

Salem
2491 St. Rt. 45 South
Salem, OH 44460

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 #	2	0
Total Availability %	55.8	7.5
80 Percent Rule %	44.6	6.0
Current %	100.0	0.0
Placement Goal?, 80% Rule	No	No

1D : Upper Lvl Mgr - Chairs/Dir (Total Employees : 5)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	3	0
Total Availability %	42.2	5.0
80 Percent Rule %	33.8	4.0
Current %	60.0	0.0
Placement Goal?, 80% Rule	No	No

1E : Lower Level Manager (Total Employees : 2)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	1	0
Total Availability %	33.9	3.8
80 Percent Rule %	27.1	3.0
Current %	50.0	0.0
Placement Goal?, 80% Rule	No	No

* 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.

Salem
2491 St. Rt. 45 South
Salem, OH 44460

Utilization Summary

41 CFR Section 60-2.15

2A : Professors (Total Employees : 5)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	1	2
Total Availability %	68.3	15.8
80 Percent Rule %	54.6	12.6
Current %	20.0	40.0
Placement Goal?, 80% Rule	Yes	No

2B : Associate Professor (Total Employees : 7)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	4	1
Total Availability %	48.5	13.8
80 Percent Rule %	38.8	11.0
Current %	57.1	14.3
Placement Goal?, 80% Rule	No	No

2C : Assistant Professor (Total Employees : 11)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	6	1
Total Availability %	73.0	13.3
80 Percent Rule %	58.4	10.6
Current %	54.5	9.1
Placement Goal?, 80% Rule	No	No

* 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.

Salem
2491 St. Rt. 45 South
Salem, OH 44460

Utilization Summary

41 CFR Section 60-2.15

2D : Instructors/Adjuncts (Total Employees : 83)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	57	2
Total Availability %	61.4	16.1
Current %	68.7	2.4
Placement Goal?, 2 Standard Deviations Test	No	Yes

3A : Upper Level Professional (Total Employees : 2)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	0
Total Availability %	61.2	7.9
80 Percent Rule %	49.0	6.3
Current %	100.0	0.0
Placement Goal?, 80% Rule	No	No

3B : Lower Level Professional (Total Employees : 11)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	8	0
Total Availability %	57.0	9.2
80 Percent Rule %	45.6	7.4
Current %	72.7	0.0
Placement Goal?, 80% Rule	No	No

* 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.

Salem
2491 St. Rt. 45 South
Salem, OH 44460

Utilization Summary

41 CFR Section 60-2.15

4B : Mid Level Clerical (Total Employees : 7)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	7	0
Total Availability %	83.4	7.9
80 Percent Rule %	66.7	6.3
Current %	100.0	0.0
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 %	81.6	15.8
80 Percent Rule %	65.3	12.6
Current %	100.0	0.0
Placement Goal?, 80% Rule	No	No

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

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	0	0
Total Availability %	33.3	9.2
80 Percent Rule %	26.6	7.4
Current %	0.0	0.0
Placement Goal?, 80% Rule	No	No

* 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.

Salem
2491 St. Rt. 45 South
Salem, OH 44460

Utilization Summary

41 CFR Section 60-2.15

7B : Service/Maint: Cust/Maint/Repr (Total Employees : 5)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	1	1
Total Availability %	14.1	7.7
80 Percent Rule %	11.3	6.2
Current %	20.0	20.0
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 %	24.0	6.0
80 Percent Rule %	19.2	4.8
Current %	0.0	0.0
Placement Goal?, 80% Rule	No	No

	Employees	Female	Minority
Company Totals:	143	93	7

* 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.