

Tuscarawas  
330 University Dr. NE  
New Philadelphia, OH 44663  
**Annual Goals Report**  
41 CFR Section 60-2.16

**1C : Upper Lvl Mgr - Deans/Asc/Asst**

Test Used : 80% Rule with the Whole Person Rule

**Female**

**Minority**

Current Placement Goals %      0.0      0.0

**1D : Upper Lvl Mgr - Chairs/Dir**

Test Used : 80% Rule with the Whole Person Rule

**Female**

**Minority**

Current Placement Goals %      0.0      0.0

**1E : Lower Level Manager**

Test Used : 80% Rule with the Whole Person Rule

**Female**

**Minority**

Current Placement Goals %      0.0      0.0

**2A : Professors**

Test Used : 80% Rule with the Whole Person Rule

**Female**

**Minority**

Current Placement Goals %      0.0      0.0

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

Tuscarawas  
330 University Dr. NE  
New Philadelphia, OH 44663  
**Annual Goals Report**  
41 CFR Section 60-2.16

**2B : Associate Professor**

Test Used : 80% Rule with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals %	67.8	0.0
---------------------------	------	-----

**2C : Assistant Professor**

Test Used : 80% Rule with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals %	0.0	0.0
---------------------------	-----	-----

**2D : Instructors/Adjuncts**

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals %	0.0	18.1
---------------------------	-----	------

**3A : Upper Level Professional**

Test Used : 80% Rule with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals %	0.0	0.0
---------------------------	-----	-----

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

Tuscarawas  
330 University Dr. NE  
New Philadelphia, OH 44663  
**Annual Goals Report**  
41 CFR Section 60-2.16

**3B : Lower Level Professional**

Test Used : 80% Rule with the Whole Person Rule

<b>Female</b>	<b>Minority</b>

Current Placement Goals %	71.3	9.8
---------------------------	------	-----

**4A : Upper Level Clerical**

Test Used : 80% Rule with the Whole Person Rule

<b>Female</b>	<b>Minority</b>

Current Placement Goals %	0.0	0.0
---------------------------	-----	-----

**4B : Mid Level Clerical**

Test Used : 80% Rule with the Whole Person Rule

<b>Female</b>	<b>Minority</b>

Current Placement Goals %	0.0	0.0
---------------------------	-----	-----

**4C : Lower Level Clerical**

Test Used : 80% Rule with the Whole Person Rule

<b>Female</b>	<b>Minority</b>

Current Placement Goals %	0.0	0.0
---------------------------	-----	-----

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

Tuscarawas  
330 University Dr. NE  
New Philadelphia, OH 44663  
**Annual Goals Report**  
41 CFR Section 60-2.16

**5A : Technician/Other Specialty**

Test Used : 80% Rule with the Whole Person Rule

<b>Female</b>	<b>Minority</b>

Current Placement Goals %      0.0      0.0

**5B : Technician/Health/Lab/Research**

Test Used : 80% Rule with the Whole Person Rule

<b>Female</b>	<b>Minority</b>

Current Placement Goals %      0.0      0.0

**5D : Technician/Comm/Media**

Test Used : 80% Rule with the Whole Person Rule

<b>Female</b>	<b>Minority</b>

Current Placement Goals %      0.0      0.0

**7B : Service/Maint: Cust/Maint/Repr**

Test Used : 80% Rule with the Whole Person Rule

<b>Female</b>	<b>Minority</b>

Current Placement Goals %      0.0      0.0

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

Tuscarawas  
330 University Dr. NE  
New Philadelphia, OH 44663  
**Annual Goals Report**  
41 CFR Section 60-2.16

**7C : Service/Maint: Protective Serv**

Test Used : 80% Rule with the Whole Person Rule

	Female	Minority
Current Placement Goals %	0.0	0.0

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

*Plan Year: 11/01/2017 - 10/31/2018*

©2018, Yocom & McKee, Inc. (www.Yocom-McKee.com) v 11.2.021.0