.

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Signature Name  
Signature Title

---

Date



**Company Name**

**AAP Name**

## **1. ORGANIZATIONAL PROFILE**

[41 C.F.R. § 60-2.11]

As required by 41 C.F.R. § 60-2.11, Company has prepared an organizational profile for this establishment as part of its affirmative action program. The organizational profile is a depiction of the staffing pattern within this establishment. The profile provides an overview of the workforce at the establishment that may be used to assist in identifying organizational units where women or minorities are underrepresented or concentrated.

Company has elected to prepare a workforce analysis to satisfy the organizational profile requirement of 41 C.F.R. § 60-2.11(a).

Pursuant to the requirements of 41 C.F.R. § 60-2.11(c), the workforce analysis is a listing of each job title as it appears in applicable collective bargaining agreements or payroll records, ranked from the highest paid to the lowest paid within each department or other similar organizational unit including departmental or unit supervision. If there are separate work units or lines of progression within a department, Company has prepared a separate list for each such work unit, or line, including unit supervisors. If and where there are lines of progression, Company has indicated the order of jobs in the line through which an employee could move to the top of the line. If and where there are no formal progression lines or usual promotional sequences, job titles are listed by department, job families, or disciplines, in order of wage rates or salary ranges. For each job title, the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents in each of the minority subgroups have been provided. The wage rate or salary range for each job title will be provided upon request. All job titles, including all managerial job titles, are listed.

For purposes of this affirmative action program, an organizational unit is defined primarily as any discrete component of Company's corporate structure at which there is a level of supervision responsible and accountable for establishing the employment terms and conditions (e.g., selection, compensation, etc.) of the employees therein. In addition, this establishment's organizational units also may include discrete components of the establishment's structure that are monitored separately for cost, accounting, payroll, or other operational purposes.

The establishment's management team reviews the organizational profile at the beginning of each affirmative action program year to determine whether the establishment's staffing patterns indicate potential barriers to equal employment opportunity. See Section 8-1.



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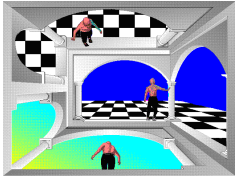
# **Appendix A**

## **Organizational Profile – Workforce Analysis**

### **[41 C.F.R. §60-2.11]**

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**Company Name**

**AAP Name**

## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* ACCOUNTS PAYABLE**

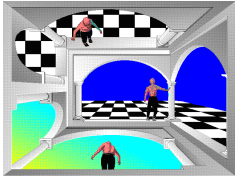
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR ACCOUNTS PAYABLE	24	M		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCTS PAYABLE GRP LDR	19	L		5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTS PAYABLE CLERK SR	17			5	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCTS PAYABLE CLERK	15			5	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					6	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

## AAP Name

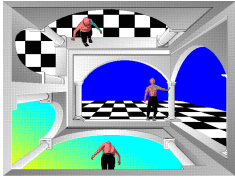
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **ACCOUNTS RECEIVABLE**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR CORP CREDIT	27	M		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV CREDIT	24	S		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCTS REC GRP LDR	19	L		5	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
CREDIT ANALYST	21			5	2	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0
CREDIT COLLECTION SPEC SR	19			5	4	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
CREDIT COLLECTION SPEC	17			5	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
CLERK SR	15			5	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Department Total					11	1	10	4	2	2	0	0	0	0	0	0	0	0	0	0

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **ADAPTIVE HARDWARE**

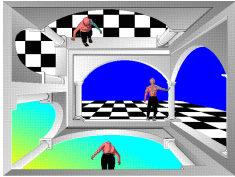
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV II SHOP	23	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
PRODUCTION PLANNER	19			5	2	1	1	1	0	0	0	0	0	0	0	1	0	0	0	
SECTION LEADER DIRECT	11	L		6	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINIST	10			6	12	12	0	1	0	0	0	0	0	0	0	0	1	0	0	
CNC OPERATOR III	9			6	14	14	0	5	0	0	0	0	0	0	1	3	1	0	0	
INSPECTOR II	7			7	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
Department Total					32	30	2	7	0	0	0	0	0	0	1	4	2	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

## AAP Name

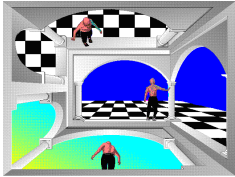
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **ADMIN**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV CUSTOMER SERVICE	24	S		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CUSTOMER SERVICE REP III	21			4	2	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0
Department Total					3	0	3	1	1	0	0	0	0	0	0	0	0	0	0	0

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## AAP Name

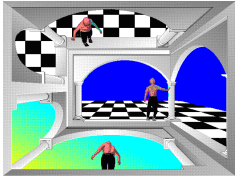
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department*   ANALYSIS**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR PLANNING and ANALYSIS	31	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV PLANNING and ANALYSIS	27	S		1.2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES and BRANCH ANALYST SR	26			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL ANALYST SR	24			2	2	1	1	2	0	0	1	0	0	0	0	0	1	0	0	0
FINANCIAL ANALYST	22			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					7	3	4	2	0	0	1	0	0	0	0	0	1	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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**Company Name**

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department APPLICATIONS ENG**

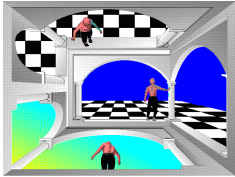
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
VP ENGINEERING	97	EXE	CI	1.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CHIEF ENGINEER	30	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR ENGINEERING SYSTEMS	29	M		1.2	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0
SUPV MECH ENGR IV	27	S		1.2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MECH ENGR III	25			2	3	3	0	1	0	0	0	0	0	0	0	0	1	0	0	0
MECH ENGR II	23			2	5	3	2	3	0	0	1	0	0	0	0	1	1	0	0	0
MECH ENGR I	21			2	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	21			3	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
DRAFTER	19			3	4	2	2	2	0	0	1	0	0	0	0	0	1	0	0	0
Department Total					24	18	6	7	0	0	2	0	0	0	0	1	4	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

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*Pursuant to 41 CFR 60-2.11 (c)*

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* ASSEMBLY & TEST**

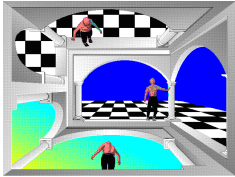
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
TECHNICAL SUPPORT SPEC	21			3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROD TECH II	20			3	9	9	0	4	0	0	0	0	0	3	1	0	0	0	0	0
PROD TECH I	18			3	5	5	0	4	0	0	0	0	0	2	2	0	0	0	0	0
GROUP LEADER	21	L		5	3	3	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Department Total					18	18	0	9	0	0	0	0	0	6	3	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department*** **BLUEPRINT**

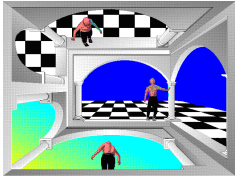
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
ENGR TECH COORD	18			3	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* CENTRAL PARTS WAREHOUSE**

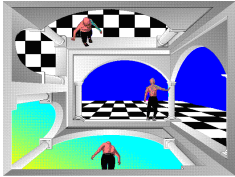
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SECTION LEADER	8	L		6	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
WAREHOUSE PERSON III	7			7	8	6	2	7	1	1	0	0	0	0	4	1	0	0	0	0
WAREHOUSE PERSON II	5			7	14	7	7	6	1	2	0	0	0	0	2	0	1	0	0	0
Department Total					23	13	10	13	2	3	0	0	0	0	6	1	1	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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**AAP Name**

## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department*    CHEMICAL LAB**

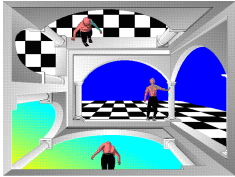
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
MGR LABORATORY	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CHEMICAL ENGINEER I	21			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					2	1	1	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

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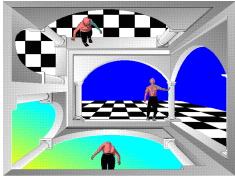
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **COMMUNICATIONS**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
DIR MARKETING COMMUNICATI	30	D		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV GRAPHICS DESIGN	25	S		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
WEBMASTER	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GRAPHICS DESIGNER SR	23			3	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0
Department Total					4	2	2	1	0	1	0	0	0	0	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **Copy Center**

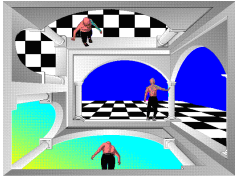
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
SUPV OFFICE SERVICES	21	S		2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					1	1	0	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

### ***Department* COST ANALYSIS & REPORT**

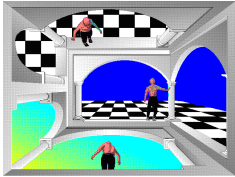
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR COST ACCOUNTING	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV COST ACCOUNTING	25	S		1.2	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
SUPV INVENTORY CONTROL	25	S		2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
COST ACCOUNTANT SR	23			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
COST ACCOUNTANT	21			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					5	1	4	1	0	0	1	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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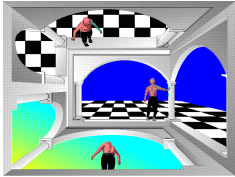
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **CUSTOMER SERVICE**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR CUST SERVICE	26	M		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
CUSTOMER CONTRACT SPEC	23			2	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	
PRICING ANALYST SR	21			4	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	
CUSTOMER SERVICE REP III	21			4	7	3	4	3	1	0	1	0	0	0	0	0	1	0	0	
PRICING ANALYST	19			4	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	
CUSTOMER SERVICE REP II	19			4	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	
GOV CONTRACT SPECIALIST	21			5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
Department Total					13	3	10	7	3	0	3	0	0	0	0	0	1	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* DESIGN AUTOMATION**

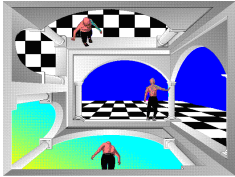
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV DESIGN AUTOMATION	25	S		1.2	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0
ENGR COMPUTING III	25			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENGINEER COMPUTING COORD	19			5	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
Department Total					3	3	0	2	0	0	0	0	0	0	0	1	1	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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## 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department DESIGN ENG**

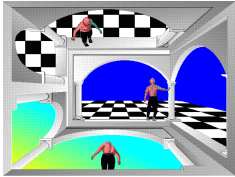
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male							
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	
SUPV MECH ENGR IV	27	S		1.2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SUPV MECH ENGR III	25	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PRINCIPAL ENGINEER	29			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R and D PROJECT ENGINEER	27			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MECH ENGR III	25			2	2	2	0	1	0	0	0	0	0	0	0	0	1	0	0	0	
MECH ENGR II	23			2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MECH ENGR I	21			2	3	2	1	3	0	0	1	0	0	0	1	1	0	0	0	0	
DESIGNER SR	23			3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
DESIGNER	21			3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PRODUCT SUPPORT REP	21			5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Department Total					17	15	2	4	0	0	1	0	0	0	1	1	1	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

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Pursuant to 41 CFR 60-2.11 (c)

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* DISTRIBUTION & LOGISTICS**

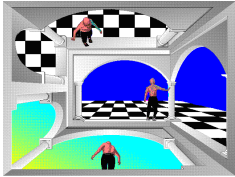
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
MGR DISTRIBUTION PROJECTS	30	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR MATERIALS PLANNING	26	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPPLY CHAIN ANALYST SR	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
INVENT CTRL SPECIALIST SR	23			2	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0
PLANNER BUYER	21			2	5	1	4	1	1	0	0	0	0	0	0	0	0	0	0
INVENTORY ANALYST	19			5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					10	5	5	2	1	0	0	0	0	1	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* ENGINEERING SERVICES**

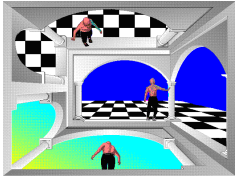
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR STANDARDS and TMD	26	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESS DATA ANALYST	21			2	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
DESIGNER	21			3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BILLS OF MAT WRTR SR	20			5	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
BILLS OF MATRL WRITER	17			5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					6	3	3	1	0	0	1	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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## 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department EU QUALITY**

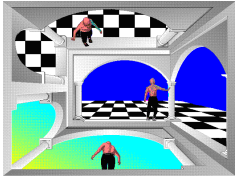
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR QUALITY ASSURANCE	29	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
QUAL ASSURANCE ENGR II	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
MECH ENGR II	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
INSPECTOR III	9			6	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	
SECTION LEADER	11	L		6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOOL and LAYOUT INSPECTOR	9			6	3	2	1	1	0	0	1	0	0	0	0	0	0	0	0	
INSPECTOR II	7			7	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
Department Total					10	9	1	2	0	0	1	0	0	0	0	0	1	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

Pursuant to 41 CFR 60-2.11 (c)

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **E-USER MRKT DEVELOPEMEN**

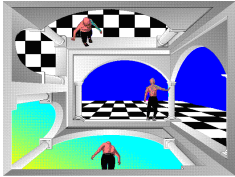
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male							
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	
DIR MARKETING END USER	32	D		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MGR PRODUCT	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MARKET MANAGER	29	M		1.2	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Department Total					6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*⚠ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

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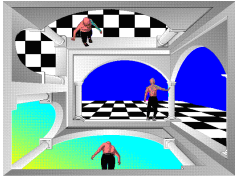
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

*Department*    **EXPATRIATES**

<i>Job Title</i>	<i>Grade</i>	<i>SUPV</i>	<i>CMR</i>	<i>EEO-1</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Minority Female</i>						<i>Minority Male</i>					
									<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>
MGR ENGINEERING	27	M		1.2	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0
<b>Department Total</b>					<i>1</i>	<i>1</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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Workforce Analysis [41 CFR 60-2.11 (c)]

### Department FACILITIES

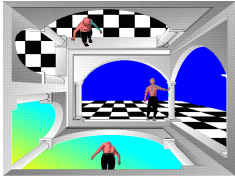
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
GEN PLANT MAINT II	9			6	3	3	0	1	0	0	0	0	0	0	0	1	0	0	0	0
Department Total					3	3	0	1	0	0	0	0	0	0	0	1	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

Pursuant to 41 CFR 60-2.11 (c)

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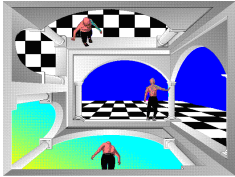
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **FACTORY WAREHOUSE**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SECTION LEADER	8	L		6	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
PACKAGING SPECIALIST	8			7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WAREHOUSE PERSON III	7			7	7	5	2	3	1	0	0	0	0	0	0	1	1	0	0	0
SHIPPER	6			7	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WAREHOUSE PERSON II	5			7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					12	10	2	4	1	0	0	0	0	0	1	1	1	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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## 2007 Affirmative Action Plan

Workforce Analysis [41 CFR 60-2.11 (c)]

Department Finance

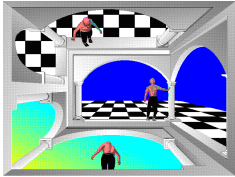
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
CLAIMS ADMINISTRATOR	30			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					1	1	0	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

Pursuant to 41 CFR 60-2.11 (c)

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# Company Name

## AAP Name

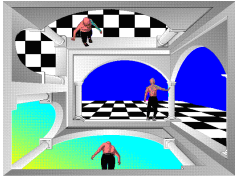
### 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **GEN & CORP ACCOUNTING**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
CONTROLLER	33	EXE		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLER ASSISTANT	28	M		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR ADMINISTRATION	27	M		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV GENERAL ACCOUNTING	24	S		1.2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
TAX ACCOUNTANT SR	23			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT SR	23			2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	21			2	2	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0
EXECUTIVE SECRETARY	19			5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT JR	19			5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					11	4	7	2	0	0	1	0	0	0	1	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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**Company Name**

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* GEN PACK & TFE MFG ENG**

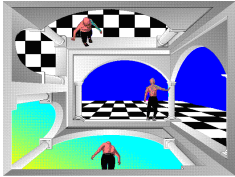
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV ENGINEERING	27	S		1.2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
MFG ENGR III	25			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MECH ENGR II	23			2	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
PROCESS ENGINEER	23			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					4	2	2	2	1	0	0	0	0	0	1	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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**AAP Name**

## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* GENERAL ADMIN**

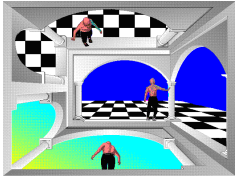
<i>Job Title</i>	<i>Grade</i>	<i>SUPV</i>	<i>CMR</i>	<i>EEO-1</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Minority Female</i>						<i>Minority Male</i>					
									<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>
PRESIDENT	99	EXE	CI	1.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VP FINANCE	97	EXE	CI	1.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DIR LEGAL AFFAIRS	89	D	CI	1.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ASSIST TO THE PRESIDENT	21			5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Total</b>					<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* HEALTH AND SAFETY**

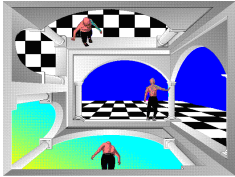
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
MGR ENVIRNMT HEALTH SAF	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH and SAFETY COORD	23			2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0
Department Total					2	1	1	1	0	1	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

## AAP Name

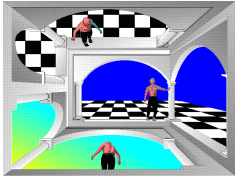
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **HI VOL. MRKT DEVELOPMEN**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MARKET MANAGER	29	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MARKET SPECIALIST	23			2	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Department Total					2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department HIGH VOLUME ENGINEERING**

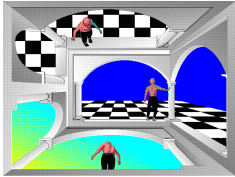
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV ENGINEERING	27	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GENERAL SUPERVISOR	25	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MECH ENGR III	25			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROJECT ENGINEER	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MECH ENGR I	21			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENGINEERING TECHNICIAN	20			3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MACH BUILDER	11			6	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
Department Total					7	7	0	1	0	0	0	0	0	0	0	1	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

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*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

## AAP Name

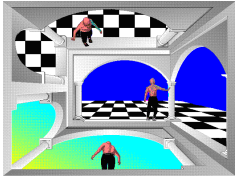
### 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **HR ADMIN**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
VP HUMAN RESOURCES	97	EXE	CI	1.1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
DIR HUMAN RESOURCES	31	D		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR COMPENSATION	28	M		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR HUMAN RESOURCES	28	M		1.2	2	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0
SR HUMAN RES GENERALIST	25			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
HUMAN RESOURCES REP	21			2	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
HR ADMINISTRATOR	21			2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
BENEFITS COORDINATOR	21			2	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
LEAVE ADMINISTRATOR	21			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN ASST	20			5	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
HRIS ANALYST	19			5	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
COMM ATTENDENT	15			5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Total</b>					<b>13</b>	<b>2</b>	<b>11</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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# Company Name

## AAP Name

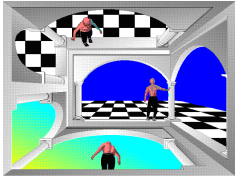
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

*Department*    **INSPECTION**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
INSPECTOR III	9			6	3	3	0	1	0	0	0	0	0	0	1	0	0	0	0	0
TOOL and LAYOUT INSPECTOR	9			6	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0
Department Total					4	4	0	2	0	0	0	0	0	0	1	0	1	0	0	0

*⚠ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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# Company Name

## AAP Name

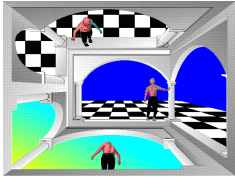
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **JANITORIAL MAINTENANCE**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SECTION LEADER	5	L		6	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
DOCKHAND LIFT TRK OPER	4			8	2	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0
JANITOR	1			9	6	6	0	6	0	0	0	0	0	0	0	6	0	0	0	0
Department Total					9	9	0	9	0	0	0	0	0	0	0	9	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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# Company Name

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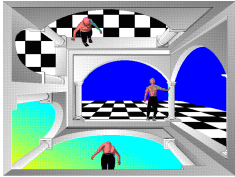
### 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **LAPPING**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
PLANNER BUYER	21			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MACH MAINT I	8			7	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
MACHINE OPERATOR III	8			7	6	4	2	5	0	2	0	0	0	0	0	3	0	0	0	0
MACHINE OPERATOR II	6			7	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
INSPECTOR I	5			7	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Department Total					10	6	4	8	0	3	0	0	0	0	1	4	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.  
 Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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# Company Name

## AAP Name

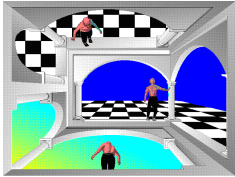
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **MACHINE MAINTENANCE**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR MAINTENANCE	26	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV II SHOP	23	S		1.2	2	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0
ELECTRONICS MECHANIC	11			6	5	5	0	2	0	0	0	0	0	0	0	2	0	0	0	0
MAINT ELECTRICIAN II	10			6	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MACH MAINT II	10			6	7	7	0	3	0	0	0	0	0	0	0	3	0	0	0	0
SECTION LEADER	11	L		6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINT ELECTRICIAN I	8			6	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0
Department Total					19	19	0	7	0	0	0	0	0	0	0	6	1	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* MACHINING**

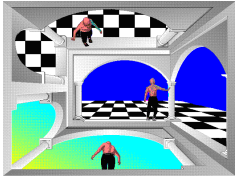
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
GEN MACHINIST	10			6	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	
NU CTRL MACH SET UP	10			6	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINIST	10			6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
SECTION LEADER	11	L		6	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	
CNC OPERATOR III	9			6	11	11	0	3	0	0	0	0	0	0	1	2	0	0	0	
Department Total					23	23	0	4	0	0	0	0	0	0	1	3	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **MACHINING ADMIN**

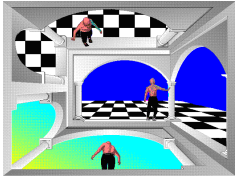
<i>Job Title</i>	<i>Grade</i>	<i>SUPV</i>	<i>CMR</i>	<i>EEO-1</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Minority Female</i>						<i>Minority Male</i>					
									<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>
MGR MANUFACTURING	30	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV NIGHT	26	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV PLANNING MACHINING	24	S		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Total</b>					<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

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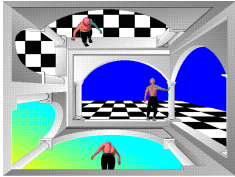
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **MARKETING ADMINISTRATIO**

<i>Job Title</i>	<i>Grade</i>	<i>SUPV</i>	<i>CMR</i>	<i>EEO-1</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Minority Female</i>						<i>Minority Male</i>					
									<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>
VP MARKETING	97	EXE	CI	1.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Total</b>					<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

*⌘ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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**Company Name**

**AAP Name**

## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **MARKETING/SALES**

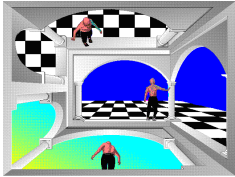
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
DIRECTOR BUSINESS DEV	29	D		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR MKT SEGMENT	28	M		1.2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIELD SERVICE ENGINEER II	26			2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*⚠ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* MECHANICAL LAB**

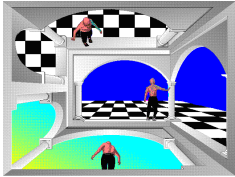
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR TECHNOLOGY LAB	29	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR LABORATORY	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV TECHNOLOGY LAB	25	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TEST ENGINEER III	25			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TEST ENGINEER II	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MECH RESEARCH TECH SR	22			3	3	3	0	1	0	0	0	0	0	0	0	0	1	0	0	0
MECH RESEARCH TECH	20			3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN ASST III	18			5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					10	9	1	1	0	0	0	0	0	0	0	0	1	0	0	0

*⚠ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

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*Pursuant to 41 CFR 60-2.11 (c)*

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**Company Name**

**AAP Name**

## 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department** MGMT INFO SYSTEMS

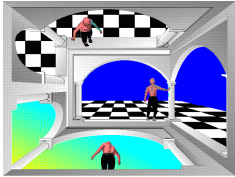
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
VP INFO TECH	97	EXE	CI	1.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DIR CONT IMPROVEMENT AMER	32	D		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR APPLICATIONS SYSTEMS	31	M		1.2	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0
MGR APPLICATIONS SYSTEMS	30	M		1.2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR USER COMPUTING	30	M		1.2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
MGR COMPUTING SERV	30	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR ECOMMERCE APPL DEVT	29	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV NETWORK SUPPORT	27	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV USER COMPUTING	27	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNIX SYSTEMS ADMIN SR	29			2	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0
APPLICATION SYSTEM ADMIN	27			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DATABASE ADMINISTRATOR	25			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APPL ANALYST PROGRAM LEAD	29	L		2	2	2	0	1	0	0	0	0	0	0	0	0	1	0	0	0
APPL ANALYST PROGRAM STAF	28			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

Pursuant to 41 CFR 60-2.11 (c)

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# Company Name

## AAP Name

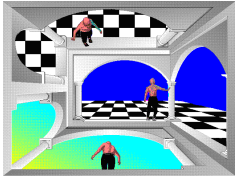
### 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **MGMT INFO SYSTEMS**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
BUSINESS SYSTEM ANALYST	28			2	3	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
UNIX SYSTEMS ADMIN	27			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOFTWARE ANALYST SR	27			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
APPL SYSTEM ANALYST SR	27			2	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0
TELECOMMUNICATIONS SPEC	25			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NETWORK ENGINEER SENIOR	26			2	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
APPL ANALYST PROGRAM SR	27			2	3	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0
PROD INTEGRATION SPEC	25			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HELP DESK SUPT SPEC SR	25			2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D ANALYST PROGRM INTERM	25			2	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
HELP DESK SUPT SPEC INTER	23			2	3	2	1	2	0	0	1	0	0	0	1	0	0	0	0	0
NETWORK ENGINEER INTERMED	24			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HELP DESK SUPPORT ANALYST	21			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HELP DESK COORD SR	21			2	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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**Company Name**

**AAP Name**

## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* MGMT INFO SYSTEMS**

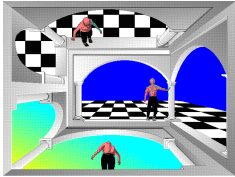
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
COMPUTER OPER LEAD	20	L		3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMPUTER OPER A	18			3	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
COMPUTER OPER B	16			3	3	2	1	1	0	0	0	0	0	0	0	0	1	0	0	0
ADMIN ASST	20			5	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Department Total					44	33	11	15	1	2	3	0	0	0	2	2	3	2	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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**Company Name**

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **MULTISPINDLE**

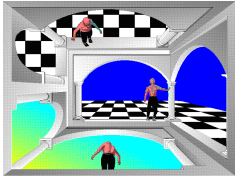
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV II SHOP	23	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PRODUCTION PLANNER	19			5	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
MACHINIST	10			6	2	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0
SECTION LEADER	11	L		6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CNC OPERATOR III	9			6	2	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0
CNC OPERATOR II	8			7	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0
Department Total					8	7	1	5	1	0	0	0	0	0	0	3	1	0	0	0

*⚠ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

## AAP Name

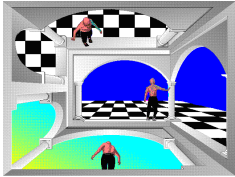
### 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **OPER ENG - ENG SEALS**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV MFG IND ENG	26	S		1.2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MFG ENGR III	25			2	3	2	1	1	0	0	0	0	0	0	0	0	1	0	0	0
MFG ENGR II	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MFG ENGR I	21			2	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
IND ENGR TECHNICIAN	22			3	2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0
N C PROGRAMMER SR	23			6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N C PROGRAM	21			6	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					13	10	3	3	1	0	0	0	0	0	1	0	1	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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# Company Name

## AAP Name

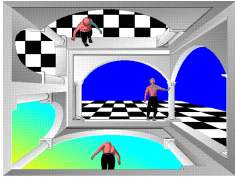
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

*Department*    **OPERATION ADMIN MG**

<i>Job Title</i>	<i>Grade</i>	<i>SUPV</i>	<i>CMR</i>	<i>EEO-1</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Minority Female</i>						<i>Minority Male</i>					
									<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>
VP SUPPLY OPERATIONS	97	EXE	CI	1.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DIR OPERATIONS	32	D		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Total</b>					<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

*⌘ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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# Company Name

## AAP Name

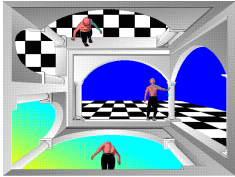
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **OPERATIONS ADMIN**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR ASSEMBLY OPERATIONS	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV MANUFACTURING	26	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV PRODUCTION CTRL	23	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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**Company Name**

**AAP Name**

## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **OPERATIONS SUPPO**

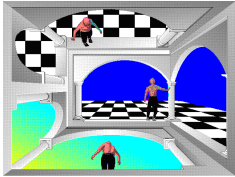
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
MFG ENGR III	25			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MASTER PRODUCTION SCHEDLR	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MECH ENGR II	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PLANNER BUYER	21			2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
WAREHOUSE PERSON III	7			7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					6	5	1	0	0	0	0	0	0	0	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

## AAP Name

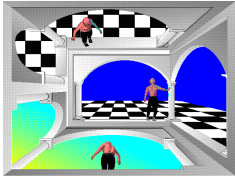
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **PACKAGING & ASSEMBLY**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV II SHOP	23	S		1.2	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
SECTION LEADER	8	L		6	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0
WAREHOUSE PERSON III	7			7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEAL ASSEMBLER III	6			7	8	4	4	3	1	1	0	0	0	0	0	0	1	0	0	0
Department Total					11	6	5	5	2	1	0	0	0	0	0	1	1	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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**Company Name**

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***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department*    PACKING MKTG**

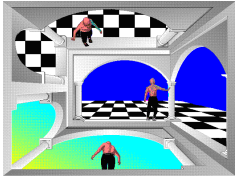
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR PRODUCT SR	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PRODUCT MANAGER	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV CUSTOMER SERVICE	23	S		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CUSTOMER SERVICE REP III	21			4	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
MARKETING AND SALES COORD	21			4	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					7	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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AAP Name

2007 Affirmative Action Plan

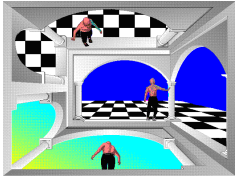
Workforce Analysis [41 CFR 60-2.11 (c)]

Department

PAYROLL DEPARTMENT

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV PAYROLL	22	S		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PAYROLL ANALYST SR	18			5	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Department Total					2	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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**Company Name**

**AAP Name**

## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department*** **PERFORMANCE PLUS**

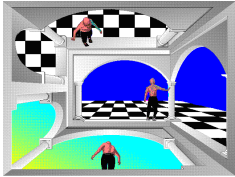
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
DIR PERFORMANCE PLUS	32	D		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR PROGRAM DEVELOPMENT	28	M		1.2	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					5	5	0	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

## AAP Name

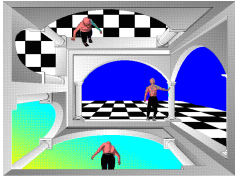
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

*Department*    **PRODUCT DEVELOPMENT**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MGR PRODUCT DEVELOPMENT	29	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STAFF ENGINEER SR	28			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MECH ENGR IV	27			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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# Company Name

## AAP Name

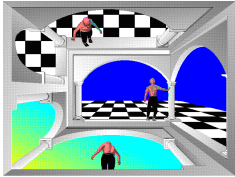
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

*Department*    **PROJECTS ADMIN**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
PROJECT MGR	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROJECT SUPPORT ENGINEER	25			2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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**Company Name**

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **PTFE MACHINING**

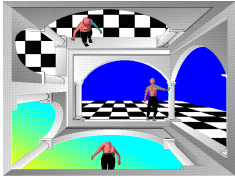
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
PLANNER BUYER	21			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINIST	10			6	4	4	0	2	0	0	0	0	0	0	2	0	0	0	0	
CNC OPERATOR III	9			6	2	2	0	1	0	0	0	0	0	0	1	0	0	0	0	
PRECISION LATHE OPER II	9			6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR III	8			7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR II	8			7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II	6			7	14	6	8	7	1	3	0	0	0	0	1	2	0	0	0	
Department Total					24	16	8	10	1	3	0	0	0	0	1	5	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

## AAP Name

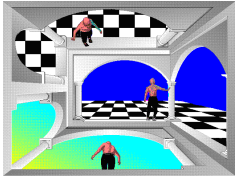
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **PURCHASING**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
VP STRAT SOURC and BUS DEV	97	EXE	CI	1.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR PURCHASING	29	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR COMMODITY	28	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUYER SR	23			2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
BUYER	21			2	8	4	4	1	0	0	1	0	0	0	0	0	0	0	0	0
Department Total					13	8	5	1	0	0	1	0	0	0	0	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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**Company Name**

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **RAW MATL SAWROOM**

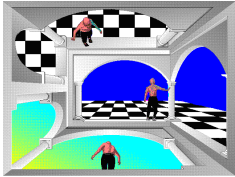
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
SUPV I SHOP	21	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
RAW MTRL SAW OPER	7			7	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					5	5	0	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department*** RECEIVING INSP

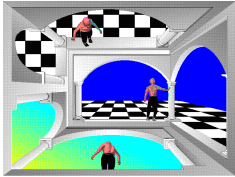
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV II SHOP	23	S		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
SHIPPING and REC CLERK	17			5	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	
CLERK SR	15			5	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	
SECTION LEADER	8	L		6	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
INSPECTOR I	5			7	3	2	1	2	0	1	0	0	0	0	0	1	0	0	0	
MATERIAL HANDLER RECEIVER	5			7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Department Total					8	3	5	4	0	1	2	0	0	0	0	1	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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**Company Name**

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* RELIABILITY SUPPORT GROUP**

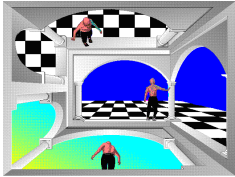
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.
ALLIANCE SUPPORT ENGINEER	21			2	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0
RELIABILITY SUPPORT ENGR	21			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					2	0	2	1	0	0	1	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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Company Name

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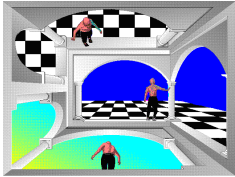
Workforce Analysis [41 CFR 60-2.11 (c)]

Department

RETAINERS

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
PRODUCTION PLANNER	19			5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MACHINIST	10			6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CNC OPERATOR III	9			6	17	17	0	6	0	0	0	0	0	0	0	3	3	0	0	0
CNC OPERATOR II	8			7	2	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0
INSPECTOR II	7			7	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
MACHINE OPERATOR II	6			7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					23	21	2	8	0	1	0	0	0	0	0	4	3	0	0	0

Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.  
 Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.



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**Company Name**

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department RING & GASKET**

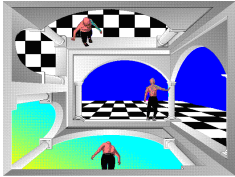
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
PRODUCTION MANAGER	26	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV II SHOP	23	S		1.2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PLANNER BUYER	21			2	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0
SECTION LEADER DIRECT	11	L		6	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
WAREHOUSE PERSON III	7			7	7	5	2	3	0	1	0	0	0	0	0	2	0	0	0	0
MACHINE OPERATOR II	6			7	19	19	0	15	0	0	0	0	0	0	5	7	3	0	0	0
WAREHOUSE PERSON II	5			7	4	0	4	1	0	1	0	0	0	0	0	0	0	0	0	0
Department Total					36	29	7	21	0	3	0	0	0	0	5	10	3	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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**Company Name**

**AAP Name**

## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department*** SALES ADMIN

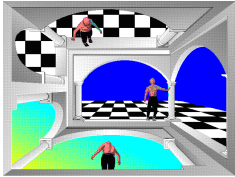
<i>Job Title</i>	<i>Grade</i>	<i>SUPV</i>	<i>CMR</i>	<i>EEO-1</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Minority Female</i>						<i>Minority Male</i>					
									<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>
VP SALES END USER	97	EXE	CI	1.1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR SALES MKTING ADMIN	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN ASST	20			2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Total</b>					<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

## AAP Name

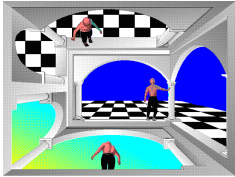
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **SEAL FACE PREPARATIO**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
FACE PREPARATION SPEC	10			6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MACHINE OPERATOR III	8			7	4	3	1	3	1	0	0	0	0	0	2	0	0	0	0	0
Department Total					5	4	1	3	1	0	0	0	0	0	2	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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# Company Name

## AAP Name

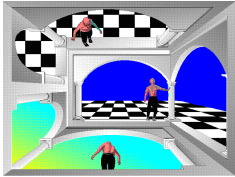
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **SECONDARY TURNING**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV II SHOP	23	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PRODUCTION PLANNER	19			5	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
SECTION LEADER DIRECT	11	L		6	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MACHINIST	10			6	3	3	0	2	0	0	0	0	0	0	0	1	1	0	0	0
CNC OPERATOR III	9			6	13	13	0	5	0	0	0	0	0	0	1	2	2	0	0	0
Department Total					20	19	1	8	0	1	0	0	0	0	1	3	3	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
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# Company Name

## AAP Name

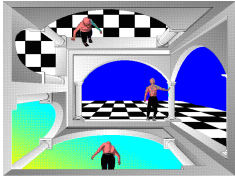
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **SHIPPING & RECEIVING**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male							
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	
MGR TRANSPT and LOGISTICS	27	M		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SUPV SHIPPING	23	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
DOCUMENTATION CLERK SR	17			5	3	2	1	2	0	0	1	0	0	0	0	0	1	0	0	0	
MAIL CLERK	12			5	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	
SHIPPER	6			7	4	3	1	1	0	0	0	0	0	0	0	1	0	0	0	0	
Department Total					10	8	2	4	0	0	1	0	0	0	1	1	1	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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# Company Name

## AAP Name

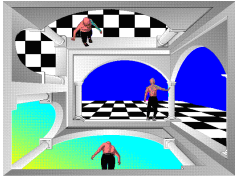
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **STATIONARY ENGINEERING**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
STATIONARY ENGR II	11			6	4	4	0	2	0	0	0	0	0	0	0	0	2	0	0	0
Department Total					4	4	0	2	0	0	0	0	0	0	0	0	2	0	0	0

*⌘ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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**Company Name**

**AAP Name**

***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department***    **STD CARTR CELL ASSY**

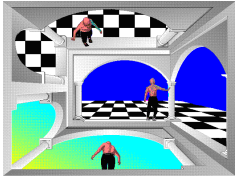
<i>Job Title</i>	<i>Grade</i>	<i>SUPV</i>	<i>CMR</i>	<i>EEO-1</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Minority Female</i>						<i>Minority Male</i>					
									<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>
SECTION LEADER	8	L		6	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
PRECISION ASSEMBLER	6			7	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
SEAL ASSEMBLER III	6			7	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
<b>Department Total</b>					<b>5</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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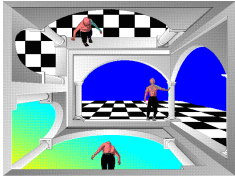
### 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **STD CARTR CELL MACHINING**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
SUPV STD CARTRIDGE CELL	24	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CELL PLANNER BUYER	21			2	3	0	3	2	1	0	1	0	0	0	0	0	0	0	0	0
SECTION LEADER DIRECT	11	L		6	2	2	0	1	0	0	0	0	0	0	0	0	1	0	0	0
CNC OPERATOR III	9			6	16	15	1	9	1	0	0	0	0	0	1	4	3	0	0	0
CNC OPERATOR II	8			7	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0
SCC OPERATOR WAREHOUSEPER	7			7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					24	20	4	13	2	0	1	0	0	0	1	5	4	0	0	0

*⚠ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.  
 Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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## 2007 Affirmative Action Plan

Workforce Analysis [41 CFR 60-2.11 (c)]

Department TECH TESTING CENTER

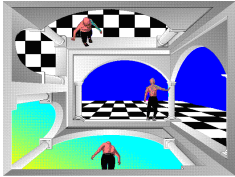
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MECH RESEARCH TECH SR	22			3	3	3	0	1	0	0	0	0	0	0	0	1	0	0	0	0
Department Total					3	3	0	1	0	0	0	0	0	0	0	1	0	0	0	0

Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.

Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.

Pursuant to 41 CFR 60-2.11 (c)

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**Company Name**

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department*** **TECHNOLOGY ADMIN**

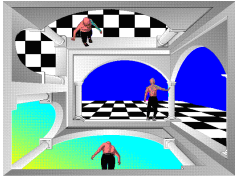
Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female					Minority Male						
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
PRINCIPAL ENGINEER	29			2	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0
STAFF ENGINEER SR	28			2	3	3	0	1	0	0	0	0	0	0	0	0	1	0	0	0
MECH ENGR III	25			2	3	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0
MECH ENGR II	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					8	7	1	3	0	0	1	0	0	0	0	0	2	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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**Company Name**

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## ***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department* TOOL ENGINEERING**

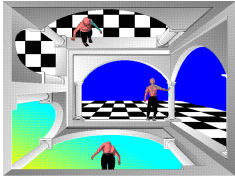
<i>Job Title</i>	<i>Grade</i>	<i>SUPV</i>	<i>CMR</i>	<i>EEO-1</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Minority Female</i>						<i>Minority Male</i>					
									<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>
SUPV TOOL ENG	25	S		1.2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MFG ENGR II	23			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MFG ENGR I	21			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Department Total</b>					3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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# Company Name

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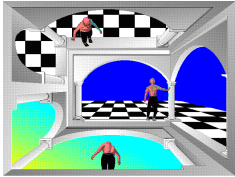
### 2007 Affirmative Action Plan

*Workforce Analysis [41 CFR 60-2.11 (c)]*

**Department**    **TOOL ROOM**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
MACH BUILDER	11			6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOOL DIE MOLD MAKER	11			6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MACHINIST INDIRECT	10			6	3	3	0	1	0	0	0	0	0	0	0	1	0	0	0	0
SECTION LEADER DIRECT	11	L		6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MACHINIST	10			6	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Department Total					7	7	0	2	0	0	0	0	0	0	1	1	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.  
 Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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# Company Name

## AAP Name

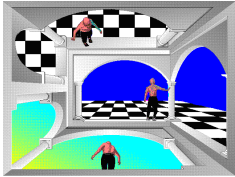
### *2007 Affirmative Action Plan*

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***Department*    TRAINING & DEVELOPMENT**

Job Title	Grade	SUPV	CMR	EEO-1	Total	Male	Female	Minority	Minority Female						Minority Male					
									Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more	Black	Hisp.	Asian	Am. Ind.	Haw./ P.I.	2 or more
DIR TRAINING and DEV	30	D		1.2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAINING SPEC	21			2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAINING COORDINATOR	20			5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Department Total					3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0

*⚡ Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*  
*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*



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**Company Name**

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***2007 Affirmative Action Plan***

*Workforce Analysis [41 CFR 60-2.11 (c)]*

***AAP***

**AAP Name**

**AAP Total**

***Minority Female***

***Minority Male***

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>	<i>Black</i>	<i>Hisp.</i>	<i>Asian</i>	<i>Am. Ind.</i>	<i>Haw./ P.I.</i>	<i>2 or more</i>
659	487	172	225	22	25	24	1	0	0	34	76	41	2	0	0

*Note: Lines of progression are identified separately in the AAP or Bargaining Agreement as applicable.*

*Note: Unit management and supervisors are identified by an alpha code. CMR positions are identified as CI.*

*Pursuant to 41 CFR 60-2.11 (c)*

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**Company Name**

**AAP Name**

## **2. JOB GROUP ANALYSIS**

[41 C.F.R. § 60-2.12]

As required by 41 C.F.R. § 60-2.12, Company has prepared a job group analysis report for this establishment as part of its affirmative action program. The job group analysis report lists all job titles that comprise each job group.

For purposes of this affirmative action program, Company has combined job titles with similar content, wage rates, and opportunities into job groups. Among the relevant factors considered by Company when establishing job groups at this establishment were:

- the duties and responsibilities of the job titles;
- the compensation structure for the job titles;
- training, transfers, promotions, pay mobility, and other career enhancement opportunities; and
- the number of incumbents in each job group.

The job group analysis report lists all job titles for all positions located at the establishment.

Where jobs located at other establishments have been included in this establishment's affirmative action program, the job group analysis report has been annotated to identify the physical location of those jobs at other establishments.

Where jobs located at this establishment have been included in another establishment's affirmative action program, the job group analysis report has been annotated to identify the program in which the jobs have been included.

Appendix B contains a list of job groups and their constituent job titles for this establishment.



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**Company Name**

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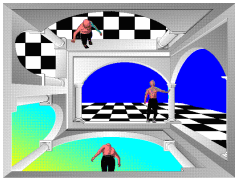
# **Appendix B**

## **Job Group Analysis Report**

### **[41 C.F.R. §60-2.12]**

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# Company Name

## AAP Name

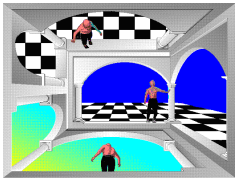
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 1A

**Description:** EXEC

Description.										EXEC										Male						Female					
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F								
PRESIDENT	CI	LAKE FOREST	IL	001	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
VP MARKETING	CI	LAKE VILLA	IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
VP SALES END USER	CI	WHEATON	IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
VP INFO TECH	CI	BUFFALO GROVE	IL	011	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
VP FINANCE	CI	KILDEER	IL	012	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
VP HUMAN RESOURCES	CI	LAKE FOREST	IL	013	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
VP STRAT SOURC and BUS DEV	CI	CHICAGO	IL	015	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
VP SUPPLY OPERATIONS	CI	BUFFALO GROVE	IL	016	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
VP ENGINEERING	CI	PALATINE	IL	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
DIR LEGAL AFFAIRS	CI	GREEN OAKS	IL	210	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
Summary for Job Group = EXEC (10 detail records)																															
Job Group Summary					10	1	9	0	10	9	0	0	0	0	0	0	0	1	0	0	0	0	0	0							
Percent of Job Group						10.0%	90.0%	0.0%	100.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							
Percent of Workforce					1.5%	0.6%	1.8%	0.0%	2.3%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								



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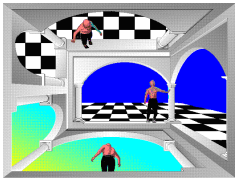
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

**EEO-1 Group Summary**

EEO-1 Group Summary					Male								Female										
					Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
Exec/Sr Level O&M					10	1	9	0	10	9	0	0	0	0	0	0	0	1	0	0	0	0	0



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**Company Name**

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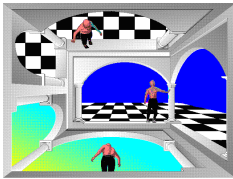
***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

***Job Group:*** 1C

***Description:*** OM-MGT

<i>Job Title</i>	<i>CMR</i>	<i>City-State</i>	<i>OCC</i>	<i>Total</i>	<i>Male</i>										<i>Female</i>							
					<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>
DIR CONT IMPROVEMENT AMER		PLANTATION FL	002	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
DIR OPERATIONS		CHICAGO IL	002	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
DIR MARKETING COMMUNICATI		CHICAGO IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
DIR MARKETING END USER		PARK RIDGE IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
DIRECTOR BUSINESS DEV		KILDEER IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MARKET MANAGER		HOFFMAN ESTATES IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MARKET MANAGER		MCHENRY IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MARKET MANAGER		MORTON GROVE IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MARKET MANAGER		SAUNDERSTOWN RI	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MARKET MANAGER		SKOKIE IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR MKT SEGMENT		SKOKIE IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR MKT SEGMENT		WALES WI	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR SALES MKTING ADMIN		MCHENRY IL	005	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR CUST SERVICE		ITASCA IL	006	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
MGR ADMINISTRATION		BROOKFIELD IL	010	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
MGR COMPUTING SERV		ARLINGTON HTS IL	011	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0



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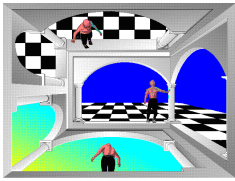
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 1C

**Description:** OM-MGT

Description.										OM-MGT										Male						Female					
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F								
MGR ECOMMERCE APPL DEVT		DES PLAINES	IL	011	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
MGR USER COMPUTING		CRYSTAL LAKE	IL	011	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0								
CONTROLLER		BARRINGTON	IL	012	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
CONTROLLER ASSISTANT		WHEELING	IL	012	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
MGR ACCOUNTS PAYABLE		VERNON HILLS	IL	012	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
MGR CORP CREDIT		CHICAGO	IL	012	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
MGR COST ACCOUNTING		CHICAGO	IL	012	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
DIR HUMAN RESOURCES		GLENVIEW	IL	013	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
DIR TRAINING and DEV		EVANSTON	IL	013	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
MGR COMPENSATION		INGLESIDE	IL	013	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
MGR HUMAN RESOURCES		CHICAGO	IL	013	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0								
MGR HUMAN RESOURCES		MUNDELEIN	IL	013	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
MGR DISTRIBUTION PROJECTS		RIVERWOODS	IL	014	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
MGR MAINTENANCE		DES PLAINES	IL	014	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
MGR MANUFACTURING		LAKE IN THE HILLS	IL	014	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
MGR PRODUCT		STREAMWOOD	IL	014	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
MGR PRODUCT DEVELOPMENT		GURNEE	IL	014	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
MGR PRODUCT SR		DES PLAINES	IL	014	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								



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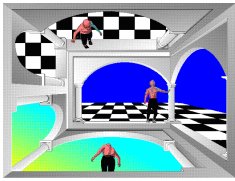
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 1C

**Description:** OM-MGT

Job Title	CMR	City-State	OCC	Total	Male										Female							
					Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
MGR QUALITY ASSURANCE		SKOKIE IL	014	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PRODUCT MANAGER		PALATINE IL	014	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PRODUCTION MANAGER		CHICAGO IL	014	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR PURCHASING		LIBERTYVILLE IL	015	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR MATERIALS PLANNING		GLENVIEW IL	016	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR PLANNING and ANALYSIS		VERNON HILLS IL	016	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR TRANSPT and LOGISTICS		MT. PROSPECT IL	016	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CHIEF ENGINEER		GURNEE IL	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
DIR PERFORMANCE PLUS		SPRING TX	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR APPLICATIONS SYSTEMS		DOWNERS GROVE IL	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR APPLICATIONS SYSTEMS		GURNEE IL	030	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
MGR APPLICATIONS SYSTEMS		WILMETTE IL	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR ASSEMBLY OPERATIONS		LIBERTYVILLE IL	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR ENGINEERING		NAPERVILLE IL	030	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0



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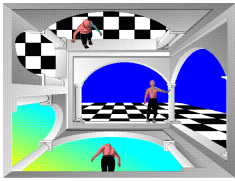
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 1C

**Description:** OM-MGT

Job Title	CMR	City-State	OCC	Total	Male										Female							
					Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
MGR ENGINEERING SYSTEMS		GLENVIEW IL	030	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
MGR PROGRAM DEVELOPMENT		FAIRHOPE AL	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR PROGRAM DEVELOPMENT		Furlong PA	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR PROGRAM DEVELOPMENT		GAHANNA OH	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR PROGRAM DEVELOPMENT		KATY TX	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR STANDARDS and TMD		LAKE IN THE HILLS IL	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROJECT MGR		ELGIN IL	030	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR COMMODITY		CHICAGO IL	043	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR LABORATORY		HOFFMAN ESTATES IL	043	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR LABORATORY		NORTHBROOK IL	043	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR TECHNOLOGY LAB		VERNON HILLS IL	043	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MGR ENVIRNMT HEALTH SAF		ROUND LAKE BEACH IL	143	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPV NIGHT		RACINE WI	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0



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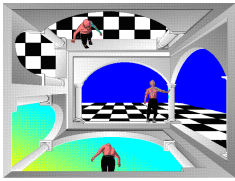
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 1C

**Description:** OM-MGT

Description.			OM-MGT							Male							Female						
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
Summary for Job Group = OM-MGT (61 detail records)																							
Job Group Summary				61	9	52	5	56	49	0	0	3	0	0	0	7	0	1	0	1	0	0	
Percent of Job Group					14.8%	85.2%	8.2%	91.8%	80.3%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	11.5%	0.0%	1.6%	0.0%	1.6%	0.0%	0.0%	
Percent of Workforce				9.3%	5.2%	10.7%	2.2%	12.9%	14.7%	0.0%	0.0%	7.3%	0.0%	0.0%	0.0%	7.0%	0.0%	4.0%	0.0%	50.0%	0.0%	0.0%	



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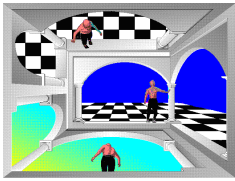
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 1D

**Description:** OM-SUPV-WC

Description.										OM-SUPV-WC										Male						Female					
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F								
SUPV GENERAL ACCOUNTING		BELLWOOD	IL	080	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0								
SUPV NETWORK SUPPORT		DARIEN	IL	100	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
SUPV MFG IND ENG		ARLINGTON HEIGHTS	IL	143	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
SUPV MFG IND ENG		WHEELING	IL	143	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
SUPV MECH ENGR III		ROSELLE	IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
SUPV MECH ENGR IV		BURBANK	IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
SUPV MECH ENGR IV		MORTON GROVE	IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
SUPV MECH ENGR IV		OAK LAWN	IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
SUPV MECH ENGR IV		PALATINE	IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
SUPV DESIGN AUTOMATION		WHEELING	IL	263	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0								
SUPV GRAPHICS DESIGN		GRAYSLAKE	IL	263	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
SUPV COST ACCOUNTING		GLENVIEW	IL	500	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0								
SUPV CREDIT		CARY	IL	500	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
SUPV CUSTOMER SERVICE		ARLINGTON HEIGHTS	IL	500	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
SUPV CUSTOMER SERVICE		ROLLING MEADOWS	IL	500	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								



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### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

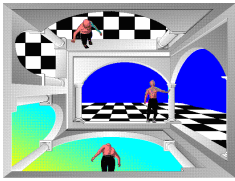
**Job Group:** 1D

**Description:** OM-SUPV-WC

Description.			OM-SUPV-WC							Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
SUPV PAYROLL		NILES IL	500	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
SUPV USER COMPUTING		LYONS IL	500	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV ENGINEERING		CRYSTAL LAKE IL	770	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV ENGINEERING		SKOKIE IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV PLANNING MACHINING		MORTON GROVE IL	770	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
SUPV STD CARTRIDGE CELL		STREAMWOOD IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV TECHNOLOGY LAB		BUFFALO GROVE IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV PLANNING and ANALYSIS		ARLINGTON HEIGHTS IL	900	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
SUPV PLANNING and ANALYSIS		NORTHBROOK IL	900	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			

Summary for Job Group = OM-SUPV-WC (24 detail records)

<b>Job Group Summary</b>	24	9	15	4	20	12	2	0	1	0	0	0	0	8	0	0	1	0	0	0	0
<b>Percent of Job Group</b>		37.5%	62.5%	16.7%	83.3%	50.0%	8.3%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%
<b>Percent of Workforce</b>	3.6%	5.2%	3.1%	1.8%	4.6%	3.6%	5.9%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	8.0%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%



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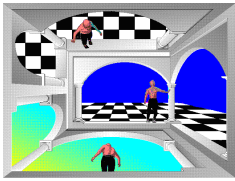
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 1E

**Description:** OM-SUPV-BC

Description.			OM-SUPV-BC							Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
SUPV SHIPPING		MORTON GROVE IL	500	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
GENERAL SUPERVISOR		ELMHURST IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV I SHOP		HOFFMAN ESTATES IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV II SHOP		CHICAGO IL	770	2	0	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0			
SUPV II SHOP		ELGIN IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV II SHOP		LAKE VILLA IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV II SHOP		NILES IL	770	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV II SHOP		ROUND LAKE BEACH IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV II SHOP		WHEELING IL	770	2	1	1	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0			
SUPV MANUFACTURING		SKOKIE IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV PRODUCTION CTRL		PALATINE IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SUPV TOOL ENG		PADDOCK LAKE WI	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
Summary for Job Group = OM-SUPV-BC (12 detail records)																									
Job Group Summary				15	1	14	2	13	12	0	2	0	0	0	0	1	0	0	0	0	0	0			
Percent of Job Group					6.7%	93.3%	13.3%	86.7%	80.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Percent of Workforce				2.3%	0.6%	2.9%	0.9%	3.0%	3.6%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			



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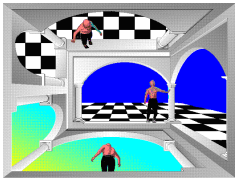
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

## EEO-1 Group Summary

	<i>Male</i>												<i>Female</i>						
	<i>Total</i>	<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>
First/Mid Level O&M	100	19	81	11	89	73	2	2	4	0	0	0	16	0	1	1	1	0	0



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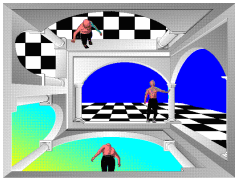
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 2A

**Description:** PROF-ENG

Description. PROF-ENG										Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
BUSINESS DATA ANALYST		PALATINE IL	122	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0			
CHEMICAL ENGINEER I		ROLLING MEADOWS IL	135	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
QUAL ASSURANCE ENGR II		CARPENTERSVIL IL	143	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
RELIABILITY SUPPORT ENGR		FARMERVILLE LA	143	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
PRINCIPAL ENGINEER		DES PLAINES IL	145	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
PRINCIPAL ENGINEER		HOFFMAN ESTAT IL	145	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0			
TEST ENGINEER II		INGLESIDE IL	145	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
TEST ENGINEER III		ELGIN IL	145	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
FIELD SERVICE ENGINEER II		ELMWOOD PARK IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
FIELD SERVICE ENGINEER II		Great Lakes IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR I		ARLINGTON HEIGHTS IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR I		CHICAGO IL	146	3	1	2	1	2	1	0	1	0	0	0	0	1	0	0	0	0	0	0			
MECH ENGR I		DES PLAINES IL	146	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0			
MECH ENGR I		DOLTON IL	146	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR I		GLENVIEW IL	146	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0			



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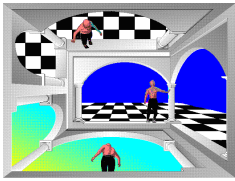
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 2A

**Description:** PROF-ENG

Description. PROF-ENG										Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
MECH ENGR I		PARK RIDGE IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR II		CHICAGO IL	146	3	1	2	1	2	1	0	1	0	0	0	0	1	0	0	0	0	0	0			
MECH ENGR II		DES PLAINES IL	146	2	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0			
MECH ENGR II		FRANKLIN PK IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR II		GLENVIEW IL	146	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0			
MECH ENGR II		GURNEE IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR II		HOFFMAN ESTATES IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR II		PALATINE IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR II		WOODRIDGE IL	146	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0			
MECH ENGR III		CHICAGO IL	146	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR III		DES PLAINES IL	146	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0			
MECH ENGR III		LEMONT IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR III		LINDENHURST IL	146	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0			
MECH ENGR III		MOUNT PROSPECT IL	146	2	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0			
MECH ENGR III		OWENSBORO KY	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR III		SCHAUMBURG IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MECH ENGR IV		PALATINE IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
ALLIANCE SUPPORT ENGINEER		EAST AMHERST NY	153	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0			
PROJECT ENGINEER		MORTON GROVE IL	153	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			



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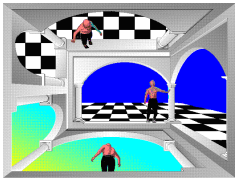
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 2A

**Description:** PROF-ENG

Description.										PROF-ENG										Male					Female				
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F						
PROJECT SUPPORT ENGINEER		BUFFALO GROVE	IL	153	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0						
PROJECT SUPPORT ENGINEER		DES PLAINES	IL	153	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0						
R and D PROJECT ENGINEER		DE FOREST	WI	153	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0						
STAFF ENGINEER SR		BOLINGBROOK	IL	153	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0						
STAFF ENGINEER SR		CHICAGO	IL	153	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0						
STAFF ENGINEER SR		LOMBARD	IL	153	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0						
STAFF ENGINEER SR		NORTHBROOK	IL	153	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0						
Summary for Job Group = PROF-ENG (41 detail records)																													
Job Group Summary					49	10	39	14	35	31	1	2	5	0	0	0	4	1	0	5	0	0	0						
Percent of Job Group						20.4%	79.6%	28.6%	71.4%	63.3%	2.0%	4.1%	10.2%	0.0%	0.0%	0.0%	8.2%	2.0%	0.0%	10.2%	0.0%	0.0%	0.0%						
Percent of Workforce					7.4%	5.8%	8.0%	6.2%	8.1%	9.3%	2.9%	2.6%	12.2%	0.0%	0.0%	0.0%	4.0%	4.5%	0.0%	20.8%	0.0%	0.0%	0.0%						



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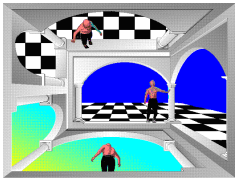
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 2B

**Description:** PROF-FIN

Description.										PROF-FIN										Male						Female					
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F								
SALES and BRANCH ANALYST SR		ELK GROVE VILLAGE	IL	071	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
CLAIMS ADMINISTRATOR		LAKE ZURICH	IL	073	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
ACCOUNTANT		LA GRANGE	IL	080	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
ACCOUNTANT		NAPERVILLE	IL	080	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0								
ACCOUNTANT SR		ARLINGTON HEIGHTS	IL	080	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
ACCOUNTANT SR		CHICAGO	IL	080	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
COST ACCOUNTANT		DOWNERS GROVE	IL	080	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
COST ACCOUNTANT SR		WILMETTE	IL	080	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
TAX ACCOUNTANT SR		CHICAGO	IL	080	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
FINANCIAL ANALYST		CHICAGO	IL	084	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
FINANCIAL ANALYST SR		BUFFALO GROVE	IL	084	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0								
FINANCIAL ANALYST SR		DES PLANIES	IL	084	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0								
SUPV INVENTORY CONTROL		GLENVIEW	IL	500	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								



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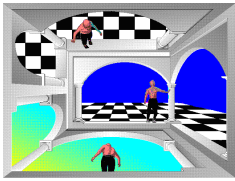
***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

***Job Group:*** 2B

***Description:*** PROF-FIN

Description.										PROF-FIN										Male						Female					
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F									
Summary for Job Group = PROF-FIN (13 detail records)																															
Job Group Summary				13	9	4	3	10	3	0	0	1	0	0	0	7	0	0	2	0	0	0									
Percent of Job Group					69.2%	30.8%	23.1%	76.9%	23.1%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	53.8%	0.0%	0.0%	15.4%	0.0%	0.0%	0.0%									
Percent of Workforce				2.0%	5.2%	0.8%	1.3%	2.3%	0.9%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	7.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%									



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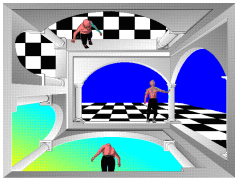
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 2C

**Description:** PROF-DP

Description. PROF-DP										Male								Female							
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F		
APPL SYSTEM ANALYST SR		CHICAGO	IL	100	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
APPL SYSTEM ANALYST SR		VERNON HILLS	IL	100	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
APPLICATION SYSTEM ADMIN		MUNDELEIN	IL	100	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
BUSINESS SYSTEM ANALYST		ADDISON	IL	100	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
BUSINESS SYSTEM ANALYST		FRANKLIN PARK	IL	100	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
BUSINESS SYSTEM ANALYST		SCHAUMBURG	IL	100	1	0	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0		
D ANLYST PROGRM INTERM		CHICAGO	IL	100	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0		
APPL ANALYST PROGRAM LEAD		RACINE	WI	102	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
APPL ANALYST PROGRAM LEAD		WINFIELD	IL	102	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
APPL ANALYST PROGRAM SR		DES PLAINES	IL	102	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0		
APPL ANALYST PROGRAM SR		MT PROSPECT	IL	102	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
APPL ANALYST PROGRAM STAF		CHICAGO	IL	102	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
SOFTWARE ANALYST SR		NILES	IL	102	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		



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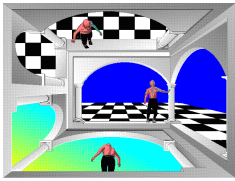
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 2C

**Description:** PROF-DP

Description.										PROF-DP										Male					Female						
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F								
HELP DESK COORD SR		BOLINGBROOK	IL	104	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0							
HELP DESK SUPPORT ANALYST		ARLINGTON HEIGHTS	IL	104	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
HELP DESK SUPT SPEC INTER		CHICAGO	IL	104	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
HELP DESK SUPT SPEC INTER		GURNEE	IL	104	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0							
HELP DESK SUPT SPEC INTER		HARVEY	IL	104	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
HELP DESK SUPT SPEC SR		GURNEE	IL	104	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
HELP DESK SUPT SPEC SR		MORTON GROVE	IL	104	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
DATABASE ADMINISTRATOR		MORTON GROVE	IL	106	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
UNIX SYSTEMS ADMIN		PARK RIDGE	IL	110	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
UNIX SYSTEMS ADMIN SR		HOFFMAN EST	IL	110	1	0	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0							
NETWORK ENGINEER INTERMED		LAKE IN THE HILLS	IL	111	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
NETWORK ENGINEER SENIOR		LOCKPORT	IL	111	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0							
TELECOMMUNICATIONS SPEC		CHICAGO	IL	111	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
WEBMASTER		GILBERTS	IL	111	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0							



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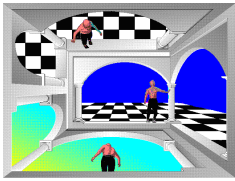
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 2C

**Description:** PROF-DP

Description. PROF-DP										Male							Female						
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
PROD INTEGRATION SPEC		SOUTH ELGIN IL	560	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Summary for Job Group = PROF-DP (28 detail records)																							
Job Group Summary				29	8	21	10	19	15	1	2	1	2	0	0	4	1	0	3	0	0	0	
Percent of Job Group					27.6%	72.4%	34.5%	65.5%	51.7%	3.4%	6.9%	3.4%	6.9%	0.0%	0.0%	13.8%	3.4%	0.0%	10.3%	0.0%	0.0%	0.0%	
Percent of Workforce				4.4%	4.7%	4.3%	4.4%	4.4%	4.5%	2.9%	2.6%	2.4%	100.0%	0.0%	0.0%	4.0%	4.5%	0.0%	12.5%	0.0%	0.0%	0.0%	



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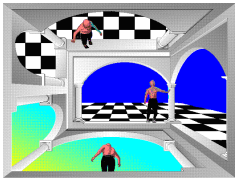
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 2D

**Description:** PROF-ADMIN

Description.	PROF-ADMIN									Male								Female							
	Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F		
	HR ADMINISTRATOR		CHICAGO IL	013	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
	BUYER		CHICAGO IL	053	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
	BUYER		DES PLAINES IL	053	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
	BUYER		ELK GROVE VILLAGE IL	053	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
	BUYER		LAKE VILLA IL	053	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
	BUYER		MCHENRY IL	053	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
	BUYER		SKOKIE IL	053	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
	BUYER		STREAMWOOD IL	053	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
	BUYER		WAUKEGAN IL	053	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
	BUYER SR		CHICAGO IL	053	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
	BUYER SR		ELK GROVE IL	053	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
	CELL PLANNER BUYER		CHICAGO IL	053	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
	CELL PLANNER BUYER		FOREST PARK IL	053	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0		
	CELL PLANNER BUYER		MORTON GROVE IL	053	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
	PLANNER BUYER		ARLINGTON HEIGHTS IL	053	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
	PLANNER BUYER		CHICAGO IL	053	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
	PLANNER BUYER		DES PLAINES IL	053	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
	PLANNER BUYER		ELK GROVE VILLAGE IL	053	2	1	1	0	2	1	0	0	0	0	0	0	1	0	0	0	0	0	0		



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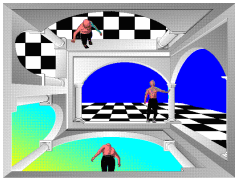
***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

***Job Group:*** 2D

***Description:*** PROF-ADMIN

<i>Job Title</i>	<i>CMR</i>	<i>City-State</i>	<i>OCC</i>	<i>Total</i>	<i>Male</i>										<i>Female</i>							
					<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>
PLANNER BUYER		HOFFMAN ESTATES IL	053	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PLANNER BUYER		NORRIDGE IL	053	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PLANNER BUYER		ROLLING MEADOWS IL	053	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PLANNER BUYER		ROUND LAKE BEACH IL	053	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
PLANNER BUYER		SCHAUMBURG IL	053	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
PLANNER BUYER		SKOKIE IL	053	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
BENEFITS COORDINATOR		CHICAGO IL	062	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
HEALTH and SAFETY COORD		CHICAGO IL	062	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
HUMAN RESOURCES REP		CHICAGO IL	062	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
LEAVE ADMINISTRATOR		ELK GROVE VILLAGE IL	062	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
SR HUMAN RES GENERALIST		CHICAGO IL	062	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
TRAINING SPEC		NORTH CHICAGO IL	062	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SUPPLY CHAIN ANALYST SR		SKOKIE IL	070	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MARKET SPECIALIST		MOUNT PROSPECT IL	181	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
SUPV OFFICE SERVICES		SCHAUMBURG IL	500	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0



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# Company Name

## AAP Name

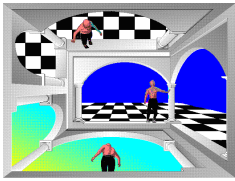
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 2D

**Description:** PROF-ADMIN

Description.										PROF-ADMIN										Male						Female					
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F								
CUSTOMER CONTRACT SPEC		BOLINGBROOK	IL	524	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0								
INVENT CTRL SPECIALIST SR		BENSENVILLE	IL	560	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0								
MASTER PRODUCTION SCHEDLR		PALATINE	IL	560	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0								
ADMIN ASST		NILES	IL	570	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
Summary for Job Group = PROF-ADMIN (37 detail records)																															
Job Group Summary					38	24	14	12	26	13	1	0	0	0	0	0	13	4	3	4	0	0	0								
Percent of Job Group						63.2%	36.8%	31.6%	68.4%	34.2%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	34.2%	10.5%	7.9%	10.5%	0.0%	0.0%	0.0%								
Percent of Workforce					5.8%	14.0%	2.9%	5.3%	6.0%	3.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	13.0%	18.2%	12.0%	16.7%	0.0%	0.0%	0.0%								



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**Company Name**

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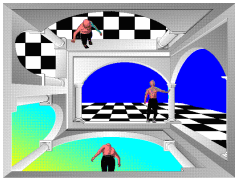
***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

***Job Group:*** 2E

***Description:*** PROF-MFG/IE

Description.										PROF-MFG/IE										Male								Female							
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F												
ENGR COMPUTING III		NILES	IL	102	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0												
PROCESS ENGINEER		NILES	IL	145	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0												
MFG ENGR I		CALUMET	IL	146	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0												
MFG ENGR I		CRYSTAL LAKE	IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0												
MFG ENGR II		CHICAGO	IL	146	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0												
MFG ENGR III		CHICAGO	IL	146	3	1	2	0	3	2	0	0	0	0	0	0	1	0	0	0	0	0	0												
MFG ENGR III		INGLESIDE	IL	146	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0												
MFG ENGR III		ROSELLE	IL	146	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0												
Summary for Job Group = PROF-MFG/IE (8 detail records)																																			
Job Group Summary					11	3	8	2	9	7	0	0	1	0	0	0	2	1	0	0	0	0	0												
Percent of Job Group						27.3%	72.7%	18.2%	81.8%	63.6%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	18.2%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%												
Percent of Workforce					1.7%	1.7%	1.6%	0.9%	2.1%	2.1%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	2.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%												



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**Company Name**

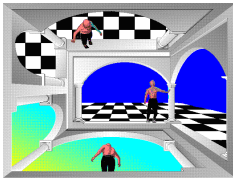
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

## EEO-1 Group Summary

	<i>Male</i>												<i>Female</i>						
	<i>Total</i>	<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>
Professionals	140	54	86	41	99	69	3	4	8	2	0	0	30	7	3	14	0	0	0



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# Company Name

## AAP Name

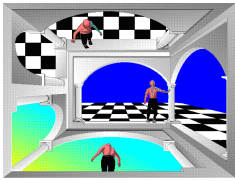
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 3B

**Description:** TECH-ENG/TEXT

TECH-ENG/TEXT										Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
TECHNICAL SUPPORT SPEC		INGLESIDE IL	104	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
ENGR TECH COORD		CHICAGO IL	153	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
DESIGNER		FOX RIVER GROVE IL	154	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
DESIGNER		LAKE ZURICH IL	154	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
DESIGNER		LINDENHURST IL	154	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
DESIGNER		MOUNT PROSPECT IL	154	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
DESIGNER		NILES IL	154	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
DESIGNER		WOOD DALE IL	154	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
DESIGNER SR		CARPENTERSVIL IL	154	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
DRAFTER		ARLINGTON HEIGHTS IL	154	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0			
DRAFTER		CHICAGO IL	154	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
DRAFTER		DES PLAINES IL	154	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
DRAFTER		MOUNT PROSPECT IL	154	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0			
ENGINEERING TECHNICIAN		ORLAND PARK IL	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
IND ENGR TECHNICIAN		BELLWOOD IL	155	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0			
IND ENGR TECHNICIAN		MOUNT PROSPECT IL	155	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
MECH RESEARCH TECH		CHICAGO IL	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			



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## AAP Name

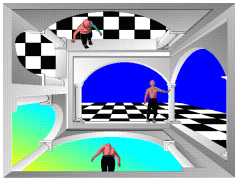
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 3B

**Description:** TECH-ENG/TEXT

Description. TECH-ENG/TEXT										Male								Female							
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F		
MECH RESEARCH TECH SR		CHICAGO	IL	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
MECH RESEARCH TECH SR		GENOA CITY	WI	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
MECH RESEARCH TECH SR		GURNEE	IL	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
MECH RESEARCH TECH SR		LAKE VILLA	IL	155	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
MECH RESEARCH TECH SR		MORTON GROVE	IL	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
MECH RESEARCH TECH SR		SKOKIE	IL	155	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
PROD TECH I		BUFFALO GROVE	IL	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
PROD TECH I		CHICAGO	IL	155	3	0	3	3	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0		
PROD TECH I		WAUKEGAN	IL	155	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
PROD TECH II		BEACH PARK	IL	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
PROD TECH II		CHICAGO	IL	155	3	0	3	3	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0		
PROD TECH II		HOFFMAN ESTATES	IL	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
PROD TECH II		LYONS	IL	155	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
PROD TECH II		ROMEOVILLE	IL	155	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
PROD TECH II		SKOKIE	IL	155	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0		
GRAPHICS DESIGNER SR		STREAMWOOD	IL	263	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0		



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## AAP Name

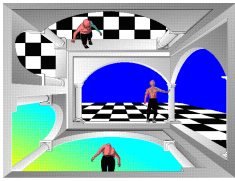
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 3B

**Description:** TECH-ENG/TEXT

Description.				TECH-ENG/TEXT							Male							Female						
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
COMPUTER OPER A		WAUKEGAN	IL	580	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
COMPUTER OPER B		CHICAGO	IL	580	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
COMPUTER OPER B		PALATINE	IL	580	2	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
COMPUTER OPER LEAD		WHEELING	IL	580	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Summary for Job Group = TECH-ENG/TEXT (37 detail records)																								
Job Group Summary					43	7	36	16	27	22	7	4	3	0	0	0	5	0	1	1	0	0	0	
Percent of Job Group						16.3%	83.7%	37.2%	62.8%	51.2%	16.3%	9.3%	7.0%	0.0%	0.0%	0.0%	11.6%	0.0%	2.3%	2.3%	0.0%	0.0%	0.0%	
Percent of Workforce					6.5%	4.1%	7.4%	7.1%	6.2%	6.6%	20.6%	5.3%	7.3%	0.0%	0.0%	0.0%	5.0%	0.0%	4.0%	4.2%	0.0%	0.0%	0.0%	



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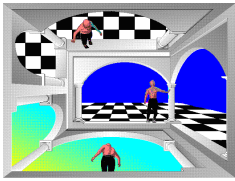
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

**EEO-1 Group Summary**

EEO-1 Group Summary	<i>Male</i>												<i>Female</i>						
	<i>Total</i>	<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>
Technicians	43	7	36	16	27	22	7	4	3	0	0	0	5	0	1	1	0	0	0



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**Company Name**

**AAP Name**

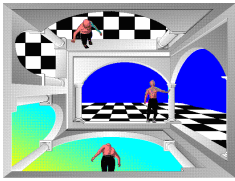
***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

***Job Group:*** 4B

***Description:*** SALES-CS

<i>Job Title</i>	<i>CMR</i>	<i>City-State</i>	<i>OCC</i>	<i>Total</i>	<i>Male</i>												<i>Female</i>					
					<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>
PRICING ANALYST		BLUE ISLAND IL	071	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
PRICING ANALYST SR		SCHAUMBURG IL	071	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MARKETING AND SALES COORD		CHICAGO IL	181	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CUSTOMER SERVICE REP II		NORTH LAKE IL	524	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
CUSTOMER SERVICE REP III		CHICAGO IL	524	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CUSTOMER SERVICE REP III		ELK GROVE VILLAGE IL	524	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CUSTOMER SERVICE REP III		GLENVIEW IL	524	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
CUSTOMER SERVICE REP III		LINCOLNWOOD IL	524	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CUSTOMER SERVICE REP III		MATTESON IL	524	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
CUSTOMER SERVICE REP III		MOUNT PROSPECT IL	524	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
CUSTOMER SERVICE REP III		NILES IL	524	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CUSTOMER SERVICE REP III		PALATINE IL	524	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CUSTOMER SERVICE REP III		PROSPECT HEIGHTS IL	524	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0



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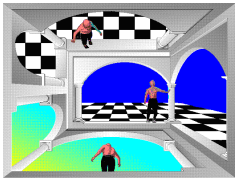
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 4B

**Description:** SALES-CS

Description.										SALES-CS										Male						Female					
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F								
CUSTOMER SERVICE REP III		SKOKIE	IL	524	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
CUSTOMER SERVICE REP III		SOUTH HOLLAND	IL	524	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0								
CUSTOMER SERVICE REP III		WHEELING	IL	524	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
Summary for Job Group = SALES-CS (16 detail records)																															
Job Group Summary					16	13	3	7	9	2	0	0	1	0	0	0	7	4	0	2	0	0	0								
Percent of Job Group						81.3%	18.8%	43.8%	56.3%	12.5%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	43.8%	25.0%	0.0%	12.5%	0.0%	0.0%	0.0%								
Percent of Workforce					2.4%	7.6%	0.6%	3.1%	2.1%	0.6%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	7.0%	18.2%	0.0%	8.3%	0.0%	0.0%	0.0%								



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**Company Name**

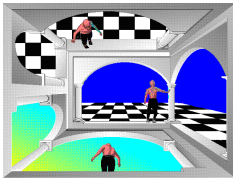
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

## EEO-1 Group Summary

EEO-1 Group Summary	Male												Female						
	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
Sales Workers	16	13	3	7	9	2	0	0	1	0	0	0	7	4	0	2	0	0	0



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# Company Name

## AAP Name

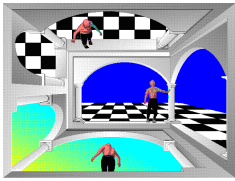
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 5D

**Description:** OC-ADV

Description.			OC-ADV							Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
TRAINING COORDINATOR		SCHAUMBURG IL	062	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
ACCOUNTANT JR		DES PLAINES IL	080	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
CREDIT ANALYST		NILES IL	083	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
CREDIT ANALYST		SUMMIT-ARGO IL	083	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0			
HRIS ANALYST		SKOKIE IL	100	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0			
BILLS OF MAT WRTR SR		CHICAGO IL	284	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
BILLS OF MAT WRTR SR		MORTON GROVE IL	284	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
CREDIT COLLECTION SPEC		CICERO IL	510	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0			
CREDIT COLLECTION SPEC SR		BARRINGTON IL	510	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
CREDIT COLLECTION SPEC SR		HOFFMAN ESTATES IL	510	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
CREDIT COLLECTION SPEC SR		PARK RIDGE IL	510	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
CREDIT COLLECTION SPEC SR		ROUND LAKE IL	510	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
ACCTS PAYABLE CLERK		CHICAGO IL	512	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
ACCTS PAYABLE CLERK		PARK RIDGE IL	512	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
ACCTS PAYABLE GRP LDR		VERNON HILLS IL	512	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			



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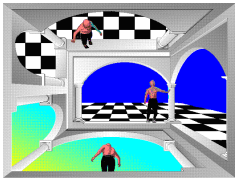
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 5D

**Description:** OC-ADV

Description.	OC-ADV										Male								Female							
											Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM
ACCTS REC GRP LDR		MORTON GROVE	IL	512	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
PAYROLL ANALYST SR		SKOKIE	IL	514	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
PRODUCT SUPPORT REP		CHICAGO	IL	524	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
DOCUMENTATION CLERK SR		DEERFIELD	IL	526	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
DOCUMENTATION CLERK SR		GLENVIEW	IL	526	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
DOCUMENTATION CLERK SR		MOUNT PROSPECT	IL	526	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
ENGINEER COMPUTING COORD		DES PLAINES	IL	560	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
GROUP LEADER		CHICAGO	IL	560	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
GROUP LEADER		HOFFMAN ESTATES	IL	560	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GROUP LEADER		LAKE ZURICH	IL	560	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
INVENTORY ANALYST		DES PLAINES	IL	560	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0		
PRODUCTION PLANNER		ALSIP	IL	560	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0		
PRODUCTION PLANNER		CHICAGO	IL	560	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0		
PRODUCTION PLANNER		MOUNT PROSPECT	IL	560	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0		
PRODUCTION PLANNER		SKOKIE	IL	560	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0		
PRODUCTION PLANNER		WOOD DALE	IL	560	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0		



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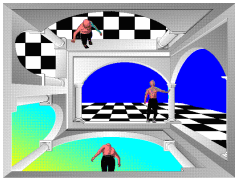
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 5D

**Description:** OC-ADV

Description.			OC-ADV							Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
ADMIN ASST		BELLWOOD IL	570	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0			
ADMIN ASST		CHICAGO IL	570	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0			
ADMIN ASST III		NILES IL	570	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
ASSIST TO THE PRESIDENT		SKOKIE IL	570	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
EXECUTIVE SECRETARY		DES PLAINES IL	570	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
Summary for Job Group = OC-ADV (36 detail records)																									
Job Group Summary				36	27	9	14	22	5	1	2	1	0	0	0	17	2	5	3	0	0	0			
Percent of Job Group					75.0%	25.0%	38.9%	61.1%	13.9%	2.8%	5.6%	2.8%	0.0%	0.0%	0.0%	47.2%	5.6%	13.9%	8.3%	0.0%	0.0%	0.0%			
Percent of Workforce				5.5%	15.7%	1.8%	6.2%	5.1%	1.5%	2.9%	2.6%	2.4%	0.0%	0.0%	0.0%	17.0%	9.1%	20.0%	12.5%	0.0%	0.0%	0.0%			



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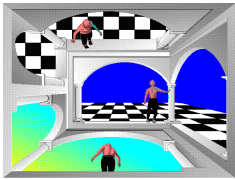
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 5E

**Description:** OC-INT

Description.	OC-INT										Male								Female							
											Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM



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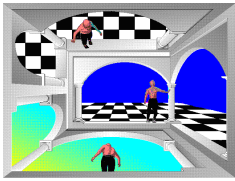
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 5F

**Description:** OC-ENTRY

Job Title	CMR	City-State	OCC	Total	Male										Female							
					Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
ACCOUNTS PAYABLE CLERK SR		CHICAGO IL	512	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
ACCOUNTS PAYABLE CLERK SR		MOUNT PROSPECT IL	512	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CLERK SR		CHICAGO IL	542	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
CLERK SR		MOUNT PROSPECT IL	542	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
COMM ATTENDENT		MORTON GROVE IL	570	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
MAIL CLERK		CHICAGO IL	585	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Summary for Job Group = OC-ENTRY (6 detail records)																						
Job Group Summary				6	4	2	3	3	1	1	0	0	0	0	0	2	1	0	1	0	0	0
Percent of Job Group					66.7%	33.3%	50.0%	50.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%
Percent of Workforce				0.9%	2.3%	0.4%	1.3%	0.7%	0.3%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	4.5%	0.0%	4.2%	0.0%	0.0%	0.0%



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**Company Name**

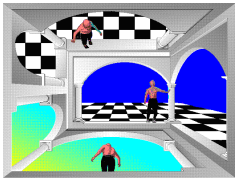
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

## EEO-1 Group Summary

EEO-1 Group Summary	Male												Female							
	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
Administrative Support Workers	45	33	12	18	27	7	2	2	1	0	0	0	20	3	5	5	0	0	0	



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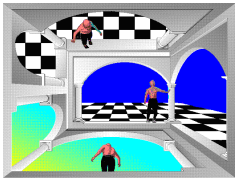
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 6A

**Description:** SECTION LEADS

Description. SECTION LEADS				Male												Female							
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
SECTION LEADER		CHICAGO	IL	770	2	1	1	2	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0
SECTION LEADER		ELGIN	IL	770	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER		HOFFMAN ESTATES	IL	770	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
SECTION LEADER		LAKE VILLA	IL	770	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER		ROLLING MEADOWS	IL	770	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
SECTION LEADER		ROUND LAKE BEACH	IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER		SCHAUMBURG	IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER		SUMMIT	IL	770	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER		WAUCONDA	IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER DIRECT		ARLINGTON HEIGHTS	IL	770	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
SECTION LEADER DIRECT		BARTLETT	IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER DIRECT		CHICAGO	IL	770	3	0	3	1	2	2	0	1	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER DIRECT		CRYSTAL LAKE	IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER DIRECT		DES PLAINES	IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SECTION LEADER DIRECT		PALATINE	IL	770	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0



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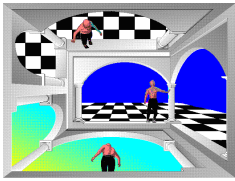
***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

***Job Group:*** 6A

***Description:*** SECTION LEADS

Description.			SECTION LEADS							Male							Female						
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
Summary for Job Group = SECTION LEADS (15 detail records)																							
Job Group Summary				18	3	15	7	11	9	1	4	1	0	0	0	2	1	0	0	0	0	0	
Percent of Job Group					16.7%	83.3%	38.9%	61.1%	50.0%	5.6%	22.2%	5.6%	0.0%	0.0%	0.0%	11.1%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	
Percent of Workforce				2.7%	1.7%	3.1%	3.1%	2.5%	2.7%	2.9%	5.3%	2.4%	0.0%	0.0%	0.0%	2.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	



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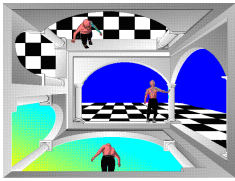
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 6B

**Description:** MACHINISTS

Description.										MACHINISTS										Male					Female				
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F							
CNC OPERATOR III		BENSENVILLE IL	790	2	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		BOLINGBROOK IL	790	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		BUFFALO GROVE IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		BURBANK IL	790	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		CAROL STREAM IL	790	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		CHICAGO IL	790	28	1	27	19	9	9	3	13	2	0	0	0	0	1	0	0	0	0	0							
CNC OPERATOR III		DES PLAINES IL	790	5	0	5	1	4	4	0	0	1	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		ELGIN IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		ELK GROVE IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		ELMHURST IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		ELMWOOD PARK IL	790	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		EVANSTON IL	790	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		FOREST PARK IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		GLENVIEW IL	790	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		HANOVER PARK IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		HARWOOD HTS IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		HOFFMAN ESTATES IL	790	2	0	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		KENOSHA WI	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		LINDENHURST IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
CNC OPERATOR III		LOMBARD IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0							



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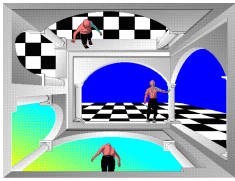
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 6B

**Description:** MACHINISTS

Description.			MACHINISTS							Male							Female						
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
CNC OPERATOR III		MORTON GROVE IL	790	4	0	4	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		MOUNT PROSPECT IL	790	2	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		MUNDELEIN IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		NILES IL	790	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		NORRIDGE IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		OAK FOREST IL	790	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		PROSPECT HEIGHTS IL	790	2	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		ROUNDLAKE BEACH IL	790	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		SKOKIE IL	790	2	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		STREAMWOOD IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		WHEATON IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR III		WILMETTE IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
N C PROGRAM		MARENGO IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
N C PROGRAM		MORTON GROVE IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
N C PROGRAM		ST CHARLES IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
N C PROGRAMMER SR		ARLINGTON HEIGHTS IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
PRECISION LATHE OPER II		ARLINGTON HEIGHTS IL	801	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
GEN MACHINIST		CHICAGO IL	803	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	



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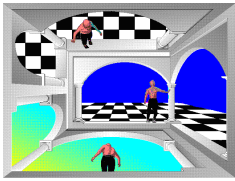
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 6B

**Description:** MACHINISTS

Description. MACHINISTS										Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
GEN MACHINIST		N RIVERSIDE IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GEN MACHINIST		NORRIDGE IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GEN MACHINIST		ROMEDEVILLE IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GEN MACHINIST		SCHAUMBURG IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GEN MACHINIST		SKOKIE IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		ALGONQUIN IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		BERWYN IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		BUFFALO GROVE IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		CARPENTERSVIL IL	803	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		CHICAGO IL	803	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		DES PLAINES IL	803	2	0	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		ELGIN IL	803	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		ELMHURST IL	803	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		KENOSHA WI	803	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		MORTON GROVE IL	803	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		MOUNT PROSPECT IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		NILES IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		NORRIDGE IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		NORTHBROOK IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MACHINIST		PALATINE IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		



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***2007 Affirmative Action Plan***

***Job Groups and Job Titles [41-CFR 60-2.12]***

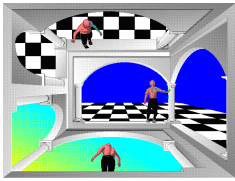
***Job Group:*** 6B

***Description:*** MACHINISTS

<i>Job Title</i>	<i>CMR</i>	<i>City-State</i>	<i>OCC</i>	<i>Total</i>	<i>Male</i>										<i>Female</i>							
					<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>
MACHINIST		PARK RIDGE IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MACHINIST		RIVERSIDE IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MACHINIST		SCHAUMBURG IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MACHINIST		SKOKIE IL	803	3	0	3	1	2	2	0	1	0	0	0	0	0	0	0	0	0	0	0
MACHINIST		SOUTH HOLLAND IL	803	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MACHINIST INDIRECT		ANTIOCH IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MACHINIST INDIRECT		CHICAGO IL	803	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
MACHINIST INDIRECT		DES PLAINES IL	803	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
FACE PREPARATION SPEC		MORTON GROVE IL	822	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
NU CTRL MACH SET UP		CHICAGO IL	822	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
NU CTRL MACH SET UP		STICKNEY IL	822	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0

*Summary for Job Group = MACHINISTS (69 detail records)*

<b>Job Group Summary</b>	118	1	117	39	79	79	5	22	11	0	0	0	0	0	0	1	0	0	0	0	0
<b>Percent of Job Group</b>		0.8%	99.2%	33.1%	66.9%	66.9%	4.2%	18.6%	9.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Percent of Workforce</b>	17.9%	0.6%	24.0%	17.3%	18.2%	23.7%	14.7%	28.9%	26.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%



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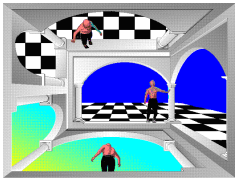
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 6D

**Description:** MACH MAINT/TD

Description.			MACH MAINT/1/D							Male										Female						
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F				
MAINT ELECTRICIAN I		MORTON GROVE IL	635	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0				
MAINT ELECTRICIAN II		SKOKIE IL	635	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
MAINT ELECTRICIAN II		VERNON HILLS IL	635	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
ELECTRONICS MECHANIC		CHICAGO IL	733	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
ELECTRONICS MECHANIC		GLENVIEW IL	733	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0				
ELECTRONICS MECHANIC		HIGHLAND PARK IL	733	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
ELECTRONICS MECHANIC		MORTON GROVE IL	733	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
ELECTRONICS MECHANIC		STREAMWOOD IL	733	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0				
MACH BUILDER		CHICAGO IL	733	2	0	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0				
MACH MAINT II		CHICAGO IL	735	2	0	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0				
MACH MAINT II		ELGIN IL	735	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
MACH MAINT II		GRAYSLAKE IL	735	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0				
MACH MAINT II		NILES IL	735	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0				
MACH MAINT II		PROSPECT HEIGHTS IL	735	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
TOOL DIE MOLD MAKER		NILES IL	813	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
STATIONARY ENGR II		CHICAGO IL	861	2	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0				
STATIONARY ENGR II		GLENVIEW IL	861	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0				
STATIONARY ENGR II		PARK RIDGE IL	861	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0				



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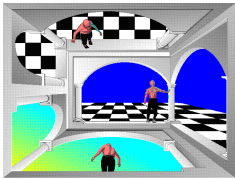
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 6D

**Description:** MACH MAINT/TD

Description.			MACH MAINT/TD							Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
GEN PLANT MAINT II		NILES IL	863	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
GEN PLANT MAINT II		NORTHLAKE IL	863	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
GEN PLANT MAINT II		WOOD DALE IL	863	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0			
Summary for Job Group = MACH MAINT/TD (21 detail records)																									
Job Group Summary				25	0	25	10	15	15	0	7	3	0	0	0	0	0	0	0	0	0	0			
Percent of Job Group					0.0%	100.0%	40.0%	60.0%	60.0%	0.0%	28.0%	12.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Percent of Workforce				3.8%	0.0%	5.1%	4.4%	3.5%	4.5%	0.0%	9.2%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			



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***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

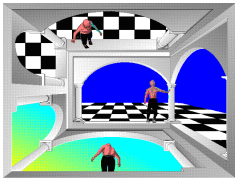
***Job Group:*** 6E

***Description:*** QUALITY CONTROL

<i>Job Title</i>	<i>CMR</i>	<i>City-State</i>	<i>OCC</i>	<i>Total</i>	<i>Male</i>										<i>Female</i>							
					<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>
TOOL and LAYOUT INSPECTOR		ARLINGTON HEIGHTS	IL	813	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TOOL and LAYOUT INSPECTOR		CHICAGO	IL	813	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TOOL and LAYOUT INSPECTOR		DES PLAINES	IL	813	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
TOOL and LAYOUT INSPECTOR		WHEELING	IL	813	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
INSPECTOR III		CHICAGO	IL	874	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
INSPECTOR III		NILES	IL	874	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
INSPECTOR III		NORTHBROOK	IL	874	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
INSPECTOR III		ROUNDLAKE	IL	874	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

*Summary for Job Group = QUALITY CONTROL (8 detail records)*

<b>Job Group Summary</b>	8	1	7	4	4	4	1	0	2	0	0	0	0	0	0	0	0	1	0	0	0
<b>Percent of Job Group</b>		12.5%	87.5%	50.0%	50.0%	50.0%	12.5%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%
<b>Percent of Workforce</b>		1.2%	0.6%	1.4%	1.8%	0.9%	1.2%	2.9%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%



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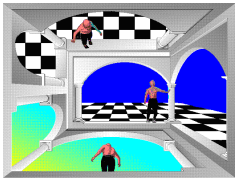
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

**EEO-1 Group Summary**

EEO-1 Group Summary		Male											Female							
		Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
Craft Workers		169	5	164	60	109	107	7	33	17	0	0	0	2	2	0	1	0	0	0



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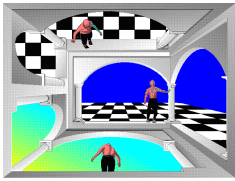
***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

***Job Group:*** 7B

***Description:*** PROD MACH OP

Description. PROD MACH OF										Male							Female						
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
MACH MAINT I		CHICAGO IL	735	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR II		CHICAGO IL	790	2	0	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR II		DES PLAINES IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR II		GLENVIEW IL	790	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
CNC OPERATOR II		VERNON HILLS IL	790	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
RAW MTRL SAW OPER		DES PLAINES IL	795	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
RAW MTRL SAW OPER		NILES IL	795	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
RAW MTRL SAW OPER		SKOKIE IL	795	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II		ARLINGTON HEIGHTS IL	801	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
MACHINE OPERATOR II		CHICAGO IL	801	15	2	13	13	2	2	5	5	1	0	0	0	0	1	1	0	0	0	0	
MACHINE OPERATOR II		CICERO IL	801	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II		DES PLAINES IL	801	2	0	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II		EVANSTON IL	801	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II		GLENVIEW IL	801	2	0	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II		HOFFMAN ESTATES IL	801	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II		MORTON GROVE IL	801	2	2	0	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	
MACHINE OPERATOR II		NILES IL	801	3	1	2	0	3	2	0	0	0	0	0	0	1	0	0	0	0	0	0	
MACHINE OPERATOR II		ROSELLE IL	801	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	



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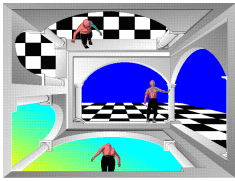
### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

**Job Group:** 7B

**Description:** PROD MACH OP

Description. PROD MACH OP										Male							Female						
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
MACHINE OPERATOR II		ROUND LAKE BEACH	IL	801	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II		SKOKIE	IL	801	2	0	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II		ST CHARLES	IL	801	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
MACHINE OPERATOR II		STREAMWOOD	IL	801	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR II		WHEELING	IL	801	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR III		BERKELEY	IL	801	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
MACHINE OPERATOR III		CHICAGO	IL	801	5	0	5	4	1	1	0	4	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR III		DES PLAINES	IL	801	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
MACHINE OPERATOR III		MORTON GROVE	IL	801	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR III		NILES	IL	801	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR III		ST CHARLES	IL	801	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
MACHINE OPERATOR III		STREAMWOOD	IL	801	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
SCC OPERATOR WAREHOUSEPER		OAKLAND	TN	864	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Summary for Job Group = PROD MACH OP (31 detail records)																							
Job Group Summary				57	11	46	35	22	18	7	17	4	0	0	0	4	2	5	0	0	0	0	
Percent of Job Group					19.3%	80.7%	61.4%	38.6%	31.6%	12.3%	29.8%	7.0%	0.0%	0.0%	0.0%	7.0%	3.5%	8.8%	0.0%	0.0%	0.0%	0.0%	
Percent of Workforce				8.6%	6.4%	9.4%	15.6%	5.1%	5.4%	20.6%	22.4%	9.8%	0.0%	0.0%	0.0%	4.0%	9.1%	20.0%	0.0%	0.0%	0.0%	0.0%	



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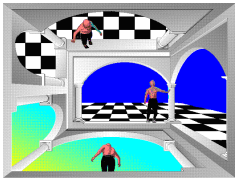
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 7C

**Description:** QUALITY CONTROL

Description. QUALITY CONTROL										Male							Female						
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
INSPECTOR I		BUFFALO GROVE IL	874	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
INSPECTOR I		CHICAGO IL	874	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
INSPECTOR I		SCHAUMBURG IL	874	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
INSPECTOR I		STONE PARK IL	874	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
INSPECTOR II		CHICAGO IL	874	2	1	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	
INSPECTOR II		NILES IL	874	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
INSPECTOR II		SKOKIE IL	874	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
Summary for Job Group = QUALITY CONTROL (7 detail records)																							
Job Group Summary				8	4	4	4	4	3	0	1	0	0	0	0	1	0	3	0	0	0	0	
Percent of Job Group					50.0%	50.0%	50.0%	50.0%	37.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	
Percent of Workforce				1.2%	2.3%	0.8%	1.8%	0.9%	0.9%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	12.0%	0.0%	0.0%	0.0%	0.0%	



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## AAP Name

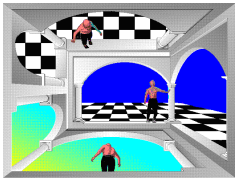
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 7D

**Description:** MATERIAL HANDLERS

Description. MATERIAL HANDLERS										Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
SHIPPER		ALGONQUIN IL	561	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SHIPPER		ARLINGTON HEIGHTS IL	561	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
SHIPPER		CHICAGO IL	561	2	0	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0			
SHIPPER		HOFFMAN ESTATES IL	561	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
SHIPPER		SKOKIE IL	561	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
PACKAGING SPECIALIST		BENSENVILLE IL	585	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
MATERIAL HANDLER RECEIVER		DES PLAINES IL	962	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON II		ARLINGTON HEIGHTS IL	962	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON II		BERWYN IL	962	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0			
WAREHOUSE PERSON II		CHICAGO IL	962	5	4	1	3	2	0	0	0	1	0	0	0	2	0	2	0	0	0	0			
WAREHOUSE PERSON II		DES PLAINES IL	962	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
WAREHOUSE PERSON II		DOLTON IL	962	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0			
WAREHOUSE PERSON II		ELMWOOD PARK IL	962	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON II		EVANSTON IL	962	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON II		HOFFMAN ESTATES IL	962	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON II		MORTON GROVE IL	962	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
WAREHOUSE PERSON II		NILES IL	962	3	3	0	0	3	0	0	0	0	0	0	0	3	0	0	0	0	0	0			
WAREHOUSE PERSON II		S ELGIN IL	962	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0			



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## AAP Name

### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

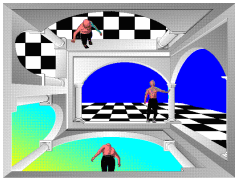
**Job Group:** 7D

**Description:** MATERIAL HANDLERS

Description. MATERIAL HANDLERS										Male								Female							
Job Title	CMR	City-State	OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
WAREHOUSE PERSON II		SKOKIE IL	962	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON III		ADDISON IL	962	2	0	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON III		CHICAGO IL	962	6	2	4	5	1	0	1	2	1	0	0	0	1	0	1	0	0	0	0			
WAREHOUSE PERSON III		DES PLAINES IL	962	3	0	3	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON III		EVANSTON IL	962	2	0	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON III		LAKE IN THE HILLS IL	962	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON III		MORTON GROVE IL	962	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON III		NILES IL	962	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0			
WAREHOUSE PERSON III		PALATINE IL	962	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0			
WAREHOUSE PERSON III		RIVERDALE IL	962	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0			
WAREHOUSE PERSON III		SKOKIE IL	962	4	1	3	2	2	2	1	0	0	0	0	0	0	0	1	0	0	0	0			
WAREHOUSE PERSON III		WESTCHESTER IL	962	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0			

Summary for Job Group = MATERIAL HANDLERS (30 detail records)

Job Group Summary	51	18	33	21	30	20	6	5	2	0	0	0	10	3	5	0	0	0	0
Percent of Job Group		35.3%	64.7%	41.2%	58.8%	39.2%	11.8%	9.8%	3.9%	0.0%	0.0%	0.0%	19.6%	5.9%	9.8%	0.0%	0.0%	0.0%	0.0%
Percent of Workforce	7.7%	10.5%	6.8%	9.3%	6.9%	6.0%	17.6%	6.6%	4.9%	0.0%	0.0%	0.0%	10.0%	13.6%	20.0%	0.0%	0.0%	0.0%	0.0%



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# Company Name

## AAP Name

### 2007 Affirmative Action Plan

Job Groups and Job Titles [41-CFR 60-2.12]

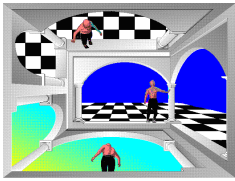
**Job Group:** 7E

**Description:** SPEC ASSEMBLY

Job Title	CMR	City-State	OCC	Total	Male										Female							
					Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
SEAL ASSEMBLER III		CHICAGO IL	773	2	2	0	2	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
SEAL ASSEMBLER III		CRYSTAL LAKE IL	773	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
SEAL ASSEMBLER III		DES PLAINES IL	773	2	1	1	0	2	1	0	0	0	0	0	0	1	0	0	0	0	0	0
SEAL ASSEMBLER III		LINCOLNWOOD IL	773	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SEAL ASSEMBLER III		MORTON GROVE IL	773	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
SEAL ASSEMBLER III		NAPERVILLE IL	773	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
SEAL ASSEMBLER III		SKOKIE IL	773	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PRECISION ASSEMBLER		ARLINGTON HEIGHTS IL	816	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
PRECISION ASSEMBLER		MORTON GROVE IL	816	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PRECISION ASSEMBLER		NILES IL	816	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0

Summary for Job Group = SPEC ASSEMBLY (10 detail records)

Job Group Summary	12	7	5	4	8	4	0	0	1	0	0	0	4	1	2	0	0	0	0
Percent of Job Group		58.3%	41.7%	33.3%	66.7%	33.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	33.3%	8.3%	16.7%	0.0%	0.0%	0.0%	0.0%
Percent of Workforce	1.8%	4.1%	1.0%	1.8%	1.8%	1.2%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	4.0%	4.5%	8.0%	0.0%	0.0%	0.0%	0.0%



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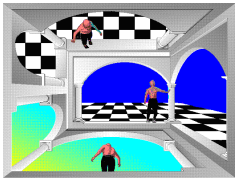
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

## EEO-1 Group Summary

EEO-1 Group Summary										Male				Female					
Operatives	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
	128	40	88	64	64	45	13	23	7	0	0	0	19	6	15	0	0	0	0



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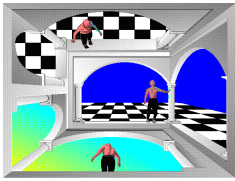
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 8B

**Description:** LABORERS

Description. LABORERS										Male							Female							
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F	
DOCKHAND LIFT TRK OPER		CHICAGO	IL	960	2	0	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	
Summary for Job Group = LABORERS (1 detail record)																								
Job Group Summary					2	0	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	
Percent of Job Group						0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Percent of Workforce					0.3%	0.0%	0.4%	0.9%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	



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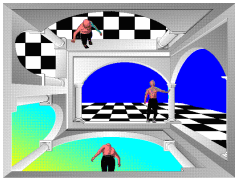
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

## EEO-1 Group Summary

	<i>Male</i>														<i>Female</i>				
	<i>Total</i>	<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>
Laborers & Helpers	2	0	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0



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## AAP Name

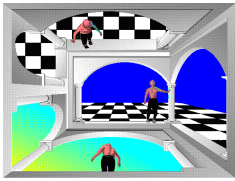
### 2007 Affirmative Action Plan

*Job Groups and Job Titles [41-CFR 60-2.12]*

**Job Group:** 9B

**Description:** SERVICE

Description.				SERVICE							Male								Female							
Job Title	CMR	City-State		OCC	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F			
JANITOR		CHICAGO	IL	422	5	0	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0			
JANITOR		SCHILLER	IL	422	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0			
Summary for Job Group = SERVICE (2 detail records)																										
Job Group Summary					6	0	6	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0			
Percent of Job Group						0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Percent of Workforce					0.9%	0.0%	1.2%	2.7%	0.0%	0.0%	0.0%	7.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			



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**Company Name**

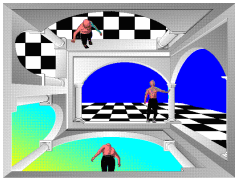
**AAP Name**

***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

**EEO-1 Group Summary**

EEO-1 Group Summary	Male												Female						
	Total	Fem	Male	Min	Non	WM	BM	HM	ASM	AIM	HPM	2+M	WF	BF	HF	ASF	AIF	HPF	2+F
Service Workers	6	0	6	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0



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**Company Name**

**AAP Name**

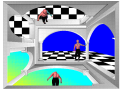
***2007 Affirmative Action Plan***

*Job Groups and Job Titles [41-CFR 60-2.12]*

## AAP Summary

AAP Name

<i>Male</i>												<i>Female</i>							
<i>Total</i>	<i>Fem</i>	<i>Male</i>	<i>Min</i>	<i>Non</i>	<i>WM</i>	<i>BM</i>	<i>HM</i>	<i>ASM</i>	<i>AIM</i>	<i>HPM</i>	<i>2+M</i>	<i>WF</i>	<i>BF</i>	<i>HF</i>	<i>ASF</i>	<i>AIF</i>	<i>HPF</i>	<i>2+F</i>	
659	172	487	225	434	334	34	76	41	2	0	0	100	22	25	24	2	0	0	



**CONFIDENTIAL**

**Company Name**

**AAP Name**

### **3. PLACEMENT OF INCUMBENTS IN JOB GROUPS**

[41 C.F.R. § 60-2.13]

As required by 41 C.F.R. § 60-2.13, Company has separately stated the percentage of minorities and the percentage of women it employs in each job group. These percentages are stated in the job group analysis report provided as Appendix B-1.



**Company Name**

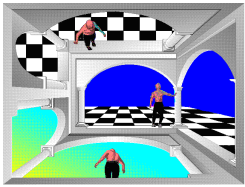
**AAP Name**

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**Appendix B-1**  
**Placement of Incumbents in Job Groups**  
**[41 C.F.R. §60-2.13]**

**CONFIDENTIAL AND PROPRIETARY**





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**Company Name**

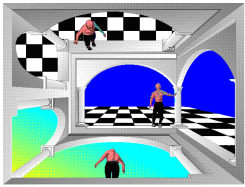
**AAP Name**

***2007 Affirmative Action Plan***

*Placement of Incumbents in Job Groups [41 CFR 60-2.13]*

<i>Job Group</i>	<i>Job Group Description</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Non-Minority</i>	<i>Current Utilization</i>	
							<i>Female</i>	<i>Minority</i>
1A	EXEC	10	9	1	0	10	10.00%	0.00%
1C	OM-MGT	61	52	9	5	56	14.75%	8.20%
1D	OM-SUPV-WC	24	15	9	4	20	37.50%	16.67%
1E	OM-SUPV-BC	15	14	1	2	13	6.67%	13.33%
2A	PROF-ENG	49	39	10	14	35	20.41%	28.57%
2B	PROF-FIN	13	4	9	3	10	69.23%	23.08%
2C	PROF-DP	29	21	8	10	19	27.59%	34.48%
2D	PROF-ADMIN	38	14	24	12	26	63.16%	31.58%
2E	PROF-MFG/IE	11	8	3	2	9	27.27%	18.18%
3B	TECH-ENG/TEXT	43	36	7	16	27	16.28%	37.21%
4B	SALES-CS	16	3	13	7	9	81.25%	43.75%
5D	OC-ADV	36	9	27	14	22	75.00%	38.89%
5E	OC-INT	3	1	2	1	2	66.67%	33.33%
5F	OC-ENTRY	6	2	4	3	3	66.67%	50.00%
6A	SECTION LEADS	18	15	3	7	11	16.67%	38.89%
6B	MACHINISTS	118	117	1	39	79	0.85%	33.05%
6D	MACH MAINT/TD	25	25	0	10	15	0.00%	40.00%
6E	QUALITY CONTROL	8	7	1	4	4	12.50%	50.00%
7B	PROD MACH OP	57	46	11	35	22	19.30%	61.40%

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***2007 Affirmative Action Plan***

*Placement of Incumbents in Job Groups [41 CFR 60-2.13]*

<i>Job Group</i>	<i>Job Group Description</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Minority</i>	<i>Non-Minority</i>	<i>Current Utilization</i>	
							<i>Female</i>	<i>Minority</i>
7C	QUALITY CONTROL	8	4	4	4	4	50.00%	50.00%
7D	MATERIAL HANDLERS	51	33	18	21	30	35.29%	41.18%
7E	SPEC ASSEMBLY	12	5	7	4	8	58.33%	33.33%
8B	LABORERS	2	2	0	2	0	0.00%	100.00%
9B	SERVICE	6	6	0	6	0	0.00%	100.00%
<i>Total</i>		<b>659</b>	<b>487</b>	<b>172</b>	<b>225</b>	<b>434</b>	<b>26.10%</b>	<b>34.14%</b>

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## **5. COMPARING INCUMBENCY TO AVAILABILITY**

[41 C.F.R. § 60-2.15]

Pursuant to the requirements of 41 C.F.R. § 60-2.15, Company has compared the percentage of minorities and women in each job group with the rates of availability for those job groups.

Where the percentage of minorities or women was less than would reasonably be expected given their availability, Company established a goal in accordance with 41 C.F.R. § 60-2.16.

Pursuant to the terms of OFCCP's May 4, 2000 Notice of Proposed Rulemaking and the Supplementary Information published with the regulations at 41 C.F.R. Part 60-2 on November 13, 2000, Company has used the "80 percent" method with the application of a "one-person" rule when making its determinations as to whether the percentage of minorities or women was less than would reasonably be expected given their availability. See 65 Fed. Reg. 26087, 26098 (May 4, 2000); 65 Fed. Reg. 68021, 68033 (November 13, 2000).

The results of Company's comparisons are provided as Appendix F.



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**Appendix F**  
**Comparing Incumbency to Availability**  
**[41 C.F.R. §60-2.15]**  
**and**  
**Utilization Analysis**  
**(Final Availability / Placement Rate Goals)**  
**[41 C.F.R. §60-2.16]**

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# Company Name

## AAP Name

### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
1A	EXEC

FACTOR	FACTOR DESCRIPTION	FEM	MIN	Factor Weight	TOTAL	FEM	MIN	Regulatory Cite
					10	1	0	
						10.0%	0.0%	41 CFR 60-2.13
		FACTOR AVAILABILITIES				WEIGHTED AVAILABILITIES		
1	Minorities/Women within the reasonable recruitment area	33.2%	16.1%	70.0%		23.2%	11.3%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	14.8%	8.2%	30.0%		4.4%	2.5%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%		27.7%	13.7%	41 CFR 60-2.14
EXEC								
Any Difference Availability						27.7%	13.7%	41 CFR 60-2.15
Expected Number						2.77	1.37	
80% of Availability						22.1%	11.0%	
Current Utilization						10.0%	0.0%	
Underutilized based on 80%. Current Utilization is less than 80% of Availability						Yes	Yes	
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.						1.77	1.37	41 CFR 60-2.16
Goal						27.7%	13.7%	

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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14]*

Job Group and Description	
1C	OM-MGT

				TOTAL	FEM	MIN	Regulatory Cite
				61	9	5	41 CFR 60-2.13
		FEM	MIN		14.8%	8.2%	
FACTOR	FACTOR DESCRIPTION	FACTOR AVAILABILITIES		Factor Weight	WEIGHTED AVAILABILITIES		
1	Minorities/Women within the reasonable recruitment area	28.3%	16.3%	75.0%	21.2%	12.3%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	9.7%	5.3%	25.0%	2.4%	1.3%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%	23.6%	13.6%	41 CFR 60-2.14
OM-MGT							
Any Difference Availability					23.6%	13.6%	41 CFR 60-2.15
Expected Number					14.43	8.28	
80% of Availability					18.9%	10.9%	
Current Utilization					14.8%	8.2%	
Underutilized based on 80%. Current Utilization is less than 80% of Availability					Yes	Yes	
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.					5.43	3.28	41 CFR 60-2.16
Goal					23.6%	13.6%	

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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
1D	OM-SUPV-WC

FACTOR	FACTOR DESCRIPTION	FEM	MIN	Factor Weight	TOTAL	FEM	MIN	Regulatory Cite
					24	9	4	
						37.5%	16.7%	41 CFR 60-2.13
1	Minorities/Women within the reasonable recruitment area	33.8%	30.7%	80.0%		27.0%	24.6%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	36.3%	25.7%	20.0%		7.3%	5.1%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%		34.3%	29.7%	41 CFR 60-2.14

OM-SUPV-WC			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
1E	OM-SUPV-BC

FACTOR	FACTOR DESCRIPTION	FEM	MIN	Factor Weight	TOTAL	FEM	MIN	Regulatory Cite
					15	1	2	
						6.7%	13.3%	41 CFR 60-2.13
1	Minorities/Women within the reasonable recruitment area	25.8%	41.0%	70.0%		18.0%	28.7%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	16.8%	33.3%	30.0%		5.0%	10.0%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%		23.1%	38.7%	41 CFR 60-2.14

OM-SUPV-BC			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
2A	PROF-ENG

				TOTAL	FEM	MIN	Regulatory Cite
				49	10	14	41 CFR 60-2.13
				FEM	MIN		
FACTOR	FACTOR DESCRIPTION	FACTOR AVAILABILITIES		Factor Weight	WEIGHTED AVAILABILITIES		41 CFR 60-2.14
1	Minorities/Women within the reasonable recruitment area	7.8%	19.8%	70.0%	5.5%	13.9%	
2	Minorities/Women Promotable or Transferable	6.1%	4.1%	30.0%	1.8%	1.2%	
	FINAL AVAILABILITY			100.0%	7.3%	15.1%	41 CFR 60-2.14

PROF-ENG			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14]*

Job Group and Description	
2B	PROF-FIN

				TOTAL	FEM	MIN	Regulatory Cite
				13	9	3	41 CFR 60-2.13
				FEM	MIN		
FACTOR	FACTOR DESCRIPTION	FACTOR AVAILABILITIES		Factor Weight	WEIGHTED AVAILABILITIES		41 CFR 60-2.14
1	Minorities/Women within the reasonable recruitment area	48.0%	26.1%	80.0%	38.4%	20.9%	
2	Minorities/Women Promotable or Transferable	63.2%	31.6%	20.0%	12.6%	6.3%	
	FINAL AVAILABILITY			100.0%	51.1%	27.2%	41 CFR 60-2.14

PROF-FIN			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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## AAP Name

### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
2C	PROF-DP

FACTOR	FACTOR DESCRIPTION	FEM	MIN	Factor Weight	TOTAL	FEM	MIN	Regulatory Cite
					29	8	10	
						27.6%	34.5%	41 CFR 60-2.13
1	Minorities/Women within the reasonable recruitment area	32.3%	27.9%	90.0%	29.1%	25.1%		41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	16.3%	37.2%	10.0%	1.6%	3.7%		41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%	30.7%	28.8%		41 CFR 60-2.14

PROF-DP			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14]*

Job Group and Description	
2D	PROF-ADMIN

					TOTAL	FEM	MIN	Regulatory Cite
					38	24	12	41 CFR 60-2.13
					FEM	MIN		
					Factor Weight	WEIGHTED AVAILABILITIES		
FACTOR	FACTOR DESCRIPTION	FACTOR AVAILABILITIES						
1	Minorities/Women within the reasonable recruitment area	58.2%	21.6%	80.0%	46.6%	17.3%	41 CFR 60-2.14	
2	Minorities/Women Promotable or Transferable	44.6%	28.1%	20.0%	8.9%	5.6%	41 CFR 60-2.14	
	FINAL AVAILABILITY			100.0%	55.5%	22.9%	41 CFR 60-2.14	

PROF-ADMIN			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			
		55.5%	22.9%
		21.09	8.70
		44.4%	18.3%
		63.2%	31.6%
		No	No
		0.00	0.00
		None	None
		41 CFR 60-2.15	
		41 CFR 60-2.16	



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
2E	PROF-MFG/IE

				TOTAL	FEM	MIN	Regulatory Cite
				11	3	2	41 CFR 60-2.13
				FEM	MIN	27.3%	
				FACTOR	FACTOR DESCRIPTION	FACTOR AVAILABILITIES	
1	Minorities/Women within the reasonable recruitment area	7.8%	22.1%	80.0%	6.2%	17.7%	
2	Minorities/Women Promotable or Transferable	18.5%	32.6%	20.0%	3.7%	6.5%	
	FINAL AVAILABILITY			100.0%	9.9%	24.2%	41 CFR 60-2.14

PROF-MFG/IE			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			
		9.9%	24.2%
		1.09	2.66
		7.9%	19.4%
		27.3%	18.2%
		No	Yes
		0.00	0.66
		None	None
			41 CFR 60-2.15
			41 CFR 60-2.16



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14]*

Job Group and Description	
3B	TECH-ENG/TEXT

				TOTAL	FEM	MIN	Regulatory Cite		
				43	7	16	41 CFR 60-2.13		
				FEM	MIN			16.3%	37.2%
FACTOR		FACTOR DESCRIPTION		FACTOR AVAILABILITIES	Factor Weight	WEIGHTED AVAILABILITIES			
1	Minorities/Women within the reasonable recruitment area			23.9%	33.2%	70.0%	16.7%	23.2%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable			13.3%	42.0%	30.0%	4.0%	12.6%	41 CFR 60-2.14
	FINAL AVAILABILITY					100.0%	20.7%	35.9%	41 CFR 60-2.14
TECH-ENG/TEXT									
Any Difference Availability					20.7%		35.9%		41 CFR 60-2.15
Expected Number					8.91		15.42		
80% of Availability					16.6%		28.7%		
Current Utilization					16.3%		37.2%		
Underutilized based on 80%. Current Utilization is less than 80% of Availability					Yes		No		
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.					1.91		0.00		41 CFR 60-2.16
Goal					20.7%		None		



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14]*

Job Group and Description	
4B	SALES-CS

FACTOR	FACTOR DESCRIPTION			TOTAL	FEM	MIN	Regulatory Cite
		FEM	MIN	16	13	7	
					81.3%	43.8%	41 CFR 60-2.13
		FACTOR AVAILABILITIES		Factor Weight	WEIGHTED AVAILABILITIES		
1	Minorities/Women within the reasonable recruitment area	65.9%	34.2%	100.0%	65.9%	34.2%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	0.0%	0.0%	0.0%	0.0%	0.0%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%	65.9%	34.2%	41 CFR 60-2.14

SALES-CS			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14]*

Job Group and Description	
5D	OC-ADV

				TOTAL	FEM	MIN	Regulatory Cite	
				36	27	14	41 CFR 60-2.13	
				FEM	MIN	75.0%		38.9%
				FACTOR AVAILABILITIES		Factor Weight		WEIGHTED AVAILABILITIES
FACTOR	FACTOR DESCRIPTION							
1	Minorities/Women within the reasonable recruitment area	69.5%	31.7%	70.0%	48.6%	22.2%	41 CFR 60-2.14	
2	Minorities/Women Promotable or Transferable	5.6%	2.8%	30.0%	1.7%	0.8%	41 CFR 60-2.14	
	FINAL AVAILABILITY			100.0%	50.3%	23.0%	41 CFR 60-2.14	

OC-ADV			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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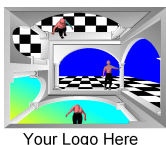
### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
5E	OC-INT

				TOTAL	FEM	MIN	Regulatory Cite
				3	2	1	41 CFR 60-2.13
				FEM	MIN		
FACTOR	FACTOR DESCRIPTION	FACTOR AVAILABILITIES		Factor Weight	WEIGHTED AVAILABILITIES		41 CFR 60-2.14
1	Minorities/Women within the reasonable recruitment area	43.1%	30.7%	70.0%	30.2%	21.5%	
2	Minorities/Women Promotable or Transferable	35.4%	43.1%	30.0%	10.6%	12.9%	
	FINAL AVAILABILITY			100.0%	40.8%	34.4%	41 CFR 60-2.14

OC-INT			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
5F	OC-ENTRY

FACTOR	FACTOR DESCRIPTION	FEM	MIN	TOTAL	FEM	MIN	Regulatory Cite
				6	4	3	
					66.7%	50.0%	41 CFR 60-2.13
				Factor Weight	WEIGHTED AVAILABILITIES		
1	Minorities/Women within the reasonable recruitment area	77.8%	38.8%	95.0%	73.9%	36.9%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	35.3%	41.2%	5.0%	1.8%	2.1%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%	75.7%	38.9%	41 CFR 60-2.14

OC-ENTRY			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			
		75.7%	38.9%
		4.54	2.34
		60.6%	31.1%
		66.7%	50.0%
		No	No
		0.00	0.00
		None	None
			41 CFR 60-2.15
			41 CFR 60-2.16



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
6A	SECTION LEADS

FACTOR	FACTOR DESCRIPTION	FEM	MIN	Factor Weight	TOTAL	FEM	MIN	Regulatory Cite
					18	3	7	
						16.7%	38.9%	41 CFR 60-2.13
1	Minorities/Women within the reasonable recruitment area	22.5%	44.0%	5.0%		1.1%	2.2%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	9.3%	35.5%	95.0%		8.9%	33.7%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%		10.0%	35.9%	41 CFR 60-2.14

SECTION LEADS			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
6B	MACHINISTS

				TOTAL	FEM	MIN	Regulatory Cite		
				118	1	39	41 CFR 60-2.13		
				FEM	MIN			0.8%	33.1%
				FACTOR AVAILABILITIES	Factor Weight	WEIGHTED AVAILABILITIES			
FACTOR	FACTOR DESCRIPTION								
1	Minorities/Women within the reasonable recruitment area			6.3%	31.4%	90.0%	5.7%	28.2%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable			0.0%	8.5%	10.0%	0.0%	0.8%	41 CFR 60-2.14
	FINAL AVAILABILITY					100.0%	5.7%	29.1%	41 CFR 60-2.14

MACHINISTS			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
6D	MACH MAINT/TD

FACTOR	FACTOR DESCRIPTION	FEM	MIN	TOTAL	FEM	MIN	Regulatory Cite
				25	0	10	
					0.0%	40.0%	41 CFR 60-2.13
		FACTOR AVAILABILITIES		Factor Weight	WEIGHTED AVAILABILITIES		
1	Minorities/Women within the reasonable recruitment area	5.1%	36.4%	85.0%	4.4%	31.0%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	6.9%	42.3%	15.0%	1.0%	6.3%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%	5.4%	37.3%	41 CFR 60-2.14
MACH MAINT/TD							
Any Difference Availability					5.4%	37.3%	41 CFR 60-2.15
Expected Number					1.35	9.33	
80% of Availability					4.3%	29.8%	
Current Utilization					0.0%	40.0%	
Underutilized based on 80%. Current Utilization is less than 80% of Availability					Yes	No	
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.					1.35	0.00	41 CFR 60-2.16
Goal					5.4%	None	



# Company Name

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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14]*

Job Group and Description	
6E	QUALITY CONTROL

FACTOR	FACTOR DESCRIPTION	FEM	MIN	Factor Weight	TOTAL	FEM	MIN	Regulatory Cite
					8	1	4	
						12.5%	50.0%	41 CFR 60-2.13
		FACTOR AVAILABILITIES				WEIGHTED AVAILABILITIES		
1	Minorities/Women within the reasonable recruitment area	25.2%	34.1%	60.0%		15.1%	20.5%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	3.3%	35.1%	40.0%		1.3%	14.0%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%		16.4%	34.5%	41 CFR 60-2.14

QUALITY CONTROL			
Any Difference Availability		16.4%	34.5%
Expected Number		1.31	2.76
80% of Availability		13.1%	27.6%
Current Utilization		12.5%	50.0%
Underutilized based on 80%. Current Utilization is less than 80% of Availability		Yes	No
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.		0.31	0.00
Goal		None	None
			41 CFR 60-2.15
			41 CFR 60-2.16



# Company Name

## AAP Name

### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
7B	PROD MACH OP

FACTOR	FACTOR DESCRIPTION	FEM	MIN	Factor Weight	TOTAL	FEM	MIN	Regulatory Cite
					57	11	35	
						19.3%	61.4%	41 CFR 60-2.13
1	Minorities/Women within the reasonable recruitment area	5.0%	40.8%	80.0%	4.0%	32.7%		41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	27.9%	31.2%	20.0%	5.6%	6.2%		41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%	9.6%	38.9%		41 CFR 60-2.14

PROD MACH OP			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



# Company Name

## AAP Name

### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14]*

Job Group and Description	
7C	QUALITY CONTROL

FACTOR	FACTOR DESCRIPTION	FEM	MIN	Factor Weight	TOTAL	FEM	MIN	Regulatory Cite
					8	4	4	
						50.0%	50.0%	41 CFR 60-2.13
1	Minorities/Women within the reasonable recruitment area	49.2%	54.0%	70.0%		34.4%	37.8%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	18.6%	60.2%	30.0%		5.6%	18.1%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%		40.0%	55.9%	41 CFR 60-2.14

QUALITY CONTROL			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			



# Company Name

## AAP Name

### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
7D	MATERIAL HANDLERS

				TOTAL	FEM	MIN	Regulatory Cite		
				51	18	21	41 CFR 60-2.13		
				FEM	MIN			35.3%	41.2%
				FACTOR AVAILABILITIES		Factor Weight		WEIGHTED AVAILABILITIES	
FACTOR	FACTOR DESCRIPTION								
1	Minorities/Women within the reasonable recruitment area	21.9%	60.3%	75.0%	16.5%	45.2%	41 CFR 60-2.14		
2	Minorities/Women Promotable or Transferable	0.0%	3.9%	25.0%	0.0%	1.0%	41 CFR 60-2.14		
	FINAL AVAILABILITY			100.0%	16.5%	46.2%	41 CFR 60-2.14		

MATERIAL HANDLERS			
Any Difference Availability		16.5%	46.2%
Expected Number		8.39	23.55
80% of Availability		13.2%	36.9%
Current Utilization		35.3%	41.2%
Underutilized based on 80%. Current Utilization is less than 80% of Availability		No	No
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.		0.00	0.00
Goal		None	None
			41 CFR 60-2.15
			41 CFR 60-2.16

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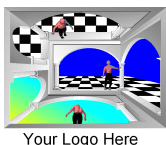
### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
7E	SPEC ASSEMBLY

				TOTAL	FEM	MIN	Regulatory Cite
				12	7	4	41 CFR 60-2.13
				FEM	MIN		
FACTOR	FACTOR DESCRIPTION	FACTOR AVAILABILITIES		Factor Weight	WEIGHTED AVAILABILITIES		41 CFR 60-2.14
1	Minorities/Women within the reasonable recruitment area	7.0%	35.3%	20.0%	1.4%	7.1%	
2	Minorities/Women Promotable or Transferable	35.3%	41.2%	80.0%	28.2%	32.9%	
	FINAL AVAILABILITY			100.0%	29.6%	40.0%	41 CFR 60-2.14

SPEC ASSEMBLY			
Any Difference Availability		29.6%	40.0%
Expected Number		3.56	4.80
80% of Availability		23.7%	32.0%
Current Utilization		58.3%	33.3%
Underutilized based on 80%. Current Utilization is less than 80% of Availability		No	No
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.		0.00	0.00
Goal		None	None
			41 CFR 60-2.15
			41 CFR 60-2.16



# Company Name

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### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
8B	LABORERS

FACTOR	FACTOR DESCRIPTION	FEM	MIN	TOTAL	FEM	MIN	Regulatory Cite
				2	0	2	
					0.0%	100.0%	41 CFR 60-2.13
		FACTOR AVAILABILITIES		Factor Weight	WEIGHTED AVAILABILITIES		
1	Minorities/Women within the reasonable recruitment area	6.8%	68.8%	100.0%	6.8%	68.8%	41 CFR 60-2.14
2	Minorities/Women Promotable or Transferable	0.0%	0.0%	0.0%	0.0%	0.0%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%	6.8%	68.8%	41 CFR 60-2.14

LABORERS			
Any Difference Availability			
Expected Number			
80% of Availability			
Current Utilization			
Underutilized based on 80%. Current Utilization is less than 80% of Availability			
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.			
Goal			
		6.8%	68.8%
		0.14	1.38
		5.4%	55.1%
		0.0%	100.0%
		Yes	No
		0.14	0.00
		None	None
		41 CFR 60-2.15	
		41 CFR 60-2.16	



# Company Name

## AAP Name

### 2007 AFFIRMATIVE ACTION PLAN Utilization Analysis

*Determining Availability [41 CFR 60-2.14 ]*

Job Group and Description	
9B	SERVICE

				TOTAL	FEM	MIN	Regulatory Cite
				6	0	6	
		FEM	MIN		0.0%	100.0%	41 CFR 60-2.13
FACTOR	FACTOR DESCRIPTION	FACTOR AVAILABILITIES		Factor Weight	WEIGHTED AVAILABILITIES		
1	Minorities/Women within the reasonable recruitment area	28.0%	54.1%	100.0%	28.0%	54.1%	
2	Minorities/Women Promotable or Transferable	0.0%	0.0%	0.0%	0.0%	0.0%	41 CFR 60-2.14
	FINAL AVAILABILITY			100.0%	28.0%	54.1%	41 CFR 60-2.14
SERVICE							
Any Difference Availability					28.0%	54.1%	41 CFR 60-2.15
Expected Number					1.68	3.25	
80% of Availability					22.4%	43.3%	
Current Utilization					0.0%	100.0%	
Underutilized based on 80%. Current Utilization is less than 80% of Availability					Yes	No	
Shortfall=Difference between expected and actual. Goal set only if underutilization is greater than a whole person.					1.68	0.00	41 CFR 60-2.16
Goal					28.0%	None	



**Company Name**

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## **6. PLACEMENT GOALS**

[41 C.F.R. § 60-2.16]

Pursuant to the requirements of 41 C.F.R. § 60-2.16, Company has established placement rate goals for minorities and/or women in those job groups where the percentage of minorities and/or women employed was less than would reasonably be expected given their availability.

Pursuant to the requirements of 41 C.F.R. § 60-2.16(c), the placement rate goals established by Company always at least equal the availability rate for minorities and/or women in that particular job group.

Pursuant to the requirements of 41 C.F.R. § 60-2.16(d), Company has, where required, established a single goal for all minorities.

Company has adhered to the following principles when establishing its placement rate goals:

- Company has established these goals as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of its affirmative action program work.
- These goals are not rigid and inflexible quotas that must be met. They are not considered as either a ceiling or a floor for the employment of particular groups.
- In all employment decisions, Company's policy requires that selection decisions be made in a nondiscriminatory manner. Goals will not be used as a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of race, color, religion, sex, or national origin.
- Company does not use placement goals to establish set-asides for specific groups, nor are they used to achieve proportional representation or equal results.
- Company's policy does not permit these goals to supersede merit selection principles.



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Company engages in good faith efforts during the affirmative action program year to place individuals into job groups where a goal or goals have been set, such that the proportion of minority and/or female placements (whichever is applicable) during the year will roughly equal their availability for the job group.

Company's placement rate goals for this establishment are reported as Appendix F and Appendix G. Action-oriented programs to address these goals are discussed in Section 9.



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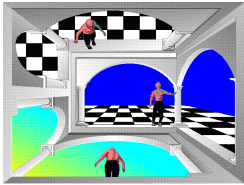
# **Appendix G**

## **Placement Rate Goals**

### **[41 C.F.R. §60-2.16]**

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# Company Name

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### 2007 AFFIRMATIVE ACTION PLAN

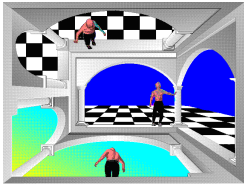
#### Summary of Goals

*Placement Goals [41 CFR 60-2.16]*

Job Group		Employees			Women			Minorities		
		Total	Female	Minority	Avail%	Rep%	Goal%	Avail%	Rep%	Goal%
1A	EXEC	10	1	0	27.7%	10.0%	27.7%	13.7%	0.0%	13.7%
1C	OM-MGT	61	9	5	23.6%	14.8%	23.6%	13.6%	8.2%	13.6%
1D	OM-SUPV-WC	24	9	4	34.3%	37.5%		29.7%	16.7%	29.7%
1E	OM-SUPV-BC	15	1	2	23.1%	6.7%	23.1%	38.7%	13.3%	38.7%
2A	PROF-ENG	49	10	14	7.3%	20.4%		15.1%	28.6%	
2B	PROF-FIN	13	9	3	51.1%	69.2%		27.2%	23.1%	
2C	PROF-DP	29	8	10	30.7%	27.6%		28.8%	34.5%	
2D	PROF-ADMIN	38	24	12	55.5%	63.2%		22.9%	31.6%	
2E	PROF-MFG/IE	11	3	2	9.9%	27.3%		24.2%	18.2%	
3B	TECH-ENG/TEXT	43	7	16	20.7%	16.3%	20.7%	35.9%	37.2%	
4B	SALES-CS	16	13	7	65.9%	81.3%		34.2%	43.8%	
5D	OC-ADV	36	27	14	50.3%	75.0%		23.0%	38.9%	

**\*\* No goal is created if the extent of the underutilization affects less than one whole person.**

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# Company Name

## AAP Name

### 2007 AFFIRMATIVE ACTION PLAN

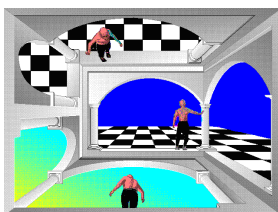
#### Summary of Goals

*Placement Goals [41 CFR 60-2.16]*

Job Group		Employees			Women			Minorities		
		Total	Female	Minority	Avail%	Rep%	Goal%	Avail%	Rep%	Goal%
5E	OC-INT	3	2	1	40.8%	66.7%		34.4%	33.3%	
5F	OC-ENTRY	6	4	3	75.7%	66.7%		38.9%	50.0%	
6A	SECTION LEADS	18	3	7	10.0%	16.7%		35.9%	38.9%	
6B	MACHINISTS	118	1	39	5.7%	0.8%	5.7%	29.1%	33.1%	
6D	MACH MAINT/TD	25	0	10	5.4%	0.0%	5.4%	37.3%	40.0%	
6E	QUALITY CONTROL	8	1	4	16.4%	12.5%		34.5%	50.0%	
7B	PROD MACH OP	57	11	35	9.6%	19.3%		38.9%	61.4%	
7C	QUALITY CONTROL	8	4	4	40.0%	50.0%		55.9%	50.0%	
7D	MATERIAL HANDLERS	51	18	21	16.5%	35.3%		46.2%	41.2%	
7E	SPEC ASSEMBLY	12	7	4	29.6%	58.3%		40.0%	33.3%	
8B	LABORERS	2	0	2	6.8%	0.0%		68.8%	100.0%	
9B	SERVICE	6	0	6	28.0%	0.0%	28.0%	54.1%	100.0%	

**\*\* No goal is created if the extent of the underutilization affects less than one whole person.**

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# **Company Name**

## **AAP Name**

### **Affirmative Action Program for Women and Minorities**

**123 45th Avenue  
City, State 12345**

This affirmative action program covers the period from  
**1/1/2007 to 12/31/2007**



**Company Name**

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**KEY PERSONNEL**

Corporate Manager Name

Corporate Manager Title

Facility Manager Name

Facility Manager Title

Corporate EEO Coordinator Name

Corporate EEO Coordinator Title

Facility EEO Coordinator Name

Facility EEO Coordinator Title

**FACILITY DATA**

EIN

12-3456789

EEO-1 Number

A123456

Dun and Bradstreet

123456789

Vets 100

PENDING

NAICS

PENDING

SIC

PENDING

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### **TAB References**

#### **#1: Organizational Profile [41 CFR § 60-2.13]**

- Appendix A: Organizational Profile – Workforce Analysis

#### **#2: Job Group Analysis [41 CFR § 60-2.12]**

- Appendix B: Job Group Analysis Report

#### **#3: Placement of Incumbents in Job Groups [41 CFR § 60-2.13]**

- Appendix B-1: Placement of Incumbents in Job Groups Report

#### **#4: Determining Availability [41 CFR § 60-2.14]**

- A. Consideration of Factors
- B. Determining Appropriate Geographic Areas/Feeder Pools
- C. Census Data
- D. Requisite Skills Data and Determining Composite Availability
- E. Calculating Final Availability
  - Appendix C: Composition of Job Groups w/ Recruitment Areas (Percent Representation)
  - Appendix D: Sources and Weighted Availabilities for Factor 1 (External Availability)
  - Appendix E: Sources and Weighted Availabilities for Factor 2 (Internal Availability)

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**#5: Comparing Incumbency to Availability [41 CFR § 60-2.15]**

- Appendix F: Comparing Incumbency to Availability and Utilization Analysis  
(Final Availability/Placement Rate Goals)

**#6: Placement Goals [41 CFR § 60-2.16]**

- Appendix G: Placement Rate Goals

**#7: Designation of Responsibility [41 CFR § 60-2.17(a)]**

**#8: Identification of Problem Areas [41 CFR § 60-2.17(b)]**

**#9: Action-Oriented Programs [41 CFR § 60-2.17(c)]**

- A. Placement Rate Goals
- B. Problem Areas

**#10: Internal Audit and Reporting System [41 CFR § 60-2.17(d)]**

**#11: Conclusion and Approval**

**#12: Support Data:** *The contents currently under Tab 12 should be placed and maintained in a separate binder.*

Support data includes

- Copies of EE0-1 Report (Standard Form 100) for the last three years.
- Copy of the Report of Progress toward the prior year's Affirmative Action Goals
- Personnel Action Summary Data by Job Group (Summary data on Applicants, Hires, Promotions, Transfers, Terminations)
- Impact Ratio Analysis for Personnel Actions (IRAs for Applicants, Hires, Promotions, Transfers, Terminations)
- Support Data that demonstrates compliance with the requirements of 41 CFR 60-20 (Sex Discrimination Guidelines)
- Support data that demonstrates compliance with the requirements of 41 CFR 60-50 (Guideline on Discrimination because of Religion or National Origin)

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## **CONFIDENTIALITY**

The material set forth in this program is deemed to be confidential commercial and financial data, the public disclosure of which could cause substantial competitive harm to Company Name, AAP Name (hereinafter Company). In addition, all statistical components of this program, including any and all data pertaining to employee compensation, workforce structure (including the ratios between and among job groups and EEO-1 categories), the organizational profile (i.e., organizational display and/or workforce analysis), final availability and placement rate goals, job group analysis, identification of problem areas and supporting information pertaining to employment activity, determinations of adverse impact and determinations of problems in workforce distribution and employment policies and practices, or the analyses of any of the foregoing, are deemed to constitute trade secrets, operations information, confidential statistical data and other confidential commercial and financial data within the meaning of the Freedom of Information Act (FOIA), 5 U.S.C. § 552 et. seq., Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et. seq., the Trade Secrets Act, 18 U.S.C. § 1905, and 44 U.S.C. § 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions. This material has not been disclosed to the public, and should not be, since such disclosure could cause substantial competitive harm to Company. Therefore, in accordance with 29 C.F.R. § 70.26(c) – (e), we expect that Company will be notified in writing by the Office of Federal Contract Compliance Programs prior to disclosure of any information pertaining to all or any part of this program, and that Company shall be given an opportunity to present its objections to disclosure.



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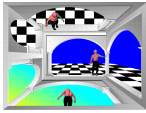
**Company Name**

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## **PRELIMINARY STATEMENT**

Company has prepared this affirmative action program voluntarily, as a reaffirmation of its commitment to equal employment opportunity and affirmative action. In preparation of this plan, the terminology used in Executive Order 11246 and its implementing regulations has been used as a guide. Therefore, the use of such terms as “deficiency,” “underrepresentation,” “concentration,” “expected number,” “problem area,” “affected class,” “underutilization,” etc., should not be construed as an admission that in fact either minorities or women have been or are presently being discriminated against in any way in violation of federal, state or local fair employment practices laws. Further, nothing contained in this material or the data supporting this program should be construed as an admission by Company that it has contravened any such federal, state, or local fair employment practices laws.

In developing and implementing this program, Company has been guided by its established policy of providing equal employment opportunity. Any goals that are established herein are not intended as rigid, inflexible quotas that must be met, but rather as targets reasonably attainable by applying every good faith effort in implementing this program. The use of goals in this program is not intended to discriminate against any individual or group of individuals with respect to any employment opportunity for which they are qualified on the grounds that they are not the beneficiaries of affirmative action themselves. Nothing herein is intended to sanction the discriminatory treatment of any person. Thus, this plan has been developed in strict reliance upon the affirmative action guidelines issued by the Equal Employment Opportunity Commission (EEOC)—Affirmative Action Appropriate Under Title VII of the Civil Rights Act of 1964, As Amended, 29 C.F.R. Part 1608.



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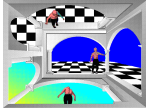
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## **ESTABLISHMENT SUMMARY**

There is no specific requirement for an establishment summary statement under the requirements of 41 CFR 60-2; however, one is highly recommended.



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## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENTS**

There is no specific requirement for a corporate or establishment EEO policy statement under the requirements of 41 CFR 60-2; however, both are highly recommended.

Company can either utilize the attached statements, or the statements can be inserted at a later date.



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## **EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION POLICY STATEMENT**

It is the policy of Company to consider all qualified applicants for available positions without regard to race, color, sex, religion, age, national origin, disability, or veteran status. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

Company is committed to the EQUAL EMPLOYMENT OPPORTUNITY POLICY and as part of the Affirmative Action plan will:

- recruit, hire, upgrade, train, and promote in all job classifications without regard to race, color, sex, religion, age, national origin, disability, or veteran status;
- base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the company's commitment to affirmative action and workplace diversity;
- ensure that all other personnel actions such as compensation benefits, company-sponsored training, educational tuition assistance, social and recreational programs, shall be administered without regard to race, color, sex, religion, age, national origin, veteran status, or disability;
- take affirmative action to ensure that minority group individuals, women, veterans of the Vietnam Era, qualified persons with a disability, and disabled veterans are introduced into the workforce and that these employees are encouraged to aspire for promotion and are considered, as promotional opportunities arise; and
- ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity, or opposed any act or practice made unlawful by VEVRAA 503. 60-741.44 (a) and 503. 60-250.44 (a).



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In keeping with the above commitments and policy, Company will analyze its personnel transactions once a year to ensure equal opportunity for all individuals. As with any other company goals, management's performance regarding the Affirmative Action Program will be evaluated.

Company will ensure that the intent and practice of this policy is carried out. The ultimate responsibility for fulfilling the intent of this policy, however, lies with every department head and supervisor.

---

Signature Name  
Signature Title

---

Date