

Appendix D

Availability Analysis

Availability Analysis

Facility 1 07/07/2010

Availability Analysis

Job Group: 010 Officials/Administrators

Facility 1
07/07/2010

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOP1	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOP1	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	37.16	8.80	4.05	1.33	1.25	2.11	0.00	0.07	100.00	37.16	8.80	4.05	1.33	1.25	2.11	0.00	0.07
	Source of Data: Census 2000 Special EEO File Boone, MO																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
									100.00								
Job Group Final Availabilities (%)										37.16	8.80	4.05	1.33	1.25	2.11	0.00	0.07

Availability Analysis

Job Group: 030 Technicians

Facility 1
07/07/2010

Factor	Raw Statistics (%)										Value Weight	Weighted Factor (%)									
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOP1	Two+	Female	Total Min		Black	Hisp	Asian	Amlnd	NHOP1	Two+				
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.55	2.88	1.34	0.00	1.41	0.13	0.00	0.00	100.00	60.55	2.88	1.34	0.00	1.41	0.13	0.00	0.00				
	Source of Data: Census 2000 Special EEO File Boone, MO																				
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	100.00																				
Job Group Final Availabilities (%)																					
	60.55	2.88	1.34	0.00	1.41	0.13	0.00	0.00		60.55	2.88	1.34	0.00	1.41	0.13	0.00	0.00				

Availability Analysis

Job Group: 040 Protective Services

Facility 1
07/07/2010

Factor	Raw Statistics (%)										Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOP1	Two+	Female	Total Min		Black	Hisp	Asian	AmInd	NHOP1	Two+		
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	11.47	12.06	5.83	0.00	0.00	6.24	0.00	0.00	100.00	11.47	12.06	5.83	0.00	0.00	6.24	0.00	0.00		
	Source of Data: Census 2000 Special EEO File Boone, MO																		
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	100.00																		
Job Group Final Availabilities (%)																			
	11.47	12.06	5.83	0.00	0.00	6.24	0.00	0.00											

Availability Analysis

Job Group: 050 Para-Professionals

Facility 1
07/07/2010

Factor	Raw Statistics (%)										Value Weight	Weighted Factor (%)						
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Female	Total Min		Black	Hisp	Asian	AmInd	NHOPI	Two+	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	71.85	13.19	9.03	0.61	0.49	0.60	0.00	2.47	100.00	71.85	13.19	9.03	0.61	0.49	0.60	0.00	2.47	
	Source of Data: Census 2000 Special EEO File Boone, MO																	
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	100.00																	
Job Group Final Availabilities (%)																		
	71.85	13.19	9.03	0.61	0.49	0.60	0.00	2.47										

Availability Analysis

Job Group: 060 Office/Clerical

Facility 1
07/07/2010

Factor	Raw Statistics (%)										Value Weight	Weighted Factor (%)									
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPi	Two+	Female	Total Min		Black	Hisp	Asian	AmInd	NHOPi	Two+				
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	86.74	9.07	4.07	1.77	1.95	1.01	0.00	0.26	100.00	86.74	9.07	4.07	1.77	1.95	1.01	0.00	0.26				
	Source of Data: Census 2000 Special EEO File Boone, MO																				
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	100.00																				
Job Group Final Availabilities (%)																					
	86.74	9.07	4.07	1.77	1.95	1.01	0.00	0.26													

Availability Analysis

Job Group: 080 Service/Maintenance

Facility 1
07/07/2010

Factor	Raw Statistics (%)										Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPi	Two+	Female	Total Min		Black	Hisp	Asian	AmInd	NHOPi	Two+		
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	24.16	10.75	9.50	0.32	0.12	0.74	0.00	0.07											
	Source of Data: Census 2000 Special EEO File Boone, MO										100.00	24.16	10.75	9.50	0.32	0.12	0.74	0.00	0.07
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-											
											-	-	-	-	-	-	-	-	
Job Group Final Availabilities (%)											100.00	24.16	10.75	9.50	0.32	0.12	0.74	0.00	0.07

Appendix E
Utilization Analysis

Incumbency v. Estimated Availability

Facility 1 07/07/2010

Comparison Test

Two Standard Deviation Test

Incumbency v. Estimated Availability

Facility 1
07/07/2010

Job Group	Less than Reasonably Expected?							
	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPi	Two+
010 Officials/Administrators								
020 Professionals					Yes			
030 Technicians	Yes							
040 Protective Services						Yes		
050 Para-Professionals								
060 Office/Clerical								
070 Skilled Craft	Yes							
080 Service/Maintenance	Yes							

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes indicates Number of Standard Deviations <= -2.00*

Incumbency v. Estimated Availability Summary

Facility 1 07/07/2010

Comparison Test

Two Standard Deviation Test

Incumbency v. Estimated Availability Summary

Facility 1
07/07/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
010 Officials/Administrators	72	Female Minority Black Hispanic Asian Amlndian NHOPl Two+	23 4 2 2 0 0 0 0	31.94 5.56 2.78 2.78 0.00 0.00 0.00 0.00	37.16 8.80 4.05 1.33 1.25 2.11 0.00 0.07	
020 Professionals	245	Female Minority Black Hispanic Asian Amlndian NHOPl Two+	99 20 13 2 2 3 0 0	40.41 8.16 5.31 0.82 0.82 1.22 0.00 0.00	32.74 10.39 2.93 0.40 3.50 3.56 0.00 0.01	Yes
030 Technicians	93	Female Minority Black Hispanic Asian Amlndian NHOPl Two+	27 2 0 0 2 0 0 0	29.03 2.15 0.00 0.00 2.15 0.00 0.00 0.00	60.55 2.88 1.34 0.00 1.41 0.13 0.00 0.00	Yes
040 Protective Services	234	Female Minority Black Hispanic Asian Amlndian NHOPl Two+	36 22 16 3 0 3 0 0	15.38 9.40 6.84 1.28 0.00 1.28 0.00 0.00	11.47 12.06 5.83 0.00 0.00 6.24 0.00 0.00	Yes

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes indicates Number of Standard Deviations <= -2.00

Incumbency v. Estimated Availability Summary

Facility 1
07/07/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
050 Para-Professionals	40	Female	34	85.00	71.85	
		Minority	5	12.50	13.19	
		Black	3	7.50	9.03	
		Hispanic	2	5.00	0.61	
		Asian	0	0.00	0.49	
		Ar/Ind/ian	0	0.00	0.60	
060 Office/Clerical	123	NHOP/	0	0.00	0.00	
		Two+	0	0.00	2.47	
		Female	114	92.68	86.74	
		Minority	10	8.13	9.07	
		Black	9	7.32	4.07	
		Hispanic	1	0.81	1.77	
070 Skilled Craft	298	Asian	0	0.00	1.95	
		Ar/Ind/ian	0	0.00	1.01	
		NHOP/	0	0.00	0.00	
		Two+	0	0.00	0.26	
		Female	6	2.01	29.12	Yes
		Minority	10	3.36	3.30	
080 Service/Maintenance	151	Black	7	2.35	2.40	
		Hispanic	2	0.67	0.06	
		Asian	0	0.00	0.49	
		Ar/Ind/ian	1	0.34	0.04	
		NHOP/	0	0.00	0.00	
		Two+	0	0.00	0.32	
		Female	11	7.28	24.16	Yes
		Minority	45	29.80	10.75	
		Black	38	25.17	9.50	
		Hispanic	6	3.97	0.32	
Asian	0	0.00	0.12			
Ar/Ind/ian	1	0.66	0.74			
NHOP/	0	0.00	0.00			
Two+	0	0.00	0.07			

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes indicates Number of Standard Deviations <= -2.00*

Incumbency v. Estimated Availability Detail

Facility 1 07/07/2010

Comparison Test

Two Standard Deviation Test

Incumbency v. Estimated Availability Detail

Facility 1
07/07/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
010 Officials/Administrators	72	Female Minority Black Hispanic Asian Amlndian NHOPi Two+	23	31.94	37.16	26.8	-3.8	-0.92	
			4	5.56	8.80	6.3	-2.3	-0.97	
			2	2.78	4.05	2.9	-0.9	-0.55	
			2	2.78	1.33	1.0	1.0	1.07	
			0	0.00	1.25	0.9	-0.9	-0.96	
			0	0.00	2.11	1.5	-1.5	-1.25	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.07	0.0	0.0	-0.22	
			0	0.00					
020 Professionals	245	Female Minority Black Hispanic Asian Amlndian NHOPi Two+	99	40.41	32.74	80.2	18.8	2.56	Yes
			20	8.16	10.39	25.5	-5.5	-1.14	
			13	5.31	2.93	7.2	5.8	2.21	
			2	0.82	0.40	1.0	1.0	1.04	
			2	0.82	3.50	8.6	-6.6	-2.29	
			3	1.22	3.56	8.7	-5.7	-1.97	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.01	0.0	0.0	-0.11	
			0	0.00					
030 Technicians	93	Female Minority Black Hispanic Asian Amlndian NHOPi Two+	27	29.03	60.55	56.3	-29.3	-6.22	Yes
			2	2.15	2.88	2.7	-0.7	-0.42	
			0	0.00	1.34	1.2	-1.2	-1.12	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	1.41	1.3	0.7	0.61	
			2	2.15	0.13	0.1	-0.1	-0.35	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.00	0.0	0.0	0.00	
040 Protective Services	234	Female Minority Black Hispanic Asian Amlndian NHOPi Two+	36	15.38	11.47	26.8	9.2	1.88	Yes
			22	9.40	12.06	28.2	-6.2	-1.25	
			16	6.84	5.83	13.6	2.4	0.66	
			3	1.28	0.00	0.0	3.0	9999+	
			0	0.00	0.00	0.0	0.0	0.00	
			3	1.28	6.24	14.6	-11.6	-3.13	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.00	0.0	0.0	0.00	
			0	0.00	0.00	0.0	0.0	0.00	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes indicates Number of Standard Deviations <= -2.00*

Incumbency v. Estimated Availability Detail

Facility 1
07/07/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
050 Para-Professionals	40	Female Minority Black Hispanic Asian Amlndian NHOPi Two+	34	85.00	71.85	28.7	5.3	1.85	
			5	12.50	13.19	5.3	-0.3	-0.13	
			3	7.50	9.03	3.6	-0.6	-0.34	
			2	5.00	0.61	0.2	1.8	3.58	
			0	0.00	0.49	0.2	-0.2	-0.44	
			0	0.00	0.60	0.2	-0.2	-0.49	
060 Office/Clerical	123	Female Minority Black Hispanic Asian Amlndian NHOPi Two+	114	92.68	86.74	106.7	7.3	1.94	
			10	8.13	9.07	11.2	-1.2	-0.36	
			9	7.32	4.07	5.0	4.0	1.83	
			1	0.81	1.77	2.2	-1.2	-0.81	
			0	0.00	1.95	2.4	-2.4	-1.57	
			0	0.00	1.01	1.2	-1.2	-1.12	
070 Skilled Craft	298	Female Minority Black Hispanic Asian Amlndian NHOPi Two+	6	2.01	29.12	86.8	-80.8	-10.3	Yes
			10	3.36	3.30	9.8	0.2	0.05	
			7	2.35	2.40	7.1	-0.1	-0.06	
			2	0.67	0.06	0.2	1.8	4.39	
			0	0.00	0.49	1.5	-1.5	-1.21	
			1	0.34	0.04	0.1	0.9	2.67	
080 Service/Maintenance	151	Female Minority Black Hispanic Asian Amlndian NHOPi Two+	11	7.28	24.16	36.5	-25.5	-4.85	Yes
			45	29.80	10.75	16.2	28.8	7.56	
			38	25.17	9.50	14.3	23.7	6.57	
			6	3.97	0.32	0.5	5.5	7.90	
			0	0.00	0.12	0.2	-0.2	-0.43	
			1	0.66	0.74	1.1	-0.1	-0.11	
0	0.00	0.00	0.0	0.0	0.00				
0	0.00	0.07	0.1	-0.1	-0.32				

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
Yes indicates Number of Standard Deviations <= -2.00

Annual Placement Goals

Facility 1 07/07/2010

Comparison Test

Two Standard Deviation Test

Annual Placement Goals

Facility 1
07/07/2010

Job Group	Placement Goals (%)							
	Female	Minority	Black	Hisp	Asian	Amlnd	NHOP1	Two+
010 Officials/Administrators	-	-	-	-	-	-	-	-
020 Professionals	-	-	-	-	3.50	-	-	-
030 Technicians	60.55	-	-	-	-	-	-	-
040 Protective Services	-	-	-	-	-	6.24	-	-
050 Para-Professionals	-	-	-	-	-	-	-	-
060 Office/Clerical	-	-	-	-	-	-	-	-
070 Skilled Craft	29.12	-	-	-	-	-	-	-
080 Service/Maintenance	24.16	-	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test