

Ashtabula
3300 Lake Road West
Ashtabula, OH 44004

Utilization Summary

41 CFR Section 60-2.15

1C : Upper Lvl Mgr - Deans/Asc/Asst (Total Employees : 2)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	1	0
Total Availability %	58.6	9.2
80 Percent Rule %	46.9	7.4
Current %	50.0	0.0
Placement Goal?, 80% Rule	No	No

1D : Upper Lvl Mgr - Chairs/Dir (Total Employees : 13)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	8	2
Total Availability %	39.3	5.8
80 Percent Rule %	31.4	4.6
Current %	61.5	15.4
Placement Goal?, 80% Rule	No	No

1E : Lower Level Manager (Total Employees : 1)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	0	0
Total Availability %	29.9	6.6
80 Percent Rule %	23.9	5.3
Current %	0.0	0.0
Placement Goal?, 80% Rule	No	No

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2A : Professors (Total Employees : 2)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	0	0
Total Availability %	42.4	12.1
80 Percent Rule %	33.9	9.7
Current %	0.0	0.0
Placement Goal?, 80% Rule	No	No

2B : Associate Professor (Total Employees : 15)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	8	0
Total Availability %	65.1	14.7
80 Percent Rule %	52.1	11.8
Current %	53.3	0.0
Placement Goal?, 80% Rule	No	Yes

2C : Assistant Professor (Total Employees : 7)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	3	0
Total Availability %	64.2	6.3
80 Percent Rule %	51.4	5.0
Current %	42.9	0.0
Placement Goal?, 80% Rule	No	No

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2D : Instructors/Adjuncts (Total Employees : 70)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	44	3
Total Availability %	65.0	7.3
Current %	62.9	4.3
Placement Goal?, 2 Standard Deviations Test	No	No

3A : Upper Level Professional (Total Employees : 4)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	0
Total Availability %	53.3	6.5
80 Percent Rule %	42.6	5.2
Current %	50.0	0.0
Placement Goal?, 80% Rule	No	No

3B : Lower Level Professional (Total Employees : 20)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	16	0
Total Availability %	70.7	7.6
80 Percent Rule %	56.6	6.1
Current %	80.0	0.0
Placement Goal?, 80% Rule	No	Yes

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4A : Upper Level Clerical (Total Employees : 2)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	0
Total Availability %	73.0	17.7
80 Percent Rule %	58.4	14.2
Current %	100.0	0.0
Placement Goal?, 80% Rule	No	No

4B : Mid Level Clerical (Total Employees : 10)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	10	1
Total Availability %	87.7	9.7
80 Percent Rule %	70.2	7.8
Current %	100.0	10.0
Placement Goal?, 80% Rule	No	No

5A : Technician/Other Specialty (Total Employees : 1)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	1	0
Total Availability %	66.7	25.0
80 Percent Rule %	53.4	20.0
Current %	100.0	0.0
Placement Goal?, 80% Rule	No	No

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5C : Technician/Elec/Data Proces (Total Employees : 1)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	0	0
Total Availability %	41.8	10.7
80 Percent Rule %	33.4	8.6
Current %	0.0	0.0
Placement Goal?, 80% Rule	No	No

7B : Service/Maint: Cust/Maint/Repr (Total Employees : 4)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	0	1
Total Availability %	3.2	7.5
80 Percent Rule %	2.6	6.0
Current %	0.0	25.0
Placement Goal?, 80% Rule	No	No

7C : Service/Maint: Protective Serv (Total Employees : 1)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	0	0
Total Availability %	20.5	9.1
80 Percent Rule %	16.4	7.3
Current %	0.0	0.0
Placement Goal?, 80% Rule	No	No

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	Employees	Female	Minority
Company Totals:	153	95	7

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