CITY OF KNOXVILLE



Community Empowerment Charles F. Lomax Jr. Director

Date: November 10, 2020

To: Mayor Indya Kincannon

Senior/Executive Directors

From: Charles F. Lomax Jr., Director, Office of Community Empowerment

Subject: 2020 Title VI Annual Report Covering Calendar Year 2019

I am pleased to provide the 2019 Title VI Annual Report pursuant to Article III, Section 306, of the City Charter, and as part of our efforts to ensure that the City is inclusive in its hiring, contracting and decision-making processes.

It is the policy of The City of Knoxville to provide an environment of equity and access in its delivery of services to the public and beneficiaries. Through its Title VI Program, The City strives to ensure that no person will be denied the benefits of or be excluded from participation in or be subjected to discrimination under any program, service, or activity on the basis of race, color, national origin, or limited English proficiency.

This report provides a summary of the services and accomplishments of the Title VI Program. In addition, the office is making great strides in diversity, equity and inclusion. We realize that when the work environment embraces and values employees of different backgrounds into an inclusive workplace, they reap the rewards in creativity, innovation, a strong company culture improved employee performance and reflect the city they deliver exceptional service to and serve.

Your continued support of the City's Title VI program is appreciated. The partnership in ensuring that all City of Knoxville services and activities are in compliance with the requirements of Title VI is one of the many reasons that the City of Knoxville is a great place to work.

Thank you.

cc: Vice Mayor and Members, Knoxville City Council

TITLE VI ANNUAL REPORT 2020

Mayor Indya Kincannon

submitted by: Tatia M. Harris Diversity and Inclusion Officer



SEPTEMBER 18, 2020 CITY OF KNOXVILLE www.knoxvilletn.gov

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OVERVIEW

The City of Knoxville City Council approved a resolution on June 17, 1997, adopting the City's policy and procedure manual for compliance with Title VI of the Civil Rights Act of 1964.

The City of Knoxville, assures that no person shall on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 (P.L. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. The City further assures every effort will be made to ensure non-discrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

The Civil Rights Restoration Act of 1987, broadened the scope of Title VI coverage by expanding the definition of terms "programs or activities" to include all programs or activities of Federal Aid recipients, sub-recipients, and contractors/consultants, whether such programs and activities are federally assisted or not (Public Law 100259 [S.557] March 22, 1988.)

The City includes Title VI language in all written agreements and monitors for compliance in areas to include but are not limited to: Procurement, Construction, Parks and Recreation, Community Block Grants, Law Enforcement, and Contracting.

ACTIVITIES:

- Monitor community grants
- Review board appointments
- Survey and review City contractors and sub-contractors
- Coordinate Title VI Department Coordinator meetings and trainings
- Collect and analyze Department Title VI surveys
- Develop and distribute community outreach information
- Implement a public participation plan
- Work with Human Resources Department to train new hires on Title VI regulations.
- Define Title VI Compliance responsibilities with Human Resources and Civil Service
- Limited English Proficiency (outreach, informational sessions, and Spanish orientation class).
- Investigate Title VI Complaints and make recommendations.
- Contract Compliance Reviews (internal and external)
- ➤ Lead Internal Equity Committee Advance systems level changes through best practices and implement a strong foundation that promotes equity across departments, services and policies

Title VI Department Coordinators Responsibilities

The responsibility for coordinating Title VI compliance within the City of Knoxville is assigned to respective departments. Each department has appointed a Title VI Department Coordinator who is responsible for administering the compliance procedures and Title VI complaint processing for the respective department.

A. DEPARTMENT REPORTING

- 1. Each Department Coordinator will:
 - a. Collect, analyze, and report statistical data (race, color, and national origin) of participants in, or beneficiaries of, federal financially-assisted services provided through their respective department; such statistical data will be cross-tabulated by race, ethnic origin, and other variables such as (1) the number of program participants, (2) the size of the population to whom the program is directed, and (3) where appropriate, the number of applicants. The analysis will be used to: determine how effectively programs are reaching eligible groups; assist in the selection of locations for compliance

- reviews; identify areas for additional outreach efforts; and provide status reports to measure progress of projected delivery.
- b. Prepare a Title VI Department Self-Survey.
- c. Prepare an annual compliance report based on the department's compliance efforts. A copy of the annual compliance report is found in Appendix C.

B. SUBRECIPIENT REPORTING

- The Department Coordinators will be responsible for ensuring that the City of Knoxville's subrecipients are in compliance with Title VI of the Civil Rights Act of 1964.
- 2. Prior to considering any entity as a potential subrecipient through contracts with the City of Knoxville, Department Coordinators will follow the pre-award monitoring system to determine compliance.
 - a. Compliance determinations will be made in writing and based on written information provided by the potential subrecipients.
 - b. On-site compliance reviews may be conducted if the potential subrecipient provides inadequate information, and site compliance reviews may be unannounced.
- 3. Subrecipients are expected to collect, analyze, and report the statistical data (race, color, and national origin) of participants in, and the beneficiaries of, federal financially assisted services provided though each subrecipient to the respective Department Coordinator. Department Coordinators will conduct postaward on-site reviews, if necessary. Subrecipient surveys and documentation are found in Appendix B

It is the policy of the City of Knoxville that all of its services and activities be administered in conformance with the requirements of Title VI.

TITLE VI ENFORCEMENT PLAN FOR SUBRECIPIENTS

FY 19 DBE stats for the City were as follows:

DBE Classification	Percentage of spend FY 19	\$ Spend FY 19
Minority-owned	5.31%	\$4.8M
Woman-owned	9.11%	\$8.2M
Small Business	33.42%	\$14M

The City saw an increase of \$2.2 million in spending with Minority-owned vendors and \$2.3 million in spending with Women-owned businesses for FY 19.

PRE-AWARD COMPLIANCE

The City of Knoxville annually surveys subrecipients for compliance with Title VI regulations. The City of Knoxville will collect and monitor subrecipient responses. The Title VI Coordinator will determine each subrecipient's compliance based on the survey responses. A copy of the Title VI Documentation Subrecipient Survey is found in Appendix B.

POST-AWARD COMPLIANCE

Each entity that receives a subcontract from the City of Knoxville must agree to comply with the requirements of Title VI in regard to the provision of nondiscrimination in federally assisted programs. The subrecipient, by signing the contract, agrees to the following provision, which is included in the terms of the contract:

The subcontractor must comply with Title VI of the Civil Rights Act of 1964, as codified in 42 U.S.C. 2000d. The successful bidder must follow Title VI guidelines in all areas including hiring practices, open facilities, insurance and wages. The City of Knoxville reserves the right to review all compliance records by a contract compliance officer designated by the City.

By signing the contract, the subrecipient agrees to the Title VI Assurance statement and has met the pre-award criteria.

PUBLIC OUTREACH

For each outreach activity, there was not a specific evaluation done to determine (Limited English Proficiency (LEP) groups and other needs. However, translation services were made available upon request at all meetings through the City's Language Line/Pacific Interpreters services and information posted on the City's website could be viewed in several different languages using the website's translation tools. In 2019 Language Line/Pacific Interpreters language translation expenditures were \$2,771.25. Statistics regarding usage of the translation services are summarized below:

Language	Calls	Average Minutes
Arabic	5	14.40
French	3	13.30
Kanjobal	1	63
Kinyarwanda	2	25
Mandarin	2	22.50
Rundi	1	44
Russian	2	37
Spanish	214	9.21
Swahili	6	8.67
Ukranian	1	18

TRAINING, WORKSHOPS, AND DATA COLLECTION

The City offers online Title VI Training that is accessible via the internet. Training is available in Spanish and English.

The Title VI Coordinator and Civil Service Department worked together to provide updated Title VI material to present to new hires; moving forward new hire training will include the Human Resources Department. Diversity training is offered annually to employees through the Civil Service Department. In addition, The City provides training to businesses outside the City to so that they may remain in compliance and be eligible for federal grants and funding.

Online Training	Classes Taken
Fleet	331
Traffic Engineering	109
Knoxville Fire Department	28
Parks and Recreation	623
Community Development	20
Public Service	446
City Employees (various departments)	420
Title VI	282

TITLE VI COMPLAINT PROCESS

APPEAL PROCESS – The appeal procedure is a resource available to all subrecipients who have contracts or grants from the City of Knoxville. Appeals related to the administration of the Title VI program will be processed by the City's Title VI Coordinator. The process is outlined in Appendix D.

COMPLAINT TRACKING - An investigation is an official inquiry for the purpose of determining whether there has been a violation of the laws or statutes and includes a determination of appropriate relief where a violation has been found. An investigation requires an objective gathering and analysis of the evidence, which will ensure that the final decision as possible. A copy of the complaint log, complaint of discrimination form and investigator's worksheet are located in Appendix E.

2019 ACCOMPLISHMENTS

- Received Title VI Compliance Determination from Tennessee Department of Transportation (TDOT).
- > The Title VI Coordinator provided workshops and training regarding implicit bias.
- Worked with The Office of Neighborhoods to develop a policy and budget to provide translators for start-up community neighborhood organizations
- Worked with 211 to provide translation tools to ensure that all callers receive information and are directed to the correct resources.

TITLE VI RECOMMENDATIONS FOR 2020

- Continue to define responsibilities and assist Civil Service and Human Resources with Title VI recruitment.
- Continue to diversify boards, committees, and commission members by gender and race.
- Continue to conduct Title VI compliance reviews on primary/subcontractors.
- > Continue to advertise business and employment opportunities in diverse media outlets.
- Continue to provide resources for people of Limited English Proficiency.
- > Develop a Racial Equity Tool Kit and Action Plan for all departments.

CONCLUSION

Building an inclusive community is not an event that has a beginning and an end date; it is a process that continuously evolves. We are building an inclusive community where everyone is respected and has full access to resources, equal treatment and opportunities.

Various enhancements and improvements are being considered and implemented in 2020. These enhancement focus on two main components of Title VI compliance: 1) Compiling key demographic information and making it available and useful to City staff in planning outreach activities; 2) Development of outreach strategies and processes that specifically focus on the needs of LEP populations within the City.

The City of Knoxville realizes focusing on equity is critically important to getting to different outcomes in our communities. The goal must be beyond closing the gap; we must establish appropriate benchmarks that lift up all populations while paying close attention to those often excluded. The City's efforts to comply with Title VI requirements are just a single example of the City's commitment to build a community that encourages all people to engage and participate.



April 6, 2020

Ms. Tatia M. Harris, TCCRP Grant Manager/Title VI Coordinator City of Knoxville P.O. Box 1631 Knoxville, TN 37901

Re: KUB Title VI Report

Dear Ms. Harris:

I am pleased to submit to the City of Knoxville, KUB's Title VI compliance report.

This submission is in response to Article III of the City of Knoxville's Charter, which was amended in 2003 to require independent agencies, boards and commissions to report on compliance with Title VI of the Civil Rights Act of 1964.

Please do not hesitate to call me at 594-7531 if you have any questions.

Sincerely,

Gabe Bolas

President and CEO

Enclosure

C (Enclosure):

Indya Kincannon, Mayor Members of City Council

Charles Swanson, City Law Director

Rob Frost, City Council Attorney

Will Johnson, City Recorder

KUB Board of Commissioners

Kathy Hamilton, KUB Board Chair

Bill Coley, KUB General Counsel

Susan Edwards, Sr. Vice President and CAO

Leslye Hartsell, KUB Director, External Relations

Elba Marshall, KUB Director, Corporate Services and Title VI Coordinator

Title VI Report Knoxville Utilities Board Date Submitted: April 6, 2020

Period Covered: July 1, 2018 to June 30, 2019

I. Equal Employment Opportunity Affirmative Action Policy

KUB's Equal Employment Opportunity Policy is included as attachment #1.

II. Name and title of person responsible for Equal Opportunity and Affirmative Action

Elba Marshall Director of Corporate Services Knoxville Utilities Board 445 S. Gay Street Knoxville, Tennessee 37950-9017 (865) 594 -7535

Email: Title6Admin@kub.org

III. Number of Employees by Job Categories

	NUMBER OF EMPLOYEES - AS OF JUNE 30, 2019												
		Male					Female						
JOB CATEGORIES	Overall Totals (Sum of Columns B - M)	White (Not of Hispanic Origin)	Black (Not of Hispanic Origin)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Other	White (Not of Hispanic Origin)	Black (Not of Hispanic Origin)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Other
	Α	В	C	D	E	F	G	Н	I	J	K	L	M
Officials &													
Administrators*	65	49	0	0	0	0	0	13	2	1	0	0	0
Professionals	233	133	9	3	3	0	0	77	6	2	0	0	0
Technicians	191	165	8	1	0	0	0	16	1	0	0	0	0
Protective													
Services	0	0	0	0	0	0	0	0	0	0	0	0	0
Paraprofessionals	169	63	13	1	0	0	0	67	23	2	0	0	0
Administrative													
Support	64	3	4	1	0	0	0	41	14	1	0	0	0
Skilled Craft	207	191	13	1	2	0	0	0	0	0	0	0	0
Service													
Maintenance	165	135	26	2	2	0	0	0	0	0	0	0	0
TOTALS	1094	739	73	9	7	0	0	214	46	6	0	0	0

KUB's employment data is presented on fiscal year basis per guidelines of the Equal Employment Opportunity Commission.

*This total includes 34-employees that comprise the KUB management group. The U.S. Equal Employment Opportunity

Commission guidelines exclude elected and appointed officials, vice presidents, directors and managers from this job category, but

KUB added to reflect total employment. Also, for FY 2019 minority employees represent 12.89% of the workforce (African-American employees represent 10.88% of the total workforce).

IV. Minority Owned Businesses/Suppliers (37 Total)

KIMCO	\$ 4,002,738
ABC Professional Tree Services	2,732,120
MESA Accociates, Inc.	\$
Zones, Inc	\$
Brown Construction Consolidated, Inc.	\$
B & B Lawn Services	\$
KMF III Services LLC	\$ 122,019
Sensit Technologies	\$ 94,380
SHI International, Inc.	\$ 71,333
Keystone Electrical Manufacturing Co	\$ 57,884
Diltex	\$ 56,138
Maven IT Group	\$ 54,168
Cjen Inc	\$ 52,206
ServPro of North Knoxville	\$ 50,924
GNC Consulting	\$ 41,881
Edison Electric	\$ 39,712
US Payments	\$ 31,500
GMB Consulting and Training Services	\$ 29,684
Eastern Data, Inc.	\$ 24,558
Scientific Sales, Inc	\$ 20,469
Partners V, LLC	\$ 20,000
Newegg.com	\$ 14,394
Biko Engineering Services	\$ 14,346
A-1 Couriers	\$ 12,761
G&G Rebar, Inc	\$ 12,705
Premiere Building Maint.	\$ 10,485
Edith N Wagner	\$ 7,800
Lennys Sub Shop	\$ 7,109
Carolina Carports	\$ 6,981
BenefitsAssist	\$ 5,724
Cornerstone Equipment & Supply	\$ 5,240
Castles of Choice, LLC	\$ 3,743
SMARTEC, LLC	\$ 2,930
International Radio, LLC	\$ 2,766
Various Procard Purchases	\$ 1,626
Xybion Technology Solutions	\$ 1,160
Grade A Apparel	\$ 423
	\$ 9,048,313

Women Owned Businesses/Suppliers (57 Total)

	 ,
Service One Electric	\$ 2,571,507
Dycho Company, Inc.	\$ 2,493,659
Cleary Construction, Inc.	\$ 1,211,475
Power Partners, Inc.	\$ 1,186,978
Cannon & Cannon, Inc.	\$ 752,881
PRI of East Tennessee, Inc.	\$ 640,888
Planet, Inc.	\$ 475,495
Starboard Consulting, LLC	\$ 460,982
Haggard Plumbing	\$ 375,341
Seelbach & Company	\$ 280,000
Anixter, Inc.	\$ 255,289
MPB Facilities	\$ 252,540
Mayer Electric Supply Company, Inc.	\$ 199,014
Moxley Carmichael, Inc.	\$ 166,845
New Horizons Computer Learning	\$ 117,761
Fastenal Company Retail	\$ 108,667
Ultra Oil and Chemical, LLC	\$ 97,440
Bobcat of Knoxville	\$ 69,714
SDF Professional Computers, Inc.	\$ 50,000
Industrial Training Services Inc	\$ 48,240
E. Luke Greene Company	\$ 48,213
Westside Psychology and EAP	\$ 30,998
ARK Engineering & Technical Services, Inc.	\$ 30,675
CPR Choice, LLC	\$ 25,383
Torco Testing Services, Inc.	\$ 23,782
Accusource, Inc.	\$ 22,243
AirGas Mid America/USA	\$ 22,008
Culy	\$ 19,000
Gray Area	\$ 17,000
Matthews Clearing	\$ 16,591
TeachMe2Day	\$ 15,600
Metro Communications LLC	\$ 15,470
BGT Recruiting & Consulting, Inc	\$ 14,500
Various Procard Purchases	\$ 12,875
Tennessee Associated Electric	\$ 12,154
Universe Technical Translation, Inc.	\$ 10,692
F. M. George Safe & Lock Co.	\$ 10,580
CTR	\$ 10,450
Smart Views, LLC	\$ 9,100

Patricia Egen Consulting, LLC	\$ 8,800
Cumberland Gap Distributors	\$ 6,352
Advantage Electronics	\$ 6,092
Intuitive Technologies	\$ 4,950
Strictly Technology	\$ 4,825
ReGenerations	\$ 3,911
Graphic Creations, Inc.	\$ 3,215
Access Solutions, Inc.	\$ 3,155
Govdirect, Inc.	\$ 3,094
CEW Advertising	\$ 2,734
AFC International	\$ 2,274
Call One	\$ 1,607
Bingham Group, Inc.	\$ 1,493
Anderson Busby PLLC	\$ 1,192
Southern Trophy House, Inc.	\$ 347
Vexus International	\$ 296
Dal Kawa Cycle Center, Inc.	\$ 237
Clancy's Service Stamp Company	\$ 134
	\$ 12,236,736

Total MBE/WBE Spending of \$21,297,649 represented 9.2% of total KUB expenditures during Fiscal Year 2019

V. Outreach and Efforts to Reach Minorities

Employment

The success of any organization is dependent upon the number of qualified, trained employees brought into the workforce. KUB's long-standing objective is to hire the best-qualified candidates in the job market while creating a diverse, flexible workforce that reflects the customers served by KUB. There are several strategies utilized to accomplish this important objective, some of which are listed below:

• Employment Outcomes

The Human Resources department advertised 90 external job postings in FY 2019 and received 5,139 job applications. During FY 2019, 160 employees were hired including full-time, part-time and students. Ninety-four full-time positions were filled, of which 12 were minorities, representing 12.77% percent of the full-time hires. Also, sixty-six employees were hired into part-time or student positions, of which 32 were minority employees, representing 48.48% percent of the part-time and students hired in FY 2019.

As of June 30, 2019, minority employees represented 12.89 percent of the workforce, with African-American employees comprising 10.88 percent of the workforce.

Recruiting

KUB shares its job announcements with over 100 community resources including a variety of minority venues such as the Knoxville Area Urban League, 100 Black Men of Knoxville, and local churches. KUB recruiting and outreach efforts include campus-

based organizations at UT Knoxville, such as the National Society of Black Engineers, Black Cultural Center, Asian and Latin American Student Associations, and several fraternities.

TeenWork Program

The TeenWork Program began 24 years ago as a school-to-work initiative for high school juniors and seniors from Austin-East Magnet High School. Since the inception of the program, 434 students have completed the 13-week orientation program and completed summer employment at KUB. The goal is to develop a pool of qualified minority candidates with practical work experience in the utility industry.

In 2019, the total TeenWork payroll was approximately \$43,182.75. In addition, KUB invested more than 250 direct labor hours annually to administer the TeenWork program. However, given the importance of developing a viable, minority-recruiting resource for KUB, the benefits of the TeenWork program clearly outweigh the costs. Because of KUB's success with the TeenWork program, other area businesses have offered similar programs. In 2019, the Knoxville Chamber also hired a TeenWork student during the summer. As of June 30, 2019, nine former TeenWork participants were holding full-time professional or technical jobs at KUB, and the average salary of these employees was \$57,349.02.

Procurement

During FY 2019, the Procurement Department administered a process that resulted in the purchase of \$232 million of goods, services, and materials from hundreds of contractors, suppliers, and vendors. The acquisition of such goods, services and materials allows KUB to conduct day-to-day business and provide safe, reliable utility services to more than 461,000 customers over a multi-county region.

Minority and Women Business Enterprise Program

Since KUB Procurement activity is impacted by regulations from different sources, an important function of the Minority and Women Business Enterprise (MBE/WBE) program is to find the right balance between three legal requirements:

- State and local requirements for fair, open and competitive bidding
- Federal requirement that contractors and suppliers do not discriminate based on race, color, sex, religion, or ethnic origin
- KUB Procurement Guidelines that serve to create a diverse supplier community that reflects the communities served by KUB

KUB uses a variety of communication channels to distribute business opportunity information, including: BidSync.com, KUB website, Twitter, e-mail, and the Procurement Department bulletin board. Further, KUB provides technical assistance to contractors and suppliers who endeavor to enter the KUB bidding community. The technical assistance can involve communicating a better understanding of our competitive bidding procedures and arranging for prospective contractors to observe certain construction techniques in the field.

The direct service available to all qualified businesses, including minority and women owned business are:

- Awareness
- Education & Outreach
- Technical Assistance
- Monitoring & Reporting

FY 2019 MBE/WBE Expenditures

Total MBE/WBE spending in FY 2019 was \$21,297,649 or 9.2 percent of overall KUB procurement activity. KUB's performance in contract awards to MBE/WBE business over the past five fiscal years is outlined below:

Fiscal Year	Percent MBE / WBE Contract Awards	Total Value MBE / WBE Contract Awards	Percent Majority Contract Awards	Total Value Majority Contract Awards	Total Expenditures
2015	10.4%	\$20.6 Million	89.6%	\$177.4 Million	\$198 Million
2016	10.1%	\$19.9 Million	89.9%	\$175.9 Million	\$196 Million
2017	11.7%	\$22.7 Million	88.3%	\$171.0 Million	\$194 Million
2018	10.3%	\$20.6 Million	89.7%	\$180.1 Million	\$201 Million
2019	9.2%	\$21.3 Million	90.8%	\$210.7 Million	\$232 Million

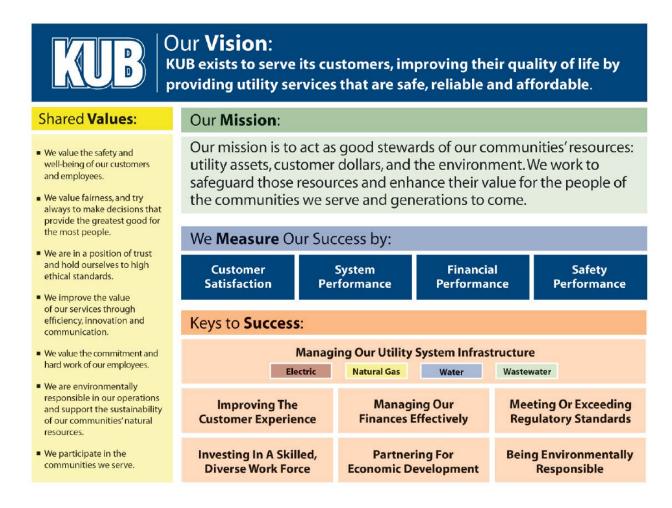
FY 2019 performance of 9.2 percent represents a decline from the previous fiscal year due in large part to a reduction in cost to maintain street lighting assets (previously performed by a WBE) transferred to the City of Knoxville in April 2018. However, total dollars spent with MBE/WBE suppliers increased by \$0.7 million and reflects payments to 23 suppliers that did not receive payment from KUB the previous fiscal year.

KUB employs a Supplier Diversity Program Coordinator, Nikitia Thompson. Mrs. Thompson provides assistance to minority, woman owned, small, and majority owned business firms. Through a wide range of activities, Mrs. Thompson functions as a liaison between KUB and the MBE/WBE community, and majority owned firms seeking business opportunities. Mrs. Thompson reaches out regularly to MBE, WBE and majority owned firms upon request to resolve communication issues; assist firms to meet pre-qualification and bid standards; invite contractors, suppliers and vendors to pre-bid meetings; and offer valuable feedback and suggestions regarding existing policies, procedures, and activities.

VI. Method of informing staff of agency's Affirmative Action Policy

KUB Blueprint

The KUB Blueprint is a one-page mission and vision statement that defines the reasons for KUB's existence and how success is determined within a large utility company. The KUB Blueprint goes even further by articulating the keys to success and the shared values that define KUB's culture and the high aspirations of a diverse work environment. Also, the KUB Blueprint expresses its commitment to fairness, equal treatment, well-being of KUB employees, as well as valuing the benefits of a diverse workforce. On a daily basis, KUB employees receive input about the Blueprint from a variety of sources because the KUB Blueprint is integrated in virtually every activity or task that is performed. A copy of the KUB Blueprint is below:



New Employee Orientation

All new employees receive training on KUB's Equal Employment Opportunity Policy, as well as several other relevant policies, during orientation. The importance of nondiscrimination in every facet of KUB is communicated in orientation and employees are provided information regarding the process to pursue and whom to talk to if they believe they are the victim of discrimination or harassment.

Diversity Training

Diversity Training is designed to inform employees of KUB's core values and that equal opportunity, equal access and nondiscrimination are ideals that are routinely promulgated. Board-wide diversity training sessions are scheduled periodically by KUB's Learning Center.

Human Resources Essentials

All employees who are chosen for supervisory roles are required to attend a seven session series titled "HR Essentials." Within these sessions, they are trained on their responsibilities in regards to safety, performance management, employee relations, and enforcement of KUB policy and nondiscrimination legislation, including Title VI, Civil Rights Act, ADEA, and ADA.

Employee Internal News Website

The internal employee news website is another venue for communicating organizational goals and values.

VII. Assurance of Compliance of Title VI of the Civil Rights Act of 1964 (SEE ATTACHED FORM)

VIII. Summary of efforts and program activities to comply with Title VI of the Civil Rights Act of 1964

Over the past several years, KUB has taken several steps to address the requirements of Title VI. The administration of the Title VI program is assigned to the Director of Corporate Services and all records, related documentation and program information are available for review during normal business hours. The specific activities are outlined below:

- Adopted a Title VI Policy and Implementation Plan.
- Designated Elba Marshall as Title VI program administrator.
- Conducted Title VI training for employees to explain KUB's commitment to preventing discrimination in all programs, services and activities.
- Instituted employee training that includes information on how to file a Title VI or any other discrimination complaint.
- Included Title VI training in the new employee orientation curriculum.
- Developed a formal process to receive, record and resolve Title VI complaints received, regardless of whether the complaint was registered online, verbally or as a written complaint.
- Added the Title VI Policy and Implementation Plan to KUB's webpage, including information for citizens to file online Title VI complaints.
- Included Title VI compliance provisions in contracts with contractors and consultants.
- KUB has established a policy, a process, and a structure to ensure that all requirements of Title VI are being met.
- KUB has added Title VI language to all bids and contract documents.

IX. Limited English Proficiency Plan

The Knoxville Utilities Board has developed specific operating procedures and processes within select departments to address the language assistance requirements of persons with Limited English Proficiency (LEP).

• Communications Department

A primary function is working directly with external customers to ensure that KUB documents are translated and interpreted into non-English languages. This service is particularly important when major projects, particularly construction and tree trim projects, are implemented in KUB's service area. An example is KUB's tree trim program within the 750 square mile electric service area. This project impacts thousands of customers who both demand and require timely, accurate information about tree trimming processes and how their trees and property are affected. The Communications Department translates the tree trim policy and all relevant information into the different languages that reflect the neighborhoods and communities in our service area. Also, the contractors performing tree trim and construction services for KUB are required to have at least one English translator on work crews with a predominance of Spanish speaking employees. When performing tree trim and construction services in diverse neighborhoods, the Communications Department provides written complaint and appeal procedures in different languages so KUB customers clearly understand how to present concerns about work that affects their property.

Further, any person seeking internal documents through the Open Records policy can request those documents to be translated into their native language at no cost to them (Open Records Policy does require reimbursement for copying charges beyond a reasonable level). The Communications Department utilizes an external vendor, Universe Translation Services, to provide the language assistance in the delivery of the services described above.

Customer Service Department

KUB's Customer Service Department annually receives and processes over a million customer interactions. As the greater Knoxville area population grows and becomes more diverse, the number of contacts from persons with limited English proficiency increases. The Customer Service Department employs several options to effectively communicate with customers or potential customers who speak different languages. In May 2015, the Customer Service Department upgraded its Interactive Voice Response (IVR) telephone system to provide an option for callers to use English or Spanish menu options. Additionally, the Customer Service Department utilizes Universe Translation Services, Inc. to provide translation of more than 180 languages whenever callers or visitors require language assistance. This service allows a Customer Service Representative to contact a translator by phone to serve as an interpreter during an interaction at our call and walk-in centers. In addition to this service, three of KUB's full time Customer Service representatives are bilingual and can assist Spanish speaking customers with limited English skills. While the translator service has traditionally been utilized by Customer Service Representatives, in October 2017, this service was expanded to field staff. Field representatives in work groups that are on customer properties and may enter the home or business to complete utility work have been trained to use the translator service. Those employees can now contact a translator by speaker phone to assist when needing to communicate on site with limited

English-speaking customers. KUB also offers bi-lingual menus and prompts on payment kiosks and through our pay-by-phone vendor. Also, many of KUB's publications are offered in English and Spanish. Customers and potential customers have access to these language assistance services at no cost to conduct their business

Human Resources Department

The Human Resources Department will assist any applicant or employee who needs assistance regarding employment opportunities, application processing, corporate policies & benefits, and registering a complaint. The Career Section of the KUB website has information on how to contact Human Resources by phone or fax as well as directions and a map to the Human Resources office. If there are needs for assistance with other languages, Human Resource staff will contact KUB Customer Service and arrange assistance through the Universe Translation Services. Once again, this is a free service provided at any time by the Human Resources Department to any person needing language assistance.

KUB Website

KUB's official website has a tab that directs Spanish speaking persons to a telephone number where they can obtain printed and verbal information in their preferred language.

KUB Official Policy

General					
Title:	EQUAL EMPLOYMENT OPPORTUNITY - AFFIRMATIVE ACTION				
Section:	Section A - Employment	Effective Date:	12/01/89		
Reference Number:	A-04	Revision Date:	12/14/2009		
Governance:	Title VII of the Civil Rig	ghts Act, G	Senetic Information Nondiscrimination Act		
Related Policies:					

Policy

KUB strongly supports the principles of equal employment opportunity and affirmative action in all its employment policies and practices, including recruiting, hiring, compensation, benefits, transfers, training, promotions, layoff and recall, and other terms and conditions of employment. KUB requires that all these practices be administered without regard to race, color, religion, sex, age, national origin, citizenship status, disability, political affiliation, or veteran status, except where such may be a bona fide occupational qualification. KUB does not discriminate against employees or applicants on the basis of genetic information. In compliance with federal and state equal opportunity laws, KUB seeks to create a diverse workforce that reflects the communities it serves.

KUB pledges that it will make a determined and sustained effort to prevent and eliminate any discrimination within the organization, in part by a commitment to affirmative action.

Procedures

It is the responsibility of KUB Management to assure full compliance with all directives and/or acts relating to equal employment opportunity and affirmative action.

Any employee who feels that he/she has been discriminated against in any of the employment processes of KUB may file a written complaint with the Human Resources Department. The Human Resources Department is responsible for investigating or coordinating the investigation of these complaints as appropriate to the individual complaint.



Form 2

Assurance of Compliance Under Title VI of the Civil Rights Act of 1964

Knoxville Utilities Board	1000		
Name of Organization	A TOP	THE STATE OF THE S	

Hereby certifies that it has not subjected any persons to discrimination on the basis of race, color or national origin under any of its programs or activities, has not excluded any person from participation in any of its programs or activities on the basis of race, color or national origin and has not denied any person the benefits of its programs or activities on the basis of race, color or national origin, as set forth in Title VI of the Civil Rights Act of 1964 (P.L. 88-352) and as required by the City of Knoxville's Charter, Article III, Section 306.

April 6, 2020	
Date	
Say	Boen II
Chief Executive	Officer
Board Chair	amilton
Board Chair	



June 3, 2020

Ms. Tatia M. Harris TCCRP Grant Manager/Title VI Coordinator City of Knoxville Community Relations P.O. Box 1631 Knoxville, TN 37901

RE: Title VI Report for the Metropolitan Knoxville Airport Authority

Dear Ms. Harris:

Please find enclosed the annual Title VI report for the Metropolitan Knoxville Airport Authority (MKAA) as requested.

If you have any questions or if I can be of assistance in any way, please contact me at 865-342-3062 or e-mail: alan.jones@tys.org.

Sincerely,

Alan M. Jones

Director of Administration

DBE Liaison Officer

CITY OF KNOXVILLE



Community Relations
Avice Evans Reid
Senior Director

March 5, 2020

Mr. Patrick Wilson Metropolitan Knoxville Airport Authority P.O. Box 15600 Knoxville, TN 37901

Dear Mr. Wilson:

The City of Knoxville's Charter Article III, entitled "Executive Branch," Section 303 has been amended by referendum adding a new Section 306.

Section 306 requires annual reports of agencies, boards and commissions. Each agency, board, and commission of the city shall make an annual report to its board of directors/commissioners certifying that the organization: 1) has not subjected any person to discrimination on the basis of race, color or national origin under any of its programs or activities, 2) has not excluded any person from participation in any of its programs or activities on the basis of race, color or national origin and 3) has not denied any person the benefits of any of its programs or activities on the basis of race, color or national origin.

Enclosed is a list of the information you are required to provide to the City of Knoxville. Please return the information to Tatia M. Harris, Title VI Coordinator, City of Knoxville, P.O. Box 1631, Knoxville, TN 37901/ thermodylines.com/

The report is due by April 10, 2020. A copy of the report will be provided to Mayor Kincannon and each member of City Council.

If you have any questions or need additional information, please contact Tatia M. Harris at thermson, please contact Tatia M. Harris at ther

Sincerely,

Tatia M. Harris

Diversity and Inclusion Officer

Enclosures

cc: Law Department

Title VI Report

Please email your report to: tharris@knoxvilletn.gov as a PDF attachment and include the following:

1. Your Equal Employment Opportunity Affirmative Action Policy.

See Attached Policy

2. Name/Title of person responsible for the Equal Employment Opportunity and Affirmative Action.

Alan Jones/ Director of Administration & DBE Liaison Officer

3. Number of employees by job categories (Form 1 Enclosed)

See attached EEO-4 Report

4. Minority/Women subcontractors/vendors. (Form 2 Enclosed)

See attached documentation

5. Outreach and recruitment efforts to reach minorities.

See attached job announcement mailing list

6. Method of informing staff of agency's Affirmative Action Policy.

See attached policy dissemination

7. Assurance of Compliance of Title VI of the Civil Rights Act of 1965. (Form 3 Enclosed)

See attached Title VI Assurance documentation

8. Summary of efforts to comply with Title VI of the Civil Rights Act of 1964.

See attached summary

9. A copy of your Limited English Proficiency Plan.

See attached LEP Plan

EEO/Affirmative Action Policy

Purpose

The Metropolitan Knoxville Airport Authority (MKAA) is an equal employment opportunity employer. The purpose of our employment and human resources efforts is to ensure that MKAA is in compliance with the Civil Rights Act of 1964, the Age of Discrimination Act of 1967, Executive Order 11246 as amended, the Rehabilitation Act of 1973 as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as well as other applicable federal, state and local laws for providing a positive plan of employment practices and the inclusion of underutilized groups and resources. The following programs are intended to guide our pre-employment and post-employment efforts and are maintained in the Administration Office and available for review during normal business hours.

Affirmative Action Program
Special Disabled Veterans and Veterans of the Vietnam Era Program
Individuals with Disabilities Program

Policy Statement: Affirmative Action; Individuals with Disabilities, Special Disabled Veterans and Veterans of the Vietnam Era

The Metropolitan Knoxville Airport Authority is an equal employment opportunity employer. It is our policy and practice not to discriminate and to recruit, employ, train and promote individuals without regard to race, sex, color, religion, creed, national origin, age, disability, veteran status or marital status.

As a non-discriminatory and Affirmative Action Employer, the Metropolitan Airport Authority shall:

- Implement the policy and practice of non-discrimination and affirmative action throughout the organization, including wages and benefits;
- Oversee that all members of management are responsible for implementing non-discrimination and affirmative action practices within their respective departments;
- Provide outreach efforts to inform interested individuals of job and career opportunities;
- Post job vacancies consistent with approved policy and procedures;
- Require contractors with the Metropolitan Knoxville Airport Authority to abide by all federal, state and local laws in compliance with such requirements;
- Coordinate and monitor the organization's efforts for nondiscrimination and affirmative action. This will be performed by the Manager of Administration and shall include women, minorities, veterans and individuals with disabilities:
 - A review and analysis of recruitment efforts
 - A review and analysis of hiring, transfers, and promotions
 - Identification of problem areas, along with recommended solutions

Patrick Wilson , President	Effective Date

Policy Dissemination and Implementation

MKAA's Affirmative Action Policy is available to all employees as outlined in the process below. Additionally, it is represented or included in contracts and agreements, as well as contracting opportunities.

- a. Annual Memorandum: Each year the President will send a Memorandum reaffirming the AA/EEO Policy Statements to all employees and will continue to include the policy in the organization's policy manual, all publications produced by MKAA, along with information for individuals with disabilities.
- b. Affirmative Action Program: MKAA's affirmative action program will continue to be revised annually and distributed to all departments by the Manager of Administration. The Equal Employment Opportunity Policy and federally required Equal Employment Opportunity posters affirming our non-discrimination policy are posted on bulletin boards in public locations and work areas.
- C. Training-MKAA's AA/EEO Policy is communicated in meetings, with supervisory personnel, to explain the intent of the policy. It is the President's position that all administrators and supervisors are required to become familiar with their individual responsibility for effective implementation of the contents of the Affirmative Action Plan. Furthermore, all employees shall receive annual training or annual notices regarding MKAA's commitment to equal opportunity and the prohibition against discrimination. Such notices shall be disseminated via such methods as attachments to employee paychecks.

It is the policy of the Metropolitan Knoxville Airport Authority ("Authority" or "MKAA") to promote equal employment opportunities through a positive continuing program of special practices desired to ensure the full realization of equal employment opportunities without regard to race, color, religion, sex, or national origin.

To implement these policies MKAA will:

- Recruit, hire, train, and promote persons in all job classifications without regard to race, color, religion, sex, or national origin.
- Insure that all personnel actions including, but not limited to, compensation, benefits, transfers, layoffs, return from layoff, company sponsored training, education and tuition assistance, and social and recreational programs, are administered without regard to race, color, religion, sex, or national origin.
- Insure that promotion decisions are in accordance with principles of equal employment opportunity by imposing only valid requirements for promotions.

Non-Discrimination Policy

MKAA shall provide an environment free from any discriminatory practices. All employees shall be able to perform their job responsibilities without intimidation, coercion, harassment and discrimination. Additionally, employees are entitled to work in a positive, realistic environment which is conducive to optimum performance of job responsibilities. MKAA has adopted or embraced a policy of zero tolerance with regard to infringing upon another employee's rights.

Infractions should be reported immediately by employees to their immediate supervisor or to the Manager of Administration. Employees are encouraged to make their concerns known to the appropriate individuals. Additionally, employees may submit their concerns anonymously. However, anonymous concerns without sufficient detailed information may not be able to be investigated fully.

Nevertheless, anonymous concerns shall be investigated with the same vigor given to other concerns, in order to fully implement MKAA's non-discrimination policy and zero tolerance of such unwanted behavior.

It is every employee's responsibility to act accordingly in making their concerns known to members of management. Members of the management team, which include all appropriate positions, such as supervisors, shift leaders, manager, directors, etc., are responsible for policy administration. Each individual employee is responsible for their own personal behavior in complying with the non-discrimination policy. Employees in violation of the policy will be subject to review for MKAA policy infractions.



Employees by Job Categories:

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Professionals	22	16	6			1						15	6
Technicians	19	14	5			/						12	5
Sales Workers													
Office and Clerical	13	2	//									2	11
Craft Workers (skilled)	19	19	0									19	0
Operative (unskilled)													
Laborers (unskilled)	23	20	3	1		4	2					15	/
Service Workers	33	2/	12			3						18	12
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REMARKS (List National Crime	Information Center (NCIC) numb	er assigned to any	y Criminal Justice Agencies whose date	are included	in this report)	
LIST AGENCIES INCLUDE	D ON THIS FORM					
Metropolitan Knoxville Airport At Downtown Knoxville Airport (DK						
	the information given in this reporements on this report are punishable		rue to the best of my knowledge and wa e, Title 18, Section 1001.)	is reported in a	nccordance with accor	apanying
NAME OF PERSON T	O CONTACT REGARDING TH	HIS FORM		TITLE		
	Alan Jones		Direct	or of Adminis	stration	
ADDRESS (Nun	nber and Street, City, State, Zip C	Code)	TELEPHONE NUMBER	Ext	FAX NUM	MBER
PO Box 15	6600,Knoxville,TN,37901-5600		865-342-3062		865-342-	1690
DATE	EMAIL	TYPED N	NAME/TITLE OF AUTHORIZED	OFFICIAL	SIGNATURE	V
2019-09-30	alan.jones@tys.org		Alan Jones			

Minority/Women Subcontractors/Vendors

SUBCONTRACTORS/VENDORS

Minority Subcontractors/Vendors/Amount of Contract: MOB WOB **MWOB** DA Company Name: NFRCS \$23,579 Company Name: Company Name: Company Name: _____ Company Name: Women Subcontractors/Vendors/Amount of Contract: MOB **MWOB** WOB Company Name: ARTIELD FTC., Tuc. \$ 197,424 Ø Company Name: GABLE CONSTR. Co. \$154,796 Company Name: FROSION SOLUTIONS \$1,547,496 Company Name: JEAN-HILL COUSTR. MTLS. \$ 482,280 Company Name: LANE HAULING \$65.031

SUBCONTRACTORS/VENDORS

Minority Subcontractors/Vendors/Amount of Contract: MOB WOB **MWOB** Company Name:_____ Company Name: Company Name: Company Name: Company Name: Women Subcontractors/Vendors/Amount of Contract: WOB MOB **MWOB** Company Name: McGuness Unumero \$ 7,353 Company Name: Company Name: Company Name: Company Name:

LIST OF DBE FIRMS

Instructions for filling in form.

Reporting Period

10/1/2018 to 9/30/2019

Airport

TYS - Mc Ghee Tyson

Recipient

Metropolitan Knoxville Airport Authority

Add DBE

Add File 👫

Return

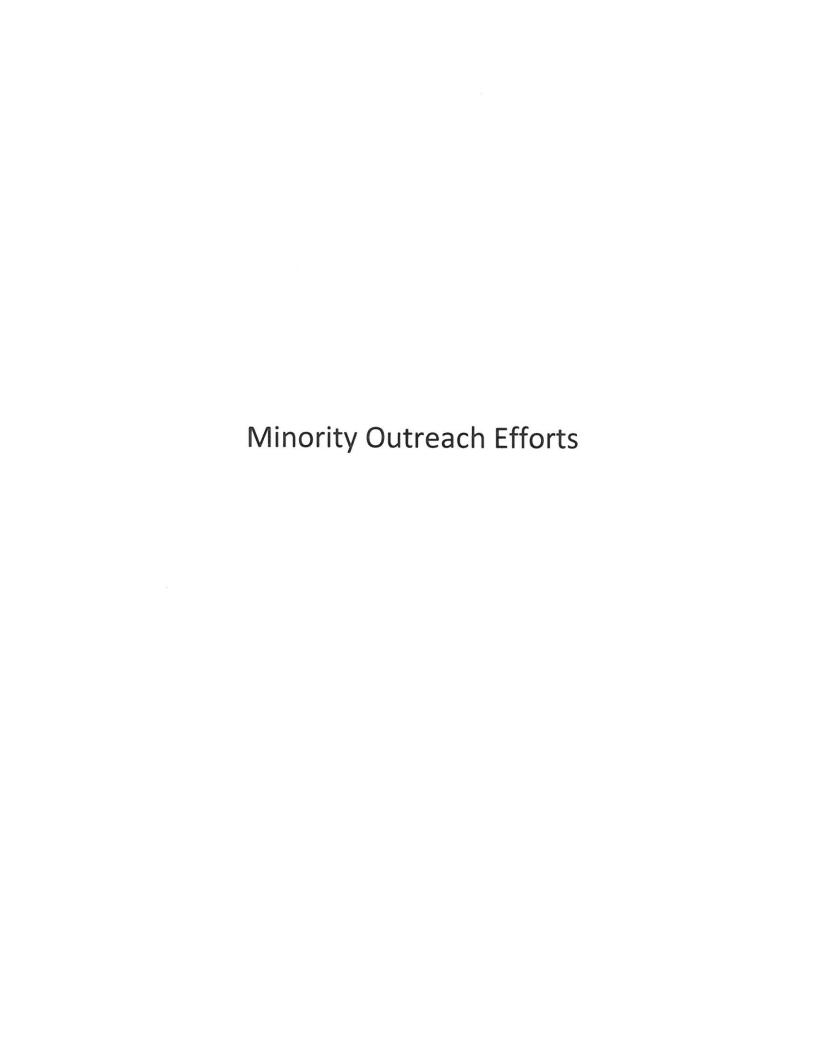
DBE Firms

#				Business Name	Address	Contact	Work Category	NAICS	Value	AIP Grant	Disadvantaged Group	Notes
1	Edit	Сору	Delete	Airfield ,Etc., Inc	3629 Prescott Road Memphis, TN 38118	stephanie@airfieldetc.com	Highway, street and bridge construction	238990 561990 237310 237990 237910	\$197,424	3-47-0037- 069-2016, 3- 47-SBGP-52- 2017,	Non-Minority Women	
2	Edit	Сору	Delete	Cable Construction Company	P. O. Box 5776 Maryville, TN 37802	dcable8330@aol.com	Trucking, hauling, stone and brick supplier	423320 484110	\$154,796	3-47-0037- 069-2016;	Non-Minority Women	
3	Edit	Сору	Delete	Erosion Solutions	1026 Country Road 439 Athens, TN 37303	erosionsolution@hotmail.com	Landscaping, nursery, engineering, concrete foundation, trucking, irrigation systems, site preparation	561760 237990 238110 238910	\$1,547,496	3-47-0037- 069-2016, 3- 47-0037- 067-2015, 3- 47-0037- 066-2014	Non-Minority Women	
4	Edit	Сору	Delete	Jen-Hill Construction Materials	P. O. Box 1196 Henderson, TN 37077	jennifer@jenhill.com	Supplier of Erosion Control, Environmental Construction Materials	423990	\$482,280	3-47-0037- 069-2016, 3- 47-0037- 067-2015, 3- 47-0037- 068-2015	Non-Minority Women	
5	Edit	Сору	Delete	Lane Hauling & Excavating	PO Box 1 Clark Ridge, TN 37919	423-745-0028	Landscaping, nursery, engineering, concrete foundation, trucking, irrigation systems, site preparation	561730 444220 297990 238110 238910 484230 221310	\$65,031	3-47-0037- 069-2016, 3- 47-0037- 067-2015, 3- 47-0037- 066-2014	Non-Minority Women	
6	Edit	Сору	Delete	McGuiness Unlimited	15724 Stillwood Avenue Cleveland, OH 44111	Erinm@mcguinessunlimited.com 440-667-5120	Engineering, surveying, and mapping	541330 541370	\$7,353	3-47-0037- 069-2016, 3- 47-0037-70- 2017, 3-47- 0037-71- 2018, 3-47- 0037-72- 2018	Non-Minority Women	

Add DBE

Add File D

Return



Metropolitan Knoxville Airport Authority **FYE 2020 Affirmative Action Program**

Job #	Job Description	_
Date Mailed	Print 8 Copies	

Job Announcement Mailing List:

Agency Name: The University of Tennessee

> Career Services 100 Dunford Hall Volunteer Blvd.

Knoxville, TN 37996-4010

Agency Name: Maryville College

Address: Center for Calling and Career

502 E. Lamar Alexander Parkway

Maryville, TN 37804

Agency Name: Middle Tennessee State University

Address: Career Services

> 1301 East Main St., Box 2 Murfreesboro, TN 37132

Agency Name: YWCA

Address: 420 Clinch Ave.

Knoxville, TN 37902

Metropolitan Knoxville Airport Authority FYE 2020 Affirmative Action Program

Job Announcement Mailing List Continued

Agency Name:

Bethel AME Zion Church

Address:

2460 Parkview Ave.

Knoxville, TN 37917

Agency Name:

New Friendship Baptist Church

Address:

1933 Texas Ave. Knoxville, TN 37921

Agency Name:

Mount Olive Baptist Church

Address:

1601 Dandridge Ave. Knoxville, TN 37915

Agency Name:

Blount County Education Center

366 Glascock Street

Suite 100

Alcoa, TN 37701

Agency Name:

American Job Center

2700 Middlebrook Pike

Suite 100

Knoxville, TN 37921

Job Announcement E-Mailing List FYE 2020

Pellissippi Community College Cindy Atchley careerservices@pstcc.edu

Roane State College Kim Harris harriskb@roanestate.edu

King College Finley Green: flgreen@king.edu

Career Center / Alcoa Rosa.Martinez@tn.gov

Knoxville Urban League Bill Myers Career Counselor 865-524-5511 bmyers@the kaul.org

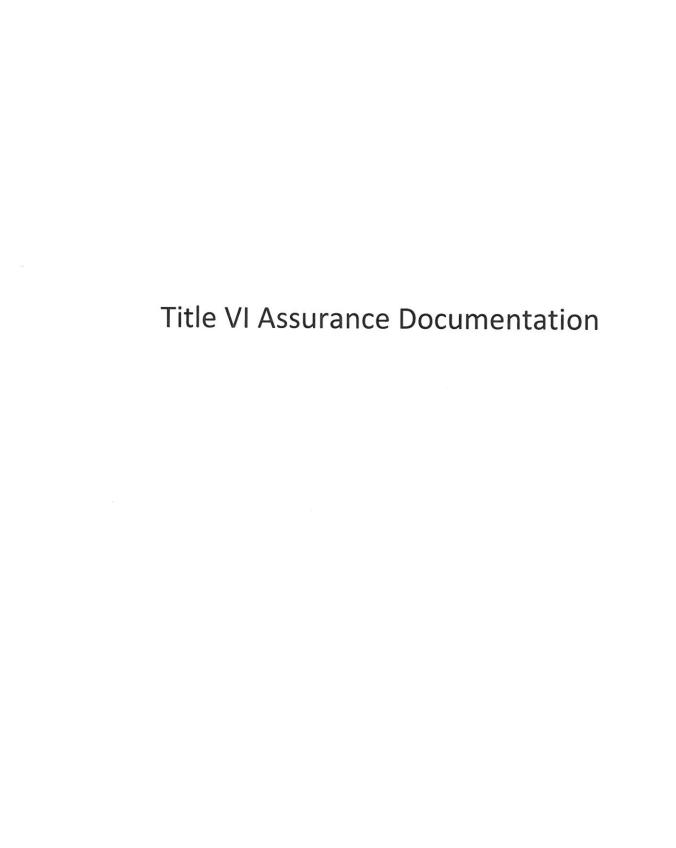
MLK, Jr. Center (Alcoa) mlkcenter@parksrec.com

Blount Family Promise April Smith asmith@blountfamilypromise.org

CAC Knoxville-Knox County Community Action Committee www.knoxcac.org

Blount County Chamber of Commerce

American Job Center www.Jobs4TN.Gov



Assurance of Compliance under Title VI of the Civil Rights Act of 1964

Metropolitan Knoxville Airport Authority

Hereby certifies that it has not subjected any persons to discrimination on the basis of race, color or national origin under any of its programs or activities, has not excluded any person from participation in any of its programs or activities on the basis of race, color or national origin and has not denied any person the benefits of its programs or activities on the basis of race, color or national origin, as set forth in Title VI of the Civil Rights Act of 1964 (P.L. 88-352) and as required by the City of Knoxville's Charter, Article III, Section 306.

Date

President

Board Chair

Title VI Compliance Summary &

Limited English Proficiency Plan



Title VI Compliance Summary

The Metropolitan Knoxville Airport Authority Affirmative Action Program is made available to all employees and supervisors. Training in the Title VI and Affirmative Action Program continues to be conducted for management and supervisors. Job announcements are consistently mailed to organizations on the Job Announcement Mailing List as well as advertised in local and other news media vehicles. Job openings are also listed on the MKAA website: www.flyknoxville.org. All advertisements note that MKAA is an EEOE. MKAA participates in EEOC training and Employment Law training at least annually. FAA Title VI consultation is also provided for MKAA to assist with airport compliance training.

Contracting and other business opportunities are also advertised on our website. Outreach efforts to include minority and women owned businesses are conducted through the MKAA Disadvantaged Business Enterprise Program. MKAA participates in outreach activities with other governmental agencies including The City of Knoxville's Diversity Business Advisory Committee, Knox County, East Tennessee Purchasing Association, The Governor's Office of Diversity Business Enterprises, Knoxville Area Urban League, along with Latino and Asian Business Networks, etc. to encourage participation in our Small Business Programs.

METROPOLITAN KNOXVILLE AIRPORT AUTHORITY TÍTULO VI DE LA LEY DE LOS DERECHOS CIVILES DE 1964

"Declaración de anti-discriminación en los programas que reciben asistencia federal."

"Ninguna persona en los Estados Unidos será excluida de participar en, ni se le negará los beneficios de, o será objeto de discriminación debido a su raza, color u origen nacional, en cualquier programa o actividad que recibe ayuda financiera federal."

42 U.S.C. (Código de los Estados Unidos de América) sección 2000 y siguientes.

Es la política de la ciudad de Metropolitan Knoxville Airport Authority que todos los servicios y actividades sean administrados en concordancia con los requerimientos del Título VI.

Las quejas de Título VI que involucren recipientes y beneficiarios pueden ser presentadas con el Coordinador del Título VI de Metropolitan Knoxville Airport Authority

Alan Jones
Director of Administrator
Title VI Coordinator
P.O. Box 15600
Knoxville, TN 37901-5600
(865) 342-3062
alan.jones@tys.org

Patrick Wilson, President

METROPOLITAN KNOXVILLE AIRPORT AUTHORITY

TITLE VI OF THE 1964 CIVIL RIGHTS ACT

"Non-discrimination in Federally Assisted Programs"

"No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

42 U.S.C. section 2000 et seq.

It is the policy of the Metropolitan Knoxville Airport Authority that all its services and activities be administered in conformance with the requirements of Title VI.

> Title VI complaints involving recipients and beneficiaries may be filed with The Metropolitan Knoxville Title VI Coordinator

> > Alan Jones
> > Manager of Administrator
> > Title VI Coordinator
> > P.O. Box 15600
> > Knoxville, TN 37901-5600
> > (865) 342-3062
> > alan.jones@tys.org

William Marrison, President

METROPOLITAN KNOXVILLE AIRPORT AUTHORITY

"TÍTULO VI DE LA LEY DE LOS DERECHOS CIVILES DE 1964"

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Alan Jones
Manager of Administrator
Title VI Coordinator
P.O. Box 15600
Knoxville, TN 37901-5600
(865) 342-3062
alan.jones@tys.org

William Marrison, President

Tennessee Department of Transportation Title VI Nondiscrimination Statement



Departamento de Transportate de Tennessee





The Tennessee Department of Transportation ensures compliance with Title VI of the Civil Rights Act of 1964; 49 CFR, part 21; related statutes and regulations to the end that no person shall be excluded from participation in or be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance from the U.S. Department of Transportation on the grounds of race, color, sex, or national origin.

El Departamento de Transporte del Estado de Tennessee asegura el cumplimiento del Título VI del Acto de Derechos Civiles de 1964; 49 CFR, Parte 21, relacionados estatutos y normas para asegurar que ninguna persona sea excluida o discriminada, o que se le nieguen los beneficios de cualquier programa o actividad la cual reciba ayuda financiera federal del Departamento de Transporte de los Estados Unidos sin importar su raza, color, sexo, o origen nacional.

Any person who believes he or she has been discriminated against should contact:

Cualquier persona quien crea que ha sido discriminada deberá comunicarse con el:

Tennessee Department of Transportation Departamento de Transporte de Tennessee

Civil Rights Office – La Oficina de Derechos Civiles

505 Deaderick Street Suite 1800, James K. Polk Building Nashville, TN 37243-0347

TELEPHONE (615) 741-3681 or Toll Free 1-888-370-3647

TELĖFONO (615) 741-3681 or Llamada Gratis 1-888-370-3647

www.tn.gov/tdot/civil-rights/title-vi-program

LIMITED ENGLISH PROFICIENCY (LEP) PLAN

Limited English Proficient (LEP)

Executive Order 11366

In August 2000, this order "Improving Access to Services for Persons with Limited English Proficiency" was issued and directed to federal agencies to:

Publish guidance on how their recipients can provide access to LEP persons.

Improve the language accessibility of their programs.

Break down language barriers by implementing consistent standards of language assistance across federal agencies and amongst all recipients of federal financial assistance.

The Order covers all federal and federally assisted programs and activities.

Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write or understand English may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

Recipients and sub-recipients of federal assistance are required to take reasonable steps to ensure meaningful access to their programs and activities by LEP persons. Four factors that should be considered include the following:

- 1. The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or grantee;
- 2. The frequency with which LEP individuals come in contact with the program;
- 3. The nature and importance of the program, activity, or service provided by the program to people's lives; and
- 4. The resources available to the grantee/recipient or agency, and costs.

Guldance/Resources

The U.S. Department of Transportation Guidance to recipients on Special Language Services to Limited English Proficient Beneficiaries, Federal Register/Vol.66, No. 14/ Monday, January 22, 2001

The U.S. DOJ Policy Guidance, Enforcement of Title VI of the Civil Rights Act of 1964 National Origin Discrimination Against Persons with Limited English Proficiency, Federal Register/ Vol.65 No. 159/ Wednesday, August 16, 2000 www.usdol.gov/crt/cor

The U.S. Department of Justice Clarifying Memorandum, dated October 26, 2001 www.usdol.gov/crt/lep/oct26background

www.lep.gov

The Metropolitan Knoxville Airport Authority (MKAA) has taken the following measures to prepare for the impending necessity:

MKAA utilizes Language Line Interpretation Service through a phone system located at the information desk for the McGhee Tyson Airport. Customer Service Agents are trained to assist passengers and other members of the traveling public using a Language Line Poster for the customer to identify their language.

To facilitate language identification, interpretation Services Posters are periodically distributed to Airport Security Officers, Safety Department staff, Administrative staff and others who serve the travelling public at our Airport facilities.

MKAA uses billingual airlines staff for interpretation as appropriate and available.

MKAA collaborates with the Hispanic Chamber of Knoxville, Tennessee.

Linterpretation Service Available

English Translation:

Point to your language. An interpreter will be called. The interpreter is provided at no cost to you.

Arabic action	Korean 한국어 愛用
أشر إلى لغتك. وسوف يتم جلب مترجم فوري لك. سيتم تأمين المترجم المذ أور مجانا.	귀하께서 사용하는 언어를 지적하시면 해당 언어 통역 서비스를 무료로 제공해 드립니다.
Armenian Յայերէն 📆	Laotian ພາສາລາວ 🐑
8ոյց տուէք ո՞ր մէկ լեզուն կը խօսիք՝ Թարգմանիչ մը կանչել կը տանք. Թարգմանիչը կը տրամադրուի անվճար.	ຊີ້ບອກພາສາທີ່ເຈົ້າເວົ້າໄດ້. ພວກເຮົາຈະຕິດຕໍ່ນາຍພາສາໃຫ້. ທ່ານບໍ່ຕ້ອງເສຍເງິນຄ່າແປໃຫ້ແກ່ນາຍແປພາສາ.
Cantonese 廣東話 管理	Mandaria 。 國語 電用
請指認您的語言, 以便為您提供免費的傳譯服務。	請指認您的語言, 以便為您提供免費的口譯服務。
French Français	Polish Polski En
Pointez vers votre langue et on appellera un interprète qui vous sera fourni gratuitement.	Proszę wskazać swój język i wezwiemy tłumacza. Tłumacza zapewnimy bezpłatnie.
German Deutsch 🖘	Portuguese Português 🖘
Zeigen Sie auf Ihre Sprache. Ein Dolmetscher wird gerufen. Der Dolmetscher ist für Sie kostenlos.	Indique o seu idioma. Um intérprete será chamado. A interpretação é fornecida sem qualquer custo para você.
Hindi हिंदी द्वि।	Russian Русский 🖘
अपनी भाषा पर इंग्ति करें और एक दुभाषिया बुलाया जाएगा। दुभाषिये का प्रबन्ध आप पर बिना किसी खर्च के किया जाता है।	Укажите язык, на котором вы говорите. Вам вызовут переводчика. Услуги переводчика предоставляются бесплатно.
Hmoob 🖏	Spanish Español Español
Taw rau koj hom lus. Yuav hu rau ib tug neeg txhais lus. Yuav muaj neeg txhais lus yam uas koj tsis tau them dab tsi.	Señale su idioma y llamaremos a un intérprete. El servicio es gratuito.
Italian Italiano El	Tagalog Tagalog Tagalog
Puntare sulla propria lingua. Un interprete sarà chiamato. Il servizio è gratuito.	Ituro po ang inyong wika. Isang tagasalin ang ipagkakaloob nang libre sa inyo.
Japanese 日本語 窓口	Thai "nu 🗐
あなたの話す言語を指して下さい。 無料で通訳を提供します。	ช่วยชี้ที่ภาษาที่ท่านพูด แล้วเราจะจัดหาล่ามให้ท่าน การใช้ล่ามไม่ต้องเสียค่าใช้จ่าย
XUmer (Cambodian) ខ្មែរ (កម្ពុជា) 😭 សូមចង្អុលភាសាអ្នក។ យើងនឹងហៅអ្នកបកប្រែភាសាមកជូន។ អ្នកបកប្រែភាសានិងជួយអ្នកដោយមិនគិតថ្លៃ។	Vietnamese Tiếng Việt Hãy chỉ vào ngôn ngữ của quý vị. Một thông dịch viên sẽ được gọi đến, quý vị sẽ không phải trả tiền cho thông dịch viên.



Printed on recycled paper 5/05



2020 Title VI Report for Knoxville's Community Development Corporation

Please email your report to: tharris@knoxvilletn.gov as a PDF attachment and include the following:

- 1. Your Equal Employment Opportunity Affirmative Action Policy.
 See Attachment A
- Name/Title of person responsible for Equal Employment Opportunity and Affirmative Action. Denise Roper, Ph.D., SHRM-SCP, SPHR, Human Resources Director
- 3. Number of employees by job categories. (Form 1 Enclosed)
- 4. Minority/Women subcontractors/vendors. (Form 2 Enclosed)
- Outreach and recruitment efforts to reach minorities.
 Outreach efforts will continue to stress providing information about opportunities for participation and benefits to all members of the low-income population. The efforts of various components will reflect special efforts made to reach minority individuals, women, the aged, and the handicapped.
- 6. **Method of informing staff of agency's Affirmative Action Policy.**KCDC's Affirmative Action Plan and Equal Employment Opportunity Statement is included in the Employee Handbook. The Employee Handbook also describes the agency's grievance procedures for discrimination complaint processing. The Human Resources Office will provide each employee a copy of the Employee Handbook and discuss these policies during new employee orientation. In addition, Equal Employment Opportunity posters will be prominently displayed in all KCDC offices.
- 7. Assurance of Compliance of Title VI of the Civil Rights Act of 1964. (Form 3 Enclosed)
- 8. Summary of efforts to comply with Title VI of the Civil Rights Act of 1964. KCDC will analyze, monitor, and update its policies and procedures to ensure all activities comply with state and federal laws and regulations that promulgate equal opportunity. All supervisory staff members will be trained regarding employment laws and equal employment opportunity requirements. Supervisors shall be informed that acts of discrimination will not be tolerated. Employees who commit such acts shall be subject to disciplinary action up to and including dismissal.

KCDC encourages individuals to report all incidents of discrimination to one of the following reporting officers at KCDC: employee's immediate supervisor, Human Resources Director, Chief Financial Officer, Senior Vice President of Housing, Vice President-Strategic Planning, Vice President-Legal Services or Executive Director/CEO. The purpose of having several persons to whom complaints may be made is to avoid a situation where an individual is faced with complaining to the person, or a close associate of the person, who would be the subject of the complaint.

9. A copy of your Limited English Proficiency Plan. See Attachment B

Equal Employment Opportunity (EEO Workforce Profile)

Form 1

				Hisp or La		(No	ack ot of oanic igin)	Pa	ian or acific ander	America or Ala Nati	skan	White (Hisp oriç	anic
Job Categories	Total	M	F	M	F	М	F	М	F	М	F	M	F
Officials and Managers	13	7	6		F		K	N N	80	A		7	6
Professionals	42	16	26	0			PROGRE 4	x * ss	1	12		15	21
Technicians		V.		VB.			**		31.8			-	
Sales Workers		O		1893 1893						Г	П		
Office and Clerical	32	2	30	1			10				Ŋ	1	19
Craft Workers (skilled)	39	39	1			12	179	1	5	6	/	27	
Operative (Semi-skilled)	4	2	2	9		N N	E	5				1	1
Laborers (unskilled)	8	6	2		1	3	1					3	1
Service Workers													
Overall Totals	138	72	66		2	18	16		1			54	47

Form 2 SUBCONTRACTORS/VENDORS

Minority Subcontractors/Vendors/Amount of Contract:

Name	Dollars
Arm & Rage LLC	\$1,800.00
Avero LLC	\$32,575.60
Chambers Welding & Fabrication Corp	\$1,085.00
COBRAssist, Inc. dba BenefitsAssist Inc	\$1,831.00
Dan's Advantage Towing and Recovery Service LLC	\$360.00
Diverse Products of Florida	\$13.63
Fox Moving and Storage of East Tennessee LLC	\$3,874.35
Jostes Carpet Inc	\$4,388.72
KMF III Services LLC	\$137,615.03
Officemate	\$57.48
Premiere Building Maintenance Corporation	\$8,742.00
Robert E Wilder Jr DBA ProClean Power & Soft Wash	\$3,320.00
Spanish Language Solutions, INC	\$275.00
Volunteer Auto Wash Inc	\$90.00

Women Subcontractors/Vendors/Amount of Contract:

Name	Dollars
A Walk of Elegance	\$349,314.00
Adtran NetVanta	\$499.94
Air Quest America	\$73,179.69
All Things Identification	\$4,030.04
Alliance Rubber	\$25.18
Arm & Rage LLC	\$1,800.00
Backflow Specialty Company Inc	\$105.00
Bobcat of Knoxville	\$136.82
Buddy's BBQ	\$723.44
Burns Printing Inc dba Burns Mailing & Printing	\$7,761.69
Cannon & Cannon Inc	\$117,732.06
Carolyn Berryhill	\$12,956.25
Chambers Welding & Fabrication Corp	\$1,085.00
Charlotte Kay Ravenscraft dba Midwest Inspections	\$10,975.50

COBRAssist, Inc. dba BenefitsAssist Inc	\$1,831.00
Doorway Services and Solutions LLC	\$10,800.32
E & M Flooring	\$10,510.00
E Luke Greene Company Inc	\$817,050.00
Embassy Suites Nashville	\$1,580.30
Engert	\$490.00
Esselte America	\$98.33
Express Employment Professionals	\$23,682.75
F M George Safe & Lock	\$2,720.92
First Place Finish Inc	\$47,070.00
Foreign Language Academy	\$12,235.00
Fox Moving and Storage of East Tennessee LLC	\$7,748.70
Gary L Roth Jr dba Roth Land Surveying	\$6,600.00
Gibbons Industries Inc dba Comprehensive Grants	\$3,000.00
Management	
Git-R-Gone Inc	\$3,275.00
JLM Wholesale Progress	\$351.07
Kitchen Sales	\$172,461.00
Kitchen Tops Inc	\$554.00
KMF III Services LLC	\$137,615.03
Marilyn J Medley dba South Eastern Management	\$2,000.00
McCright & Associates, LLC	\$126,693.00
Moxley Carmichael, Inc.	\$58,900.38
My Ladies Cleaning	\$4,975.00
Nan McKay and Associates, Inc.	\$662.00
National Elevator of Tennessee Inc	\$61,755.78
OfficeMate	\$57.48
Petree's Flowers	\$303.00
Shades	\$30,957.00
SMEAD Manufacturing	\$630.42
Spanish Language Solutions, INC	\$275.00
Spectra Associates	\$185.20
Tennant Sales & Service Company	\$637.59
The Visibility Company	\$4,290.00
Williamsburg Mailing Services Inc	\$3,834.64

Form 3

Assurance of Compliance Under Title VI of the Civil Rights Act of 1964

Knoxville's Community Development Corporation

Name of Organization

Hereby certifies that it has not subjected any persons to discrimination on the basis of race, color or national origin under any of its programs or activities, has not excluded any person from participation in any of its programs or activities on the basis of race, color or national origin and has not denied any person the benefits of its programs or activities on the basis of race, color or national origin, as set forth in Title VI of the Civil Rights Act of 1964 (P.L. 88-352) and as required by the City of Knoxville's Charter, Article III, Section 306.

April 24 2020

Date

Ben Bentley, Chief Executive Officer

John Winemiller, Board Chair

SUMMARY

Please summarize your efforts to comply with Title VI of the Civil Rights Act of 1964.

Procurement Outreach Efforts:

- 1. Sending copies of every solicitation (whether bid, RFP, RFQ or request for written quotes) to:
 - Associated Construction Women
 - Associated General Contractors of Tennessee
 - Atlanta Chapter National Association of Black Women in Construction
 - Black Contractors Association
 - Construction Market Data
 - Dodge Data & Analytics
 - Hispanic Chamber of Commerce
 - KCDC's Facebook Page
 - KCDC's LinkedIn Page
 - KCDC's Registered Vendors
 - KCDC's Web Page
 - Knox County's Supplier Diversity Office
 - Knoxville Area Urban League
 - Knoxville Builder's Exchange
 - Knoxville Chamber Partnership
 - Knoxville's Diversity Business Committee
 - Radio on Demand/Robert Minter
 - SCORE
 - SERC
 - Small Business Administration
 - Tennessee Minority Supplier Development Council
 - Tennessee Small Business Development Center
 - U.S. Department of Commerce Minority Business Development Agency
- 2. Posting of 99% of KCDC's quotes to our webpage and sending such to our bid distribution groups (above) as outreach to small businesses, minority and woman owned businesses.
- 3. Participation in the City's Diversity Business Committee programs and seminars.
- 4. Participation in the annual "City of Knoxville Business Breakfast."
- 5. Service on the steering committee for the multi-government "East Tennessee Business Matching Event" each year.

- 6. Attendance/membership/participation with the Tennessee Minority Supplier Development Council and the East Tennessee Hispanic Chamber of Commerce as appropriate.
- 7. Posting of bids/RFPs/RFQs and quotes to KCDC's Facebook, LinkedIn and Twitter accounts for maximum exposure to small, minority and woman owned businesses.
- 8. Monthly advertisement in minority newspaper The Enlightener.
- 8. Monthly advertisement in the Knoxville News Sentinel
- 9. Participated in the East Tennessee Purchasing Association "Supplier Diversity Expo."
- 10. Participated in the East Tennessee Veterans Business Association Expo.
- 11. Hosting of KCDC's March is Public Procurement Open House for Vendors.

Attachment A

Section A:	Knoxville's Community Developmen	it Corpora	ntion
Administration	Affirmative Action Deliev	A-1	20
	Affirmative Action Policy	Issued: 7/1/2006	Adopted: 12/12/19

- Purpose: This policy is set forth to establish guidance to management for KCDC's compliance with Civil Rights, equal opportunity and nondiscrimination requirements.
- Authority: The Board of Commissioners authorizes the Executive Director/CFO to establish plans, protocols and procedures sufficient to ensure compliance.
- 3. Applicability of Federal, State and Local Guidance: KCDC activities shall be conducted in accordance with federal, state and local laws, regulations, rules, guidance and procedures as applicable. These requirements include, but shall not be limited to, compliance with the following authorities: Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d; 24 CFR part I); the Fair Housing Act (42 U.S.C. 3601-3619; 24 CFR part 100); section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794; 24 CFR part 8); the Age Discrimination Act of 1975 (42 U.S.C. 6101- 6107; 24 CFR part 146); the Americans with Disabilities Act (Pub L101-336, approved July 26, 1990; 28 CFR part 35); Executive Order 11063 on Equal Opportunity in Housing (24 CFR part 107); Executive Order 11246 on Equal Employment Opportunity, as amended by Executive Order 11375 (41 CFR part 60); and Executive Order 12892 on Affirmatively Furthering Fair Housing.

4. Requirements:

- (A) KCDC shall comply with all statutory, regulatory, and executive order requirements pertaining to civil rights, equal opportunity, and nondiscrimination, as those requirements now exist, or as they may be enacted, promulgated, or amended from time to time.
- (B) In connection with the development or operation of any project, KCDC shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, disability, age, or national origin. KCDC shall take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to race, color, religion, sex, disability, age, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

KCDC shall insert the foregoing provision (modified only to show the particular contractual relationship) in all its contracts in connection with the development or operation of any

project, except contracts for standard commercial supplies or raw materials and contracts referred to in subsection (C) of this section, and shall require all contractors to insert a similar provision in all subcontracts, except subcontracts for standard commercial supplies or raw materials. KCDC shall post at the projects, in conspicuous places available to employees and applicants for employment, notices to be provided by HUD setting forth the provisions of this nondiscriminatory clause.

- (C) KCDC shall incorporate the language required by Executive Order 11246, codified at 41 CFR §60-1.4(b) (or any successor provision), into any contract for construction work, or any modification thereof, which is paid for in whole or in part with funds obtained under Annual Contributions Contract with HUD. In addition, KCDC will be bound by the equal employment opportunity provisions set forth at 41 CFR §60-1.4(b) (or any successor provision) with respect to its own employment practices when it uses its own staff to carry out federally assisted construction work.
- 5. <u>Enforcement:</u> The Executive Director/CEO will establish the procedures necessary to implement this policy while ensuring fairness, impartiality and reasonableness.
- 6. <u>Responsibility</u>: The Executive Director/CEO may delegate authority to staff designees for Human Resources, Procurement, Admissions and Occupancy, etc.

Attachment B

KNOXVILLE'S COMMUNITY DEVELOPMENT CORPORATION'S LANGUAGE ACCESS PLAN FOR LIMITED ENGLISH PROFICIENT PERSONS

INTRODUCTION

Knoxville's Community Development Corporation (KCDC) is committed to ensuring equal access to its programs and services by all residents, regardless of primary language spoken. Title VI and Executive Order 13166 require recipients of federal financial assistance to take reasonable steps to ensure meaningful access to their programs and services by Limited English Proficient (LEP) persons. Persons who do not speak English as their primary language and who have a limited ability to read, write, speak, or understand English can be considered LEP persons.

On January 22, 2007, the U.S. Department of Housing and Urban Development (HUD) issued Final Guidance to recipients of HUD funding concerning compliance with the Title VI prohibition against national origin discrimination affecting LEP persons. HUD's Final Guidance defines a four-factor self-assessment method which assists agencies receiving HUD funds in determining the extent of their obligations to provide LEP services. Based on the Final Guidance and the Voluntary Compliance Agreement dated September 27, 2007, KCDC completed an LEP self-assessment.

Using the LEP self-assessment as a guide, KCDC has prepared this Language Assistance Plan (LAP) which defines the actions to be taken by KCDC to ensure Title VI compliance with respect to LEP persons. KCDC will periodically review and update this LAP in order to ensure continued responsiveness to community needs and compliance with Title VI.

GOALS OF THE LANGUAGE ASSISTANCE PLAN

The goals of KCDC's Language Assistance Plan include:

- To ensure meaningful access to KCDC's public housing and Housing Choice Voucher programs by all eligible individuals regardless of primary language spoken.
- To ensure that all LEP individuals are made aware that KCDC will provide free oral interpretation services to facilitate their contacts with and participation in KCDC programs.
- To provide written translations of vital documents to LEP individuals
- To ensure that KCDC staff are aware of available language assistance services and how these services need to be used when serving LEP individuals.
- To provide for periodic review and updating of language assistance plans and services in accordance with community needs.

LEP INDIVIDUALS WHO NEED LANGUAGE ASSISTANCE

Knoxville is becoming a more diverse community and is beginning to see more LEP households than in previous years. According to census data, it is estimated that between 6 and 7 percent of all Knoxville residents over age 5 speak a language other than English at home. This equates to approximately 8,600 individuals. Of non-English speaking households, 40% speak Spanish, 30% speak Indo-European languages, approximately 21 % speak Asian and Pacific Island languages, and around 9% speak languages other than these. A table below breaks this information down between language groups.

KNOXVILLE, TN LANGUAGE DATA

Total Population Over 5 Years of Age = 163,524

Language Spoken	Number of Knoxville Residents
English	154,875
Spanish	3,488
Other Indo-European	2,693
Asian/Pacific Island	1,839
Other/Unidentified	629

TYPES OF ASSISTANCE NEEDED BY LEP PERSONS

The majority of contacts between KCDC and LEP persons are meetings, written communications and phone calls where information is exchanged. Examples include interactions by applicants with KCDC Admissions during the application process leading up to housing, as well as periodic contacts between residents and KCDC staff related to management, maintenance and lease compliance issues. Oral interpretation services may be needed for these contacts.

Other contacts involve the exchange and review of printed materials, some of which may be considered "vital documents". HUD's Final Guidance defines vital documents as, "any document that is critical for ensuring meaningful access to the recipients' major activities and programs by beneficiaries generally and LEP persons specifically". The list of documents considered vital by KCDC includes the following for public housing and HCV as applicable:

- Application(s) for housing and related notices*
- Consent forms
- Lease including lease addenda*
- Grievance Procedure and related notices*
- Recertification related forms and related notices.
- Rent change notices
- Transfer policies and procedures*

KCDC will periodically review and update this list to reflect those documents which are considered vital to applicants and/or residents. With respect to these vital documents, KCDC will endeavor to maintain items with an asterisk in Spanish, since it is the predominant non-English language spoken in Knoxville, with the aim of gathering other Spanish translation documents within 24 months of the initial LEP/LAP effective date.

LANGUAGE ASSISTANCE TO BE PROVIDED

In order to promote equal access to KCDC programs and services by LEP individuals, KCDC will implement the following array of language assistance services.

A) Identification of LEP Persons and Notices

<u>Use of "I Speak Cards":</u> In order to help identify LEP individuals and determine the appropriate language assistance, KCDC will post and make available ISpeak Cards at its

central office reception area and site based management offices. Applicants, public housing residents and HCV participants can use these cards to indicate their primary language. KCDC staff at the point of entry will then make appropriate arrangements for interpretation services, generally using language service via the internet, bilingual staff, or a telephone interpretation service.

Notices of Oral Interpretation Services: KCDC will provide free access to language service via the internet, bilingual staff, or a telephone interpretation service for LEP individuals. Multi-lingual notices will be posted at its central office and KCDC site -based management offices. The KCDC website shall indicate that free oral interpretation services are available upon request. Language Preferences of Residents and Applicants: KCDC will ask applicants and residents to identify their primary language on a language preference form at initial application (for new applicants) and at recertification (for existing residents/participants), and to identify their language preference for receiving written communications. The language identification form will also ask the applicant, resident/participant if translations services are necessary. This information will be included in the paper files and in the electronic record (upon implementation of KCDC's next five-year agency plan to be enacted July 1, 2015.)

B) Language Assistance Measures

Oral Interpretation – Bilingual Staff: Where feasible, bi-lingual KCDC staff will be deployed to communicate with LEP individuals in their native languages and to assist them in reviewing KCDC materials, answering questions about KCDC programs, and responding to KCDC forms and information requests. Currently, KCDC employs only one staff member able to speak Spanish, the language spoken most frequently by eligible persons served by KCDC. Therefore there will be a heavy reliance on Internet and Person-to-person services.

Oral Interpretation – Internet Interpretation Services: KCDC will use a free, web-based translation service (Google Translate) when a staff person is not available. The LEP individual will use an ISpeak card to signify that they speak a non-English language and trained staff will assist them once the language has been identified through use of service. When these contacts involve submission of an application, lease signing, annual reexamination, grievance, eviction or termination, KCDC will schedule an appointment for the individual with an interpreter in person (see below).

Oral Interpretation - In Person Assistance: In instances where telephone interpretation services or the use of bilingual KCDC staff are determined insufficient to ensure meaningful access, KCDC will provide qualified in-person interpretation services at no cost to the LEP individual through the Foreign Language Academy of Knoxville, which provides interpreters in over 25 languages for a reasonable hourly fee. Examples of contacts where in-person assistance is likely to be required include submission of an application, lease signing, annual reexamination, grievance, eviction or termination. Due to the expense involved in providing in-person assistance, KCDC will generally strive to use such assistance for matters of potential significance or complexity impacting the applicant or resident's housing status, rent payments, or lease compliance issues. If the LEP person does not wish to use the KCDC-provided interpretation services, the LEP person may provide their own qualified interpreters at their own expense; however, see below regarding use of family and friends as interpreters. Oral Interpretation - Use of Other Interpreters not provided by KCDC: As noted above, LEP individuals will be informed that KCDC will provide them with free access to oral interpretation services via bilingual KCDC staff or qualified, trained contractors as needed. If the LEP individual requests their own qualified, trained interpreter this will be allowed at the individual's own expense. Use of family members and friends, especially minor children, as interpreters will generally be discouraged. Exceptions may be made where the contact with the LEP person is of a routine nature, one that does not involve confidential matters, or significant/complex matters impacting the applicant or resident's housing status, rent payments, or lease compliance issues

and the LEP person signs a release that indicates alternative services were offered and waived. Staff will be advised to be alert to the potential for any conflict of interest or competency issues that may arise from the involvement of family or friends. If staff has questions about the appropriateness of allowing family and friends as interpreters, they will consult with Compliance Office for guidance.

<u>Written Translation</u>: KCDC will translate the vital documents listed above into the most frequently used non-English languages.

<u>Telephone Communication</u>: For callers to KCDC's offices, Spanish callers will be transferred to bi-lingual KCDC staff when available. If needed, KCDC will attempt to place a three-party call to the oral interpretation telephone service to determine if the service is able to identify the language spoken and provide an interpreter.

C) Staff Training and Coordination

KCDC will provide training on LEP awareness and required assistance actions under the Language Assistance Plan for employees. This will include:

<u>Mandatory training</u>: A mandatory training will be scheduled for all employees to review the Language Assistance Plan elements, review new procedures related to the LAP, and to inform staff of their responsibilities relative to LEP persons. On an ongoing basis, periodic refresher training will be provided to staff that regularly interact with KCDC clients.

<u>LEP Coordinator</u>: KCDC will designate a staff member as LEP Coordinator, responsible for ongoing updates of the LEP analysis, addressing staff and public questions and issues related to LEP matters, and providing ongoing LEP training.

D) Providing Notice to LEP Persons

To ensure that LEP persons are aware of the language services available to them, KCDC will take the following actions:

- Post LEP notices in KCDC's offices and on website
- Partner with community agencies
- Inform resident associations of language assistance services.
- The LAP will be reviewed and updated annually as part of KCDC's annual plan process.
 - The review will assess:
 - Whether there have been any significant changes in the composition or language needs of the LEP population in Knoxville;
 - a review to determine if additional vital documents require translation;
 - a review of any issues or problems related to serving LEP persons which may have emerged during the past year; and,
 - identification of any recommended actions to provide more responsive and effective language services.



301 Church Avenue Knoxville, Tennessee • 37915

May 7, 2020

Tatia M. Harris
Diversity and Inclusion Officer
Office of Community Empowerment
City of Knoxville

Dear Ms. Harris:

Pursuant to your email of March 5, 2020, requesting information on KAT's Civil Rights programs, I am forwarding the relevant information to you.

*KAT's most recent EEO Program document, which has been approved by Federal Transit Administration (FTA), includes the required Policy Statement, identifies me as the EEO Officer, and provides the number of employees by job categories. All of KAT's purchases are made through the City Purchasing Department, so their vendor list and expenditure information would apply to us as well. Please be advised that we use the DBE vendor list on the TDOT Civil Rights Office website for reporting purposes for purchases made under federal transportation grants, since the Uniform Certification Program went into effect in Tennessee. Outreach and recruitment efforts as well as employee engagement and training on the policy are addressed in the Program Document. Please follow the link here: KAT EEO Document 2020.

*KAT's most recent Title VI Report to FTA was submitted to FTA in February, 2020 and has been approved. This report addresses KAT's assurance of compliance and documents efforts to comply with Title VI. The Title VI Report includes KAT's LEP plan, which begins on Page 95 of that Program Plan document. Please follow the link here: KAT Title VI Document 2020.

I trust that the information you need to report on civil rights activities at KAT is included in this material. If you have any questions or concerns, please call me at extension 57830 or email me at mroberson@katbus.com.

Sincerely,

Melissa B. Roberson Interim Director of Transit

City of Knoxville/Knoxville Area Transit

Melissa B. Roberson

Knoxville Area Transit (KAT) Knoxville, Tennessee FTA Grantee ID #1124

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM UPDATE

March, 2020

Contact: Melissa B. Roberson, EEO Officer

K-TRANS Management, Inc., DBA Knoxville Area Transit (KAT)

301 Church Avenue

Knoxville, Tennessee 37915-2590

TEL: 865-215-7830 FAX: 865-215-7820

EMAIL: mroberson@katbus.com

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STATEMENT OF POLICY

Equal Employment Opportunity POLICY STATEMENT

K-TRANS Management, Inc., dba Knoxville Area Transit (KAT) has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

KAT's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

KAT is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As KAT's Director, I maintain overall responsibility and accountability for KAT's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I serve as the agency's EEO Officer.

All KAT executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring KAT's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. KAT will evaluate its managers' and supervisors' performance on their successful implementation of KAT's policies and procedures in the same way KAT assesses their performance regarding other agency goals.

KAT is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

Applicants and employees may file complaints alleging discrimination under these policies with the EEO Officer (at mroberson@katbus.com, 865-215-7830, 301 Church Avenue, Knoxville, TN 37915) or the U.S. Equal Employment Opportunity Commission (EEOC), toll free 800-669-EEOC, TDD 800-800-3302.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitable under the guidelines of our EEO Policy and Program.

Signed:

Melissa Roberson
Interim Director of Transit
City of Knoxville/KAT EEO Officer

Dated: 04-01-19

PROGRAM AND POLICY DISSEMINATION

K- TRANS Management, Inc., DBA Knoxville Area Transit (KAT) has established procedures to publicize and disseminate its EEO policy, as well as appropriate elements of the program, to its employees, applicants, and to the general public.

These procedures and mechanisms include:

- 1) Written communication from the Director of Transit;
- 2) Posting Policy Statement and Federal and State labor laws posters in HR offices, on internal and public bulletin boards, on public website, on employee intranet portal
- 3) Inclusion of the EEO policy in its employee handbook;
- 4) Meetings with top management officials at least semiannually to discuss the EEO program and its implementation;
- 5) Conducting periodic meetings and EEO training for employees and for managers;
- 6) Conducting EEO training for all new supervisors or managers within 90 days of their appointment;
- 7) Including non-discrimination agreement in Memorandum of Agreement between local union and company;
- 8) Inclusion of EEO program in employee orientation;
- Maintaining documentation that EEO policy and program implementation have been discussed with employees and managers;

- 10) Communication of program to recruitment sources such as state employment agencies, educational institutions, etc.
- 11) Identification of company as an "EEO employer" in all job postings.

DESIGNATION OF PERSONNEL RESPONSIBILITY

The Equal Employment Opportunity officer (Melissa Roberson, the KAT Chief Financial Officer/Deputy Director of Transit) reports directly to the Director of Transit, who will seek to promote Equal Employment Opportunity.

The Equal Employment Opportunity officer will develop and recommend Equal Employment Opportunity policies, including the written Policy Statement and EEO program, and internal and external communication procedures; collect and analyze data related to employment, identify problem areas, set goals and timetables, and develop programs to achieve goals; implement and monitor internal reports to measure program effectiveness, to determine where progress has been made and where further action is needed. The EEO officer will report periodically to the Director of Transit on progress of each unit in relation to the agency's goals; will serve as a liaison between KAT, Federal, State and local governments, regulatory agencies, minority, disabled and women's organizations and other community groups; will provide EEO training for employees and managers; will concur in the hiring and promotion process; and will process employment discrimination complaints.

All KAT managers will work to ensure that opportunity is provided for diverse population members to participate in KAT's employment efforts. Managers will assist in identifying problem areas and establishing goals and objectives. Notice of availability of employment at KAT will be distributed as widely as possible and managers will participate in auditing efforts and results, reviewing qualifications and any complaints, counsel employees and be involved in discussions with other managers to further EEO goals. The Equal Employment Opportunity officer and all other department heads at KAT will remain alert for possible arenas in which to recruit minorities, the disabled and women to work at KAT and will be actively involved in local groups and organizations to further the goals of equal opportunity. KAT actively maintains written suggestion boxes and offers the opportunity to present suggestions/comments electronically as well.

The Human Resources Coordinator collects, analyzes and reports data on Equal Employment Opportunity achievements to the Equal Employment Opportunity officer at KAT. The Equal Employment Opportunity officer at KAT reviews data, identifies areas of concern, and works with all department heads to increase recruitment efforts in those areas. The Equal Opportunity Officer reviews the workforce utilization analysis, promotion analysis, and disciplinary action analysis for discriminatory effects. The Equal Employment Opportunity officer oversees EEO complaint resolution with the aid of the Chief Human Resource Officer, relevant department head(s) and appropriate legal counsel.

UTILIZATION ANALYSIS

The Utilization Chart included below shows underutilization in the following job categories:

- -<u>Administrative Support</u> Underutilization in Female White (number = 17)
- -Skilled Craft Underutilization in Male Hispanic/Latino (Number = 1)
 -Service-Maintenance Underutilization in Male Hispanic or Latino (Number = 4); Male Asian American (Number = 1); Male Multiracial (Number = 1); Female White (Number = 8), Female Hispanic or Latino (Number = 2) and Female Asian American (Number = 1).

KAT's total workforce on the chart = 292. FTA does not require analysis for any groups constituting less than 2 percent of the applicable workforce, which number = 5.84, rounded to 6 for KAT's workforce.

Of the job categories listed above, all of the underutilization percentages are below the number of 6, except for Female White in Administrative Support and also Female White in Service-Maintenance.

In analyzing the apparent underutilization of Female White in the Administrative Support and Service Maintenance categories, the categories themselves were analyzed. These two job categories have the largest overall numbers in KAT's workforce (41 in Administrative Support and 218 in Service-Maintenance). In assigning positions to EEO-4 job categories, the Federal EEO category descriptions were reviewed. The EEO-4 descriptions for these two categories are shown below:

6. Administrative Support (Including Office & Clerical and Sales):

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

8. **Service-Maintenance Workers**: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Since the largest share of KAT's labor force is engaged in bus driving, garage laborers, dispatchers and clerical employees, it makes sense that these would be the categories with the largest share of the workforce.

In Administrative Support, which includes dispatchers, the 41 positions break down like this:

16 White Male; 7 Minority Male, 10 White Female, 8 Minority Female.

Reviewed as a group, this presents a balanced workforce across race and gender categories.

In Service-Maintenance, by far the largest job category at KAT, the 218 positions break down like this:

66 White Male; 86 Minority Male; 24 White Female; 42 Minority Female

Again, this breakdown presents a balanced workforce across race and gender categories.

In both instances cited above, Minority Male and Minority Female would be the areas that would be reduced in order to attempt to match the availability statistics in this area. Statistically, females show a much greater availability than do minorities in the Knoxville area. However, KAT proposes that when viewed as a whole, KAT's workforce is meeting the goals of Equal Employment Opportunity and we are proud of our diverse workforce.

Utilization Analysis by Job Category

A	В	С	D	Е	F	G	Н		J	K	L	М	N	0	Р	Q	R	S	Т	U	V
1 Job Category	Salary Range		To	otal Workfor	ce					Ma	ıle						Fen	ale			
2 Use EEO-4	(\$XX,000-XX,000)	All	WM	MM	WF	MF	w	AI/AN	В	H/L	Α	NHOPI	Multi	W	AI/AN	В	H/L	Α	NHOPI	Multi	
3 1 - Officials & Administrators																					
4 Current Workforce	65000-125000	6	2	1	3	0	2		1		-	-	-	3	-	-	-	-			<entry< td=""></entry<>
5 Percent in Category	^Entry		33.3%	16.7%	50.0%		33.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	_
6 Percent of Availability							57.7%	0.2%	2.7%	0.7%	1.0%	0.0%	0.2%	33.4%	0.1%	2.3%	0.5%	0.7%	0.1%	0.0%	<entry< td=""></entry<>
9 Percent Underutilized																					
10 Underutilized (Yes/No)								No													
11 Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	-	-	-	-	
12 Planned percent increase Year 1																					<entry< td=""></entry<>
13 Planned percent increase Year 2																					<entry< td=""></entry<>
14 Planned percent increase Year 3																					<entry< td=""></entry<>
15 Planned percent increase Year 4																					<entry< td=""></entry<>
16																					
17 2 - Professionals		•																			
18 Current Workforce	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	2.20/	-	-	-		<entry< td=""></entry<>
19 Percent in Category	^Entry						0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
20 Percent of Availability							40.8%	0.1%	2.1%	1.0%	2.1%	0.0%	0.1%	47.2%	0.1%	2.9%	1.2%	1.7%	0.0%	0.2%	<entry< td=""></entry<>
23 Percent Underutilized							-														
24 Underutilized (Yes/No)							-	No													
25 Number Needed to Reach Parity							-	-	-	-	-	-	-	-	-	-	-	-	-	-	. Fatar
26 Planned percent increase Year 1							-														<entry< td=""></entry<>
27 Planned percent increase Year 228 Planned percent increase Year 3							-														<entry< td=""></entry<>
29 Planned percent increase Year 4							-														<entry< td=""></entry<>
30																					<entry< td=""></entry<>
31 3 - Technicians																					
32 Current Workforce	0	0	0	0	0	0	-		-	-	-	-	-	-	_	-	-	-	-	-	<entry< td=""></entry<>
33 Percent in Category	^Entry						0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	,
							42.9%	0.0%	2.9%	0.6%	0.2%	0.0%	0.4%	45.3%	0.1%	4.6%	0.0%	1.2%	0.0%		<entry< td=""></entry<>
34 Percent of Availability																					,
34 Percent of Availability							12.070														
							12.070	No													
34 Percent of Availability37 Percent Underutilized							12.070	No -													
34 Percent of Availability 37 Percent Underutilized 38 Underutilized (Yes/No)							12.070				No -	No -	No -	No -	No -		No -			-	<entry< td=""></entry<>
34 Percent of Availability 37 Percent Underutilized 38 Underutilized (Yes/No) 39 Number Needed to Reach Parity							-				No -	No -	No -	No -	No -		No -			-	<entry< td=""></entry<>
34 Percent of Availability 37 Percent Underutilized 38 Underutilized (Yes/No) 39 Number Needed to Reach Parity 40 Planned percent increase Year 1							12.070				No -	No -	No -	No -	No -		No -			-	
34 Percent of Availability 37 Percent Underutilized 38 Underutilized (Yes/No) 39 Number Needed to Reach Parity 40 Planned percent increase Year 1 41 Planned percent increase Year 2											No -	No -	No -	No -	No -		No -			-	<entry< td=""></entry<>

Utilization Analysis by Job Category

A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U	V
1 Job Category	Salary Range		To	otal Workfor	rce					Mal	le						Fem	ale			
2 Use EEO-4	(\$XX,000-XX,000)	All	WM	MM	WF	MF	w	AI/AN	В	H/L	Α	NHOPI	Multi	W	AI/AN	В	H/L	Α	NHOPI	Multi	
45 4 - Protective Service																					
46 Current Workforce	0	0	0	0	0	0				-		-	-	-	-		-	-	-	-	<entry< td=""></entry<>
47 Percent in Category	^Entry						0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0
48 Percent of Availability							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
51 Percent Underutilized																					
52 Underutilized (Yes/No)								No	No	No	No	No	No	No	No	No	No	No	No	No	
53 Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	-		-	-	
54 Planned percent increase Year 1																					<entry< td=""></entry<>
55 Planned percent increase Year 2																					<entry< td=""></entry<>
56 Planned percent increase Year 3																					<entry< td=""></entry<>
57 Planned percent increase Year 4																					<entry< td=""></entry<>
58 59 5 - Paraprofessional																					
60 Current Workforce	0	0	0	0	0	0									_			_			<entry< td=""></entry<>
61 Percent in Category	^Entry	- 0	-	-	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
62 Percent of Availability	Litty						21.8%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	66.3%	0.0%	5.7%	1.3%	0.0%	0.0%	0.0%	_
65 Percent Underutilized							21.070	0.170	2.1 /0	0.470	0.5 /0	0.070	0.570	00.570	0.170	J.1 /0	1.070	0.570	0.070	0.2 /0	C Citaly
66 Underutilized (Yes/No)							1	No	No	No	No	No	No	No	No	No	No	No	No	No	
67 Number Needed to Reach Parity							1	-	-	-	-	-	-	-	-	-	-	-	-	-	
68 Planned percent increase Year 1							1		_		_	_		_	_	_	_	_		_	<entry< td=""></entry<>
69 Planned percent increase Year 2							1														<entry< td=""></entry<>
70 Planned percent increase Year 3							1														<entry< td=""></entry<>
71 Planned percent increase Year 4																					<entry< td=""></entry<>
72																					
73 6 - Administrative Support																					
74 Current Workforce	13000-65000	41	16	7	10	8	16	-	7	-	-	-	-	10	-	8	-	-	-	-	<entry< td=""></entry<>
75 Percent in Category	^Entry		39.0%	17.1%	24.4%	19.5%	39.0%	0.0%	17.1%	0.0%	0.0%	0.0%	0.0%	24.4%	0.0%	19.5%	0.0%	0.0%	0.0%	0.0%	
76 Percent of Availability							21.8%	0.1%	2.7%	0.4%	0.3%	0.0%	0.3%	66.3%	0.1%	5.7%	1.3%	0.5%	0.0%	0.2%	<entry< td=""></entry<>
79 Percent Underutilized														42%							
80 Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	No	No	No	No	
81 Number Needed to Reach Parity								-	-	-	-	-	-	17	-	-	-	-	-	-	
82 Planned percent increase Year 1																					<entry< td=""></entry<>
83 Planned percent increase Year 2																					<entry< td=""></entry<>
84 Planned percent increase Year 3 85 Planned percent increase Year 4																					<entry< td=""></entry<>
																					⊢ntrv

Utilization Analysis by Job Category

A	В	С	D	E	F	G	Н		J	K	L	М	N	0	Р	Q	R	S	T	U	V
1 Job Category	Salary Range		To	tal Workfor	ce					Mal	е						Fem	ale			
2 Use EEO-4	(\$XX,000-XX,000)	All	WM	MM	WF	MF	w	AI/AN	В	H/L	Α	NHOPI	Multi	W	Al/AN	В	H/L	Α	NHOPI	Multi	4
87 7 - Skilled Craft																					
88 Current Workforce	42000-49000	27	23	4	0	0	23	-	4	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
89 Percent in Category	^Entry		85.2%	14.8%			85.2%	0.0%	14.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.]
90 Percent of Availability							82.0%	0.2%	5.3%	6.8%	0.8%	0.0%	0.8%	3.4%	0.1%	0.2%	0.2%	0.0%	0.0%	0.0%	<entry< td=""></entry<>
93 Percent Underutilized										7%											
94 Underutilized (Yes/No)								No	No	Yes	No	No	No	No	No	No	No	No	No	No	
95 Number Needed to Reach Parity								-	-	1	-	-	-	-	-	-	-	-	-	-	
96 Planned percent increase Year 1																					<entry< td=""></entry<>
97 Planned percent increase Year 2																					<entry< td=""></entry<>
98 Planned percent increase Year 3																					<entry< td=""></entry<>
99 Planned percent increase Year 4																					<entry< td=""></entry<>
101 8 - Service-Maintenance																					
102 Current Workforce	13000 - 47,000	218	66	86	24	42	66		84	2				24		41				1	<entry< th=""></entry<>
103 Percent in Category	^Entry	210	30.3%	39.4%	11.0%	19.3%	30.3%	0.0%	38.5%	0.9%	0.0%	0.0%	0.0%	11.0%	0.0%	18.8%	0.0%	0.0%	0.0%	0.5%	
104 Percent of Availability	Litty		30.3%	39.4%	11.070	19.3%	67.0%	0.0%	8.3%	3.2%	0.0%	0.0%	0.0%	14.9%	0.0%	2.9%	1.0%	0.0%	0.0%	0.5%	<entry< td=""></entry<>
107 Percent Underutilized							67.0%	0.5%	0.3%	2%	1%	0.0%	1%	4%	0.176	2.9%	1%	1%	0.0%	0.1%	CLifty
108 Underutilized (Yes/No)								No	No	Yes	Yes	No	Yes	Yes	No	No	Yes	Yes	No	No	+
109 Number Needed to Reach Parity										res	res		res	res		_	res	res			
110 Planned percent increase Year 1							-	-	-	4	1	-	1	8	-	-	2	1	-	-	<entry< td=""></entry<>
111 Planned percent increase Year 2																					<entry< td=""></entry<>
112 Planned percent increase Year 3																					<entry< td=""></entry<>
113 Planned percent increase Year 4																					<entry< td=""></entry<>
114																					·,
115 Notes: Utilization data source: An	nerican Fact Finder,	U.S. Censi	us for Knox	County, Te	nnessee																
116				•																	
117 118																					
118																					

EEO PROGRAM GOALS & TIMETABLES

K-TRANS Management, Inc., DBA Knoxville Area Transit (KAT) has established a goal of achieving diversity in the workplace by providing employment opportunity regardless of race, color, religion, national origin, sex, disability or age.

The Utilization Analysis by Job Category Chart above shows a balanced workforce makeup that reflects the percentage of available minorities and females. KAT is proud of its successful efforts in equal employment opportunity development. Our short- and long-term goals coincide: to maintain the policies, recruitment efforts, internal culture, community outreach, training and staff development which produce an environment in which applicants and employees can succeed without regard to race, color, religion, national origin, sex, disability, or age.

The previous Utilization Analysis narrative describes a statistical finding in the chart that there is underutilization by white females in the categories of Administrative Support and Service-Maintenance Workers. As previously stated, females show a much greater statistical availability than do minorities in the Knoxville area, thus accounting for the apparent underutilization in the female category. We recognize and have discussed the statistics showing a need for more white female workers in these two categories, but we would submit that the numbers show a workforce in these categories that is balanced across racial and gender lines. While we will make efforts to attract white females to these job categories when openings occur, we have agreed that the robust minority female numbers show that there is no systemic bias against females, therefore we claim no actual underutilization.

While we do not want to set a goal of hiring more white females at the expense of minority male and minority female candidates, we would like to describe the areas in which we promote equal employment opportunity for all. Please see this discussion under Employment Practices Assessment.

EMPLOYMENT PRACTICES ASSESSMENT

K- TRANS Management, Inc., DBA Knoxville Area Transit (KAT) seeks to promote equal employment opportunity and to minimize practices that may operate as employment barriers.

KAT advertises open positions internally as well as externally. Notices of open positions are posted internally on company bulletin boards, on the employee intranet site and on the internal Electronic Signage system to ensure wide distribution to the current workforce.

External job postings are shown on the City of Knoxville and Knoxville Area Transit's websites, ensuring wide distribution. Notices are also sent to numerous external employment recruiting resources, such as craigslist, local newsletters and papers, the State of Tennessee Career Center, and job boards affiliated with the University of Tennessee, Pellissippi State Community College and local technical and trade schools. KAT strives for the widest possible distribution of job postings and ease of application for open positions.

Applicants may download application materials from the KAT website and submit via email. These materials will include a job description with detailed job duties and requirements listed. KAT HR reviews job descriptions to ensure that qualifications are commensurate with what the job requires. Applications may also be accepted via mail or fax or in person at KAT's transit center. The application screening and interview process is conducted by HR personnel as well as personnel from the hiring department to ensure fair and inclusive selection processes. The EEO Officer concurs in all new hires.

All newly-hired employees undergo orientation (including awareness of KAT's EEO policy) and safety training as well as training specific to their basic job duties. KAT's Training Supervisor provides job-specific training as well as assistance with company policies, processes and procedures to ensure a smooth transition into the company and is available to assist new hires in any way necessary. KAT's HR staff are available to new hires to answer questions and to help getting set up at the new job. We ensure that new hires are toured through all facilities and introduced to as many of their new co-workers as possible so they begin to see familiar faces. Many of KAT's senior staff meet with new hires during the training process to welcome them onboard.

An employee who is in a position that is covered under the collective bargaining agreement between K-TRANS Management Inc. DBA KAT and the Amalgamated Transit Union (ATU) Local 1164 receives job transfers/promotions, wage increases, health insurance and paid leave accruals according to the provisions of the applicable labor agreement. Management and Union officials

strive to model respectful employer/employee behavior and work together to promote employment opportunity. Management and Union officials meet monthly in a scheduled meeting to discuss a number of topics, including employment opportunity and employment practices. This relationship-building is very helpful in making sure all are at the table when assessing policy and practice.

The EEO Officer reviews hiring and promotion processes as they occur and employment practices tracking in January and July. KAT's Leadership Team engages in EEO review and training sessions during regularly scheduled meetings. New supervisory training is conducted by KAT's HR team and EEO processes, philosophy and KAT's numbers are discussed at regular staff meetings, as well as EEO training for the entire workforce during regularly scheduled employee meetings.

The EEO Officer and the Chief Human Resources Officer meet regularly to discuss training, utilization analysis, compensation and benefits, and employment practices tracking. The statistics in the Employment Practices Worksheets included below are reviewed with an eye toward spotting trends. While some areas indicate a potential adverse impact in the statistical table, most of these numbers are very small and reflect groups that constitute less than 2 percent of the applicable workforce. Analysis of the hiring data revealed that our internal process captured all applications, rather than just those that met the minimum requirements. This will be reviewed and revised to accurately reflect our hiring actions. Areas in the discipline category where numbers are larger generally show that discipline is being applied across the board and the larger numbers show up in White categories as well as Minority categories, which would lead to a conclusion of equitable treatment. Operating Policy Violations and Accidents are related to safety infractions and therefore receive significant review and are addressed through retraining.

Employment Practices tracking tables are attached below for fiscal years 2016-2019.

Employment Practices Tracking Tables

Knoxville Area Transit (KAT)

FY 2016

Contents:

- Part 1: Hires
- Part 2: Promotions
- Part 3: Training
- Part 4: Terminations
- Part 5: Discipline

Four-Fifths Adverse Impact Analysis by Job Category Hires

	То	tal	V	V	Al/	AN	Е	3	H	′L	l l	A	NH	OPI	N	Л
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	M	F	М	F	М	F
1 - Officials & Administrators																
Number Applied	19	1	19	1	-	•	-	-		•	-	-	-	-	-	-
Total Hires	1	-	1	-	-	-	-	-		-	-	-	-	-	-	-
Selection Rate	5.3%	0.0%	5.3%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	48	93	40	84	-	-	7	8	1	1	-	-	-	-	-	-
Total Hires	-	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-
Selection Rate	0.0%	2.2%	0.0%	1.2%	N/A	N/A	0.0%	0.0%	N/A							
Ratio to Highest Rate	NA	100.0%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	N/A							
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	Yes	Yes	N/A							
3 - Technicians																
Number Applied	-	-	-	-	-	-	-	-	-	_	-	-	-	-	-	_
Total Hires	-	_	_					_		-	_			_		_
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	_	-	_	_		_	_	_	_	_	-	-	_	_	_	
Total Hires											_					_
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5. Demonstrational																
5 - Paraprofessional Number Applied	-	-	-	_		_	-	_	_	-	_	-	_	_	_	_
Total Hires	-	_	_	_			-	_	_		_			_		_
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
``````																
6 - Administrative Support	00	0.7	4.4	00				0	4							
Number Applied	20	37	14	28		-	5	9	1	-	-	-		-	-	
Total Hires Selection Rate	10.0%	1	_	0.00/	N/A	N/A	0.0%	0.0%	N/A		N/A	N/A	N/A	N/A	N/A	N/A
		2.7%	14.3%	3.6%	N/A	N/A				N/A		N/A N/A		N/A	N/A	N/A N/A
Ratio to Highest Rate Potential Adverse Impact (Yes/No)	100.0% No	27.0% Yes	100.0% No	25.0% Yes	N/A N/A	N/A N/A	0.0% Yes	0.0% Yes	N/A N/A							
		100	110	100	, .	1471	100	100	,, .	14//	1471	1471	14/71	14/71	14/1	
7 - Skilled Craft	40		1.1													
Number Applied Total Hires	13	-	11	-			2	-	-	-	-	-	-	-	-	-
	20.00/	- NI/Λ	Ü	NI/A	NI/A	NI/A		NI/A	NI/A	NI/A	N/A	NI/A	NI/A	NI/A	NI/A	NI/A
Selection Rate	30.8% 100.0%	N/A N/A	27.3% 54.5%	N/A N/A	N/A N/A	N/A N/A	50.0% 100.0%	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Ratio to Highest Rate Potential Adverse Impact (Yes/No)	100.0% No	N/A N/A	54.5% <b>Yes</b>	N/A N/A	N/A N/A	N/A N/A	100.0% No	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A
	140	IN/A	163	11/7	111/73	13/73	140	13/73	11//	IN/A	13/73	13/73	13/73	IN/A	11/7	11/7
8 -Service-Maintenance																
Number Applied	192	55	110	26			76	29	4		2					-
Total Hires	33	14	18	6	-	-	13	8	-	-	2	-	-	-	-	-
Selection Rate	17.2%	25.5%	16.4%	23.1%	N/A	N/A	17.1%	27.6%	N/A							

## Four-Fifths Adverse Impact Analysis by Job Category Hires

Joh Cotogony (Uso FEO 4)	То	tal	٧	٧	AI/	'AN	E	3	H	Ĺ	-	4	NH	OPI	N	Л
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	M	F	M	Ŧ	M	F
Ratio to Highest Rate	67.5%	100.0%	59.3%	83.7%	N/A	N/A	62.0%	100.0%	N/A							
Potential Adverse Impact (Yes/No)	Yes	No	Yes	No	N/A	N/A	Yes	No	N/A							

Notes:

	To	tal	٧	٧	Al/	AN	E	3	H	/L	,	4	NHO	OPI	N	1
Persons with Disabilities	Male	Female	M	F	M	F	М	F	M	F	M	F	М	F	M	F
Number Applied	-	-	-		-	-			-	-	-	-		-		-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	To	tal	٧	<	Al/	AN	E	2	H	7		4	NHO	OPI	N	1
Veterans	Male	Female	M	F	M	F	М	F	M	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

	То	tal	V	٧	AI/	AN	E	3	H	/L	-	1	NHO	OPI	N	Λ
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F
1 - Officials & Administrators																
Number Applied	5	3	2	2		-	3	1	-	-		-	-			-
Total Promotions	-	-				-	-		-				-			-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	#DIV/0!	#DIV/0!	N/A	N/A	#DIV/0!	#DIV/0!	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	#DIV/0!	#DIV/0!	N/A	N/A	#DIV/0!	#DIV/0!	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied		-	_	-		-	_	-		-	-	-	-	-	-	_
Total Promotions		-	-	-	-	-	-	-		-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied		-	_	-		-	_	-		_	-	-	-			_
Total Promotions		_											-			_
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied							-									_
Total Promotions		-			<del></del>	_			<del></del>							_
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	14//	13// (	14/71	14// (	14/71	14//	14/71	14// (	14// (	14// (	14// (	14/71	14// (	14/71	14/71	14// (
6 - Administrative Support																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

Joh Cotogogy (Hoo EEO 4)	To	tal	V	V	AI/	'AN	E	3	H	/L		4	NH	OPI	N	VI
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	M	F	М	F
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes:

	To	tal	V	٧	Al/	AN	Е	3	H	/L		4	NH	OPI	N	1
Persons with Disabilities	Male	Female	M	F	М	F	M	F	М	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-			-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	To	otal	V	٧	Al/	AN	E		H	/L		4	NH	OPI	N	1
Veterans	Male	Female	M	F	М	F	M	F	М	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	To	tal	V	V	AI/	AN	E	3	H/	<b>L</b>	A	1	NH	OPI	N	Л
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F
1 - Officials & Administrators																
Total Workforce	20	10	12	7	-	-	8	3	-	-	-	-	-	-	-	-
Total Trained	20	10	12	7	-	•	8	3	-	-	-	-		-	-	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	2	1	2	1	-	-	-	-			-	-		-		-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service			I													
Total Workforce	-	-	-	-		-	-	-	_	-	-	-	-	-	-	_
Total Trained	_		_	-			_	-		-	_	-	_	_	_	_
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	_	_					_	-	_	-	-	_	-	-	_	_
Total Trained	_						_	_			_	-		_		_
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1 ,				,		,	,		,							
6 - Administrative Support	_			4			0									
Total Workforce Total Trained	5	9	3	1		-	2	8	-	-	-	-	-	-	-	-
	5	U	_	100.00/	- NI/A	- NI/A	400.00/	)	- NI/A	- NI/A	- NI/A	- N//A	- NI/A	- NI/A	- NI/A	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A N/A	100.0%	100.0%	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A N/A	N/A N/A	100.0%	100.0%	N/A N/A	N/A		N/A		N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	24	-	21	-	-	-	3	-	-	-	-	-	-	-	-	-
Total Trained	24	-	21	-	-	-	3	-	-	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	117	59		22	-	-	60	37	2	-	-	-	-	-	-	-
Total Trained	117	59	55	22	-	-	60	37	2	-	-	-	-	-	-	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

lab Cataman (Usa FFO A)	То	tal	V	V	Al	'AN	Е	3	H	/L	-	4	NHO	OPI	N	Λ
Job Category (Use EEO-4)	Male	Female	M	F	M	F	M	F	М	F	М	F	M	F	М	F
1 - Officials & Administrators																
Total Workforce	20	10	12	7			8	3	-	-	-	-	-	-	-	-
Total Involuntary Terminations	1	1	1				-	1		-	-	-	-			-
Involuntary Termination Rate	5.0%	10.0%	8.3%	0.0%	N/A	N/A	0.0%	33.3%	N/A							
Ratio to Lowest Rate	100.0%	50.0%	0.0%	100.0%	N/A	N/A	100.0%	0.0%	N/A							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	Yes	N/A							
2 - Professionals						Ī										
Total Workforce	2	1	2	1			-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	1		1				_									
Total Involuntary Terminations	ı	-	- '									-	-			
Involuntary Termination Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Totomiai / tavoros impast (100/110)	140	14/71	140	14/71	14/71	14/71	14/71	14/71	14/71	14/71	14/71	14/71	14/71	14/71	14/71	14,7 (
4 - Protective Service																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

lab Catamama (Usa EEO A)	То	tal	٧	V	Al	'AN	Е	3	H	/L		4	NHO	OPI	N	1
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F
5 - Paraprofessional																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-		-	-
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support						Τ		1							1	
Total Workforce	5	9	3	1			2	8		-	-	-	-	-	-	-
Total Involuntary Terminations	-	1	-				-	1	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	11.1%	0.0%	0.0%	N/A	N/A	0.0%	12.5%	N/A							
Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	100.0%	0.0%	N/A							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A							
- 0.00																
7 - Skilled Craft																
Total Workforce	24	-	21				3	-	-	-	-	-	-	-	-	
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	117	59	55	22			60	37	2	-		-	-	-	-	-
Total Involuntary Terminations	4	1	2				2	1	-	-		-	-	-	-	-
Involuntary Termination Rate	3.4%	1.7%	3.6%	0.0%	N/A	N/A	3.3%	2.7%	N/A							
Ratio to Lowest Rate	49.6%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	N/A							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A							

Joh Cotomony (Use EEC 4)	To	tal	1	N	AI/A	AN	E	3	Н	/L	A	4	NH	OPI	N	1	
Job Category (Use EEO-4)	Male	Female	М	F	M	F	М	F	M	F	M	F	M	F	M	F	
1 - Officials & Administrators																	
Total Workforce	20	10	12	7			8	3	-		-		-	- 1	-	-	<en< td=""></en<>
Operating Policy Violation	1	-					1		-		-	-	-	-	-	-	<en< td=""></en<>
Discipline Rate	5.0%	0.0%	0.0%	0.0%	N/A	N/A	12.5%	0.0%	N/A	7							
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	0.0%	100.0%	N/A	1							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	7							
<enter discipline="" type=""></enter>	-	-					-		-		-	-	-	-	-	-	<ent< td=""></ent<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	7							
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	7							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	1							
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<ent< td=""></ent<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	$\Box$							
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<en< td=""></en<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	7							
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	1							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	1							
<enter discipline="" type=""></enter>		-					-	-	-	-	-	-	-	-	-	-	<ent< td=""></ent<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	7							
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	7							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	7							
<enter discipline="" type=""></enter>		-			-	-	-	-	-	-	-	-	-	-	-	-	<ent< td=""></ent<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	7							
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	7							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	7							
2 - Professionals																	
Total Workforce	2	1	2	1			-	-	-	-	-	-	-	-	-	-	<ent< td=""></ent<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<ent< td=""></ent<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	]
<enter discipline="" type=""></enter>	1	-			-	-	-	-	١	-	-	١	١	-	-	-	<ent< td=""></ent<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	]
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<ent< td=""></ent<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	T
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	T
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	T
<enter discipline="" type=""></enter>	0.0%	-	0.0%	0.0%	-	-	-	-	-	-	-	-	-	-	-	- \	<en< td=""></en<>

Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ī
Potential Adverse Impact (Yes/No)	No	No	No.	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	- 140	- 140	140	140	14// (	14/71	14/71	14/71	-	-	14/71	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	·y
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	No	No.	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-	140	110	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	·,
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
r eterman naveree impact (reente)	1.0		- 10	1.0	,, .		,,, .	,, .	. 4,7 .	1471	1 477		1471	. 47.	,, .	,, .	Ť
3 - Technicians																	Ī
Total Workforce	1	-	1				-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ī
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ī
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	•	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
																	<u> </u>
4 - Protective Service																	ļ
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<u> </u>
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>

Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<u> </u>
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<u> </u>
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	_
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-				-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
				•											,		Ī
5 - Paraprofessional																	
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	]
Potential Adverse Impact (Yes/No) <a href="#"><enter discipline="" type=""></enter></a>		, .		N/A						N/A	N/A				N/A	N/A	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate</enter>		, .	N/A N/A		N/A - N/A		N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A		N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate</enter>	N/A -	N/A - N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A -	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)</enter>	N/A - N/A	N/A - N/A	N/A N/A	N/A N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate</enter>	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)</enter>	N/A - N/A N/A N/A N/A - N/A	N/A - N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A	N/A - N/A N/A N/A N/A N/A - N/A	N/A - N/A N/A N/A - N/A	N/A	N/A - N/A N/A N/A - N/A	N/A - N/A N/A N/A N/A N/A - N/A	N/A - N/A N/A N/A - N/A	N/A N/A N/A N/A N/A N/A	N/A - N/A N/A N/A N/A N/A N/A - N/A	N/A - N/A N/A N/A - N/A	N/A - N/A N/A N/A - N/A	
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate</enter></enter>	N/A - N/A N/A N/A	N/A - N/A N/A N/A - N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate</enter></enter>	N/A - N/A N/A N/A N/A - N/A	N/A - N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A	N/A - N/A N/A N/A N/A N/A - N/A	N/A - N/A N/A N/A - N/A	N/A	N/A - N/A N/A N/A - N/A	N/A - N/A N/A N/A N/A N/A - N/A	N/A - N/A N/A N/A - N/A	N/A N/A N/A N/A N/A N/A	N/A - N/A N/A N/A N/A N/A N/A - N/A	N/A - N/A N/A N/A - N/A	N/A - N/A N/A N/A - N/A	
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""></enter></enter></enter>	N/A	N/A - N/A N/A N/A - N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A	N/A - N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Type&gt; Discipline Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate</enter></enter></enter></enter>	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A - N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A - N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""></enter></enter></enter>	N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A - N/A N/A N/A - N/A N/A N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Type&gt; Discipline Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate</enter></enter></enter></enter>	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A - N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A - N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate</enter></enter></enter></enter>	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""></enter></enter></enter></enter></enter>	N/A	N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate</enter></enter></enter></enter></enter></enter>	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	<entry< td=""></entry<>
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Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate</enter></enter></enter></enter></enter></enter>	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	<entry< td=""></entry<>
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Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""></enter></enter></enter></enter></enter></enter>	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	<entry< td=""></entry<>

Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Total Workforce	5		3	1			2	8	-	-	-	-	-	-	-	-
Attendance	1	2	1					2	-	-	-	-	-	-	-	-
Discipline Rate	20.0%	22.2%	33.3%	0.0%	N/A	N/A	0.0%	25.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	90.0%	0.0%	100.0%	N/A	N/A	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Operating Policy Violation	1	-			-	-	1		-	-	-	-	-	-	-	-
Discipline Rate	20.0%	0.0%	0.0%	0.0%	N/A	N/A	50.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	24	-	21				3	-	-	-	-	-	-	-	-	-
Attendance	13	-	13		-		-	-	_	-	-	_	-	-	-	-
Discipline Rate	54.2%	N/A	61.9%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	Yes	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accident	1	-	1		-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	4.2%	N/A	4.8%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-	115		-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	140	11//	140	1 1/7	11//\	1 11/7	140	1 1//\	11//\	11//	1 1//\	11//\	11//	1 1//\	1 11/ / \	11//\
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Discipline Ivare	0.076	IN/A	0.076	11/7	11/7	11/7	0.076	IN/ /\	11/7	IN/A	11/7	11/7	11/7	IN//	111/71	11/7

Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
																	<u> </u>
8 -Service-Maintenance																	
Total Workforce	117	59		22			60	37	2	-		-	-	-	-	-	<entry< td=""></entry<>
Attendance	147	86	13	17	-		133	69	1	-		-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	125.6%	145.8%	23.6%	77.3%	N/A	N/A	221.7%	186.5%	N/A								
Ratio to Lowest Rate	100.0%	86.2%	100.0%	30.6%	N/A	N/A	10.7%	12.7%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	Yes	Yes	N/A								
Operating Policy Violation	92	72		28	-	-	57	44	2	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	78.6%	122.0%	60.0%	127.3%	N/A	N/A	95.0%	118.9%	N/A								
Ratio to Lowest Rate	100.0%	64.4%	100.0%	47.1%	N/A	N/A	63.2%	50.5%	N/A								
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	Yes	Yes	N/A								
Accident	13	10		2	-	-	4	8	2	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	11.1%	16.9%	12.7%	9.1%	N/A	N/A	6.7%	21.6%	N/A								
Ratio to Lowest Rate	100.0%	65.6%	52.4%	73.3%	N/A	N/A	100.0%	30.8%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	•	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	•	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								

### **Employment Practices Tracking Tables**

### **Knoxville Area Transit (KAT)**

#### FY 2017

#### Contents:

- Part 1: Hires
- Part 2: Promotions
- Part 3: Training
- Part 4: Terminations
- Part 5: Discipline

## Four-Fifths Adverse Impact Analysis by Job Category Hires

	То	tal	٧	V	Al/	AN	В	3	H/	L	-	4	NH	OPI	N	1
Job Category (Use EEO-4)	Male	Female	М	F	M	F	М	F	М	F	М	F	М	F	М	F
1 - Officials & Administrators																
Number Applied	27	25	19	19	-	-	8	5	-	-	-	1	1	-	-	-
Total Hires	-	1		1	-	-	-	-		-	-	-	-	-	-	-
Selection Rate	0.0%	4.0%	0.0%	5.3%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	100.0%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	2	-	1				1				-	-	-	-	-	-
Total Hires	-	-										-	-	-	-	-
Selection Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Number Applied	59	102	49	82			4	19	6	1	-	-	-	-	-	-
Total Hires	4	3	4	2				1		-	-	-	-	-	-	-
Selection Rate	6.8%	2.9%	8.2%	2.4%	N/A	N/A	0.0%	5.3%	0.0%	N/A						
Ratio to Highest Rate	100.0%	43.4%	100.0%	29.9%	N/A	N/A	0.0%	64.5%	0.0%	N/A						
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	Yes	Yes	Yes	N/A						
7 - Skilled Craft																
Number Applied	4	-	4	-	-	-		-	-	-	-	-	-	-	-	-
Total Hires	-	-		-	-	-		-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Number Applied	208	90	148	51			59	39			1	-	-	-	-	-
Total Hires	39	12	20	7			19	5				-	-	-	-	-
Selection Rate	18.8%	13.3%	13.5%	13.7%	N/A	N/A	32.2%	12.8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## Four-Fifths Adverse Impact Analysis by Job Category Hires

lab Catagony (Use FEO 4)	То	tal	٧	٧	AI/	'AN	E	3	H,	/L	-	4	NH	OPI	N	Л
Job Category (Use EEO-4)	Male	Female	M	F	М	F	М	F	M	F	M	F	M	Ŧ	М	F
Ratio to Highest Rate	100.0%	71.1%	42.0%	42.6%	N/A	N/A	100.0%	39.8%	N/A							
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	No	Yes	N/A							

Notes:

	To	tal	٧	٧	AI/	AN	E	3	H	/L		4	NH	OPI	N	Λ
Persons with Disabilities	Male	Female	M	F	M	F	М	F	M	F	M	F	M	F	М	F
Number Applied	-	-	-	-	-	-		-	-	-	-	-	-	-		-
Total Hires	-	-	-	-	-	-		-	-	-	-	-	-	-		-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	To	otal	٧	٧	AI/	AN	В	3	H	/L		4	NH	OPI	N	Λ
Veterans	Male	Female	M	F	M	F	М	F	M	F	M	F	M	F	М	F
Number Applied	-	-	-	-	-	-		-	-	-	-	-	-	-		-
Total Hires	-	-	-	-	-	-		-	-	-	-	-	-	-		-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

	To	tal	V	٧	Al/	AN	E	3	H	′L	-	4	NHO	OPI	N	1
Job Category (Use EEO-4)	Male	Female	M	F	М	F	М	F	М	F	М	F	М	F	M	F
1 - Officials & Administrators																
Number Applied	9	8	4	2			5	6	-	-	-	-	-	-	-	-
Total Promotions	5	4	2	1		-	3	3	-	-	-	-	-	-	-	-
Selection Rate	55.6%	50.0%	50.0%	50.0%	N/A	N/A	60.0%	50.0%	N/A							
Ratio to Highest Rate	100.0%	90.0%	83.3%	83.3%	N/A	N/A	100.0%	83.3%	N/A							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A							
2 - Professionals																
Number Applied	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	-	•	-	ı	٠	-	-	-		-		•	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Number Applied	-	-	-	-	-	-		-	-	-	-	-	-		-	-
Total Promotions	-	•	-	-	•	-	-	-	-	-	-	-	-		-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	3	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-
Total Promotions	3	-	2	-	-	-	1	-	-	-	•	-	-	-	-	-
Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Number Applied	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

Joh Cotogogy (Hoo EEO 4)	To	tal	V	V	AI/	'AN	E	3	H	/L		4	NH	OPI	N	VI
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	M	F	М	F
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes:

	To	tal	٧	٧	AI/	AN	E	3	H	/L	A	١	NH	OPI	N	Λ
Persons with Disabilities	Male	Female	M	F	М	F	М	F	М	F	М	F	M	F	М	F
Number Applied	-	-	-	-	-	-				-		-	-	-		-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	To	tal	٧	٧	AI/	AN	Е		H	/L	A	١	NH	OPI	N	Λ
Veterans	Male	Female	M	F	М	F	М	F	М	F	М	F	M	F	М	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	То	tal	V	Four-	Fifths Ad		pact Ana	lvsis by			A		NHO	OBI I		М
Job Category (Use EEO-4)	Male	Female	M	v F	M AI/	F F	М	F	<u>Н</u>	F	M	F	М	F	M	F F
1 - Officials & Administrators	Iviale	remale	IVI	Г	IVI	г	IVI	Г	IVI	Г	IVI	г	IVI	Г	IVI	Г
Total Workforce	18	10	11	7	-		7	2		1	-	-	-	-		_
Total Trained	18	10	11	7	_	_	7	2		1	-	_	-	_	_	_
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
,					,	,							,			
2 - Professionals			_													
Total Workforce	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	
Total Trained	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Total Workforce	-	-	-	-	-		_	_	-	-	-	_	-	-	-	_
Total Trained	-	_	-	-	-		-	-		-	-	_	-	-		_
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	-	_					-	_		-				-		_
Total Trained	_						_	_			_			_		_
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
i i i	1471	1 47 1	1471		14//	,, .	1471	1 1// 1	,, .	1 177 1	, .	1 47 1	,, .	,, .	, , ,	1.77
6 - Administrative Support																
Total Workforce	5	9		4	-	-	1	4	-	1	-	-	-	-	-	-
Total Trained	5	9		4	-	-	1	4	-	1	-	-	-	-	-	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	29	-	24	-	-	-	5	-	-	-	-	-	-	-	-	-
Total Trained	29	-	24	-	-	-	5	-	-	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	162	73	78	28			80	45	2		2	-				
Total Trained	162	73	78	28			80	45	2		2					
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	140	110		110	13//3	1 1// 1		110	14// 3	13//3	13//1	13//1	14// 1	13// 1	1 1// 1	14// 1

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

Job Catagory (Use EEO 4)	Total		W		AI/AN		В		H/L		Α		NHOPI		М	
Job Category (Use EEO-4)	Male	Female	M	F	M	F	M	F	М	F	М	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	18	10	11	7			7	2		1	-	-	-	-	-	-
Total Involuntary Terminations	-	1						1		-	-	-	-			-
Involuntary Termination Rate	0.0%	10.0%	0.0%	0.0%	N/A	N/A	0.0%	50.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	100.0%	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	2	1	2	1			-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	1		1				_									
Total Involuntary Terminations	'	-										-				_
Involuntary Termination Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		,.		,					,			,	,	,		
4 - Protective Service																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

Job Category (Use EEO-4)	Total		W		AI/AN		В		H/L		Α		NHOPI		M	
	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F
5 - Paraprofessional																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-		-
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Total Workforce	5	9	4	4			1	4	-	1	-	-	-	-	-	-
Total Involuntary Terminations	-	2		1				1	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	22.2%	0.0%	25.0%	N/A	N/A	0.0%	25.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	0.0%	100.0%	0.0%	N/A	N/A	100.0%	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	No	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
7. Chilled Creft																
7 - Skilled Craft	00		0.4				-									
Total Workforce	29	-	24				5	-		-		-	-	-	-	
Total Involuntary Terminations		-	2.221				-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	162	73	78	28			80	45	2		2	-	-	-	-	-
Total Involuntary Terminations	16	5	6	2			9	3			1	-	-	-	-	-
Involuntary Termination Rate	9.9%	6.8%	7.7%	7.1%	N/A	N/A	11.3%	6.7%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	69.3%	100.0%	86.7%	93.3%	N/A	N/A	59.3%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Total		W		AI/AN		В		H/L		A		NHOPI		M		
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F	
1 - Officials & Administrators																	
Total Workforce	18	10	11	7			7	2	-	1	-		-	-	-	-	<e< td=""></e<>
Operating Policy Violation	6	2	4				2	2	-		-	-	-	-	-	-	<e< td=""></e<>
Discipline Rate	33.3%	20.0%	36.4%	0.0%	N/A	N/A	28.6%	100.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	60.0%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	Yes	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	-	-					-		-		-	-	-	-	-	-	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	7
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	†
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	†
<enter discipline="" type=""></enter>	-	-			-	-	-	_	_	-	-	_	-	-	-	-	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	†
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	†
<enter discipline="" type=""></enter>	-		. 10	. 10	// \	. 4// (	- 10			. 10	- 4/1				// \	- 4// 1	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	†
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No.	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	+
<enter discipline="" type=""></enter>	- 140	110	140	140	14// \	14//1	-	- 140	14// (	140	11// 1	-	-	-	-	14/71	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	-
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	+
Potential Adverse Impact (Yes/No)	No	No	No	No.078	N/A	N/A	No	No.078	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	+
otential Adverse Impact (1es/140)	INO	140	NO	INO	11/71	IN/A	140	140	11/7	140	IN//A	11/7	IN//A	IN//A	IN//A	IN//A	4
2 - Professionals																	4
Total Workforce	2	1	2	1			_	_		-	-		_		-	_	<e< td=""></e<>
<enter discipline="" type=""></enter>					_		_	_		_	_		_		_	_	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	٠.
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	+
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	†
<enter discipline="" type=""></enter>	-	- 110	140	140	-	-	-	-	-	-	-	-	-	-	-	-	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	+
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	+
Contential Adverse Impact (Teshno) Enter Discipline Type>	- 140	110	110	INO	IN/ /\	11//	11//	11/7	11//	111/7	1 N/ /\	11//	111/7	111/7	IN/ /\	11//	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A	N/A	N/A N/A	N/A N/A	N/A	N/A N/A	+
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A N/A	N/A N/A	N/A N/A	N/A	N/A	N/A N/A	N/A N/A	N/A	N/A N/A	+
, , ,	INU	INU	INU	INU	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	٠, ١
<enter discipline="" type=""></enter>	0.00/	0.00/	0.00/	0.00/	N1/A	NI/A	NI/A	NI/A	NI/A	NI/A	NI/A	N1/A	NI/A	N1/A	N1/A	NI/A	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	┨ .
<enter discipline="" type=""></enter>	- 0.007	- 0.657	0.631	0.007	N1/4	A1/A	- A1/A	- N1/A	-	- N1/A	-	- N1/A	- N1/A	- N1/A	- N1/A	-	<e< td=""></e<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	7											
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	1											
<enter discipline="" type=""></enter>	_	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	,,											
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	†											
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	†											
r eterman naveree impact (1 conto)	. 10	140	1.10	110	13/73	14//	13/73	1 4// (	1 1/7 (	14,71	14/71	1 4/7 (	14/71	14/71	14/71	1 477 (	
3 - Technicians																	1
Total Workforce	1	-	1				-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	1												
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	1												
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A													
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	1												
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	1												
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	1												
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	1 1												
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	†												
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	†												
<enter discipline="" type=""></enter>	-	-		1471	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A													
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	†												
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	1												
<enter discipline="" type=""></enter>	140	111/7	140	IN//A	IN//A	11/7	IN//A	IN//\	111/71	111/7	IN/A	111/7	IN//\	IN//A	IN//\\	14/7	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	C-Linuy												
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	+												
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	+												
	INO	IN/A	INO	IN/A	- Enterior												
<enter discipline="" type=""></enter>	0.0%	N/A	0.0%	N/A	N1/A	N/A	N/A	N/A	N1/A	NI/A	- NI/A	- N1/Λ	N/A	- NI/A	NI/A	N/A	<entry< td=""></entry<>
Discipline Rate		N/A N/A		N/A N/A	N/A				N/A	N/A	N/A	N/A		N/A	N/A		4
Ratio to Lowest Rate	100.0%		100.0%		N/A	4											
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	4												
4 - Protective Service																	4
Total Workforce																	- Entry
	-	-					-		-	-	-	_		-			<entry< td=""></entry<>
<enter discipline="" type=""></enter>	- NI/A	- NI/A	NI/A	NI/A	- NI/A	NI/A	- NI/A	- NI/A	NI/A	NI/A	- NI/A	- N1/Λ	- NI/Λ	- NI/A	NI/A	N1/A	<elluy< td=""></elluy<>
Discipline Rate Ratio to Lowest Rate	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A	N/A	N/A N/A	N/A	4						
	N/A N/A	+															
Potential Adverse Impact (Yes/No)	IN/A	- Enter															
<enter discipline="" type=""></enter>	- NI/A	- NI/A	NI/A	NI/A	- NI/A	NI/A	- NI/A	- NI/A	NI/A	NI/A	- NI/A	- N1/Λ	- NI/Λ	- NI/A	NI/A	N1/A	<entry< td=""></entry<>
Discipline Rate	N/A	+															
Ratio to Lowest Rate	N/A	4															
Potential Adverse Impact (Yes/No)	N/A																
<enter discipline="" type=""></enter>	-	-	A 1 / 2	A173	- A1/-	-	-	-	- h.i.i.	-	-	-		-	-	- A177	<entry< td=""></entry<>
Discipline Rate	N/A	1															
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A	<b>_</b>															
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>

																	_
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	- 1	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	- 1	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5 - Paraprofessional																	
Total Workforce	- 1	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	- 1	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>		-			-	-	_	-	-	-	-	-	_	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>		-	14/71	14/71	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	·
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>		14// \	14/71	14/73	14/71	14// (	14/71	14// (	14//1	14/71	14/71	14//1	14// \	14/71	14// (	14//1	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Linkly
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	- Entry
<a href="#">Enter Discipline Type&gt;</a>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	- NI/A	N/A	N/A	N/A	- NI/A	N/A	<entry< td=""></entry<>
Discipline Rate	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	
Ratio to Lowest Rate								N/A N/A									
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6 - Administrative Support		I									1			1			
Total Workforce		0	4	4			1	4		1							Entry
Operating Policy Violation	5 5		1				4	6	<u> </u>	1	-	<u>_</u>	-	-	-		<ellily< td=""></ellily<>
				-	NI/A	NI/A	-	150.0%	N1/A	0.00/	NI/A	NI/A	NI/A	NI/A	NI/A		<entry< td=""></entry<>
Discipline Rate Ratio to Lowest Rate	100.0%	77.8%	25.0%	25.0%	N/A	N/A	400.0%		N/A	0.0% 100.0%	N/A	N/A	N/A	N/A	N/A	N/A	
	77.8% No	100.0% No	0.0%	0.0%	N/A N/A	N/A N/A	0.0%	0.0%	N/A N/A		N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	
Potential Adverse Impact (Yes/No) <a href="#">Enter Discipline Type&gt;</a>	INU	INO	Yes	Yes	IN/A	IN/A	Yes	Yes	IN/A	No	N/A	IN/A	IN/A	IN/A	IN/A	IN/A	- Entry
	- 0.00/	0.00/	0.00/	0.00/	NI/A	N1/A	0.00/	0.00/	N1/A	0.00/	NI/A	NI/A	NI/A	NI/A	NI/A	N1/A	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate Potential Adverse Impact (Yes/No)	100.0% No	100.0% No	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	
TEOLEDIAL ADVERSE IMPACT (YES/NO)	INU	I INO	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	l

<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	- <
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	- <
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	- <
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	- <
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	29	-	24				5	-	-	-	-	-	-	-	-	- <
Attendance	15	-	15		-		-	-	-	-	-	-	-	-	-	- <
Discipline Rate	51.7%	N/A	62.5%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	Yes	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Operating Policy Violation	2	-	2		-	-	-	-	-	-	-	-	-	-	-	- <
Discipline Rate	6.9%	N/A	8.3%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accident	2	-	2		-	-	-	-	-	-	-	-	-	-	-	- <
Discipline Rate	6.9%	N/A	8.3%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	- <
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	- <
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>		-			-	-	-	-	-	-	-	-	-	-	-	- <
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	162	73		28			80	45	2	-	2	-	-	-	-	- <
Attendance	252	183		63	-		162	120	2	-		-	-	-	-	- <
Discipline Rate	155.6%	250.7%	112.8%	225.0%	N/A	N/A	202.5%	266.7%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	62.1%	100.0%	50.1%	N/A	N/A	55.7%	42.3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	]							
Operating Policy Violation	159	79	76	35	-	-	82	44	-	-	1	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	98.1%	108.2%	97.4%	125.0%	N/A	N/A	102.5%	97.8%	N/A								
Ratio to Lowest Rate	100.0%	90.7%	100.0%	77.9%	N/A	N/A	95.1%	99.7%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	N/A								
Accident	28	13	10	1	-	-	17	12	1	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	17.3%	17.8%	12.8%	3.6%	N/A	N/A	21.3%	26.7%	N/A								
Ratio to Lowest Rate	100.0%	97.1%	27.9%	100.0%	N/A	N/A	16.8%	13.4%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	Yes	N/A								
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	Ī							
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	Ī							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	Ī							
<enter discipline="" type=""></enter>	-	-					-	-	•	-	-	•	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	Ī							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	Ī							
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	]							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
	•		•	•			•			•			•	•		-	Ī

### **Employment Practices Tracking Tables**

### **Knoxville Area Transit (KAT)**

#### **FY 2018**

#### Contents:

- Part 1: Hires
- Part 2: Promotions
- Part 3: Training
- Part 4: Terminations
- Part 5: Discipline

# Four-Fifths Adverse Impact Analysis by Job Category Hires

	To	tal	V	٧	AI/	AN	В	3	H	′L		<b>A</b>	NHO	OPI	N	Λ
Job Category (Use EEO-4)	Male	Female	M	F	М	F	М	F	М	F	М	F	М	F	М	F
1 - Officials & Administrators																
Number Applied	39	-	34				5							-	-	-
Total Hires	1	-	1											-		-
Selection Rate	2.6%	N/A	2.9%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals	T															
Number Applied	-	-									-	-	-	-	-	-
Total Hires	-											-	-	-	-	_
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	1471	14//	1 4/7 (	1471	14/71	1 4/7 (	14/71	14// (	14//	14// (	14/71	1 4/7 (	14// (	14// (	14// (	14//
3 - Technicians																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Number Applied	25	52	13	35			10	17	1		1		_	_	-	_
Total Hires	1	2	1	2									_	_	-	_
Selection Rate	4.0%	3.8%	7.7%	5.7%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	96.2%	100.0%	74.3%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	1	-	1			-		-	_	_	-	-	_	-	_	_
Total Hires																
Selection Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A N/A	No.	N/A	N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A	N/A	N/A N/A
8 -Service-Maintenance																
Number Applied	271	134	149	85			117	48	5			1				
Total Hires	2/1		149	7			13	2	5							
		9			NI/A	NI/A		_	NI/A	NI/A	NI/A	NI/A	NI/A	NI/A	NI/A	NI/A
Selection Rate	8.9%	6.7%	7.4%	8.2%	N/A	N/A	11.1%	4.2%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

# Four-Fifths Adverse Impact Analysis by Job Category Hires

lab Catagony (Use EEO 4)	То	tal	V	٧	AI/	'AN	E		H	Ĺ	l l	4	NHO	OPI	N	Л
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	M	Ŧ	М	F
Ratio to Highest Rate	100.0%	75.8%	66.4%	74.1%	N/A	N/A	100.0%	37.5%	N/A							
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	No	Yes	N/A							

Notes:

	To	tal	٧	٧	Al/	AN	E	3	H	/L		4	NHO	OPI	N	1
Persons with Disabilities	Male	Female	M	F	M	F	М	F	M	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-			-	-	-	-		-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Total		٧	V	Al/	AN	E	2	H	7		4	NHO	OPI	N	1
Veterans	Male	Female	M	F	M	F	М	F	M	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

	То	tal	٧	٧	Al/	AN	В	3	H	L L	-	4	NHO	OPI	N	Λ
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F
1 - Officials & Administrators																
Number Applied	5	-	3				2		-	-	-	-	-	-	-	-
Total Promotions	1	-					1		-	-	-	-	-	-	-	-
Selection Rate	20.0%	N/A	0.0%	N/A	N/A	N/A	50.0%	N/A								
Ratio to Highest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	N/A	Yes	N/A	N/A	N/A	No	N/A								
2 - Professionals																
Number Applied	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-		-	-	-	-	-	-	-	-	-	-			-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	-	-	•	•	1	-	-	-		-		•	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Number Applied	-	-										-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-						-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Number Applied	-	-											-	-	-	-
Total Promotions	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

Joh Cotogony (Hoo FEO 4)	To	tal	٧	٧	AI/	'AN	Е	3	H	Ĺ	l l	4	NH	OPI	N	Λ
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	M	Ŧ	М	F
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes:

	To	tal	٧	٧	Al/	AN	Е	3	H	/L		4	NH	OPI	N	Λ
Persons with Disabilities	Male	Female	M	F	М	F	M	F	М	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-			-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	To	Total W		٧	Al/	AN	Е		H	/L		4	NH	OPI	N	Λ
Veterans	Male	Female	M	F	М	F	M	F	М	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	То	tal	V	Four-	Fifths Ad		pact Ana	lvsis by	Job Cate H		A		NH	OBI		A
Job Category (Use EEO-4)	Male	Female	M	v F	M AI/	F F	М	F	M	F	M	F	M	F	M	n F
1 - Officials & Administrators	Iviale	геннане	IVI	Г	IVI		IVI	Г	IVI	Г	IVI	Г	IVI	Г	IVI	F
Total Workforce	17	11	11	8	-		6	2		1	-	_	_	-		_
Total Trained	17	11	11	8	_		6	2		1	-	_	-	_	_	_
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
,					,									,	,	
2 - Professionals			_													
Total Workforce	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Total Workforce	-	-	-	-	-		-	_				-	_	_		_
Total Trained			_	-	_		_	_	<del></del>				_			
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	-	_					-	-			_	_	_	-		_
Total Trained	_							-					-			
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
i i i	,	,	,		,		,	,		,						
6 - Administrative Support																
Total Workforce	6	8		5	-	-	2	2	-	1	-	-	-	-	-	-
Total Trained	6	8		5	-	-	2	2	-	1	-	-	-	-	-	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	27	-	22	-	-	-	5	-	-	-	-	-	-	-	-	-
Total Trained	27	-	22	-	-	-	5	-	-	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	189	66	99	25	-	-	89	40	1	-	-	-	-	-	-	1
Total Trained	189	66	99	25	-		89	40	1	_	_	-	-	_	-	1
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

1 - Officials & Administrators	0.0% 100.0% No	11 0.0% 100.0% No	0.0% 100.0% No	N/A N/A N/A	N/A N/A N/A	0.0% 100.0%	0.0% 100.0%	M N/A	1 - 0.0%	- - N/A	- - N/A	- - N/A	- - N/A	- N/A	- -
Total Workforce	0.0% 100.0% No	0.0% 100.0% No	0.0%	N/A	N/A	0.0%	0.0%		1 - 0.0%	- N/A	- - N/A	- - N/A	- - N/A	- - N/A	- -
Total Involuntary Terminations Involuntary Termination Rate 0.0% Ratio to Lowest Rate 100.0% Potential Adverse Impact (Yes/No) No  2 - Professionals	0.0% 100.0% No	0.0% 100.0% No	0.0%	N/A	N/A	0.0%	0.0%		0.0%	- - N/A	- - N/A	- - N/A	- - N/A	- - N/A	-
Involuntary Termination Rate	100.0% No	100.0% No	100.0%	N/A	N/A	100.0%			0.0%	- N/A	- N/A	- N/A	- N/A	- N/A	-
Ratio to Lowest Rate 100.0% Potential Adverse Impact (Yes/No) No  2 - Professionals	100.0% No	100.0% No	100.0%	N/A	N/A	100.0%			0.0%	N/A	N/A	N/A	N/A	N/A	NI/A
Potential Adverse Impact (Yes/No) No  2 - Professionals	No	No					100.00/								N/A
2 - Professionals	1.10		No	N/A	N/A		100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
	2 1	2				No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
Total Workforce 2	2 1	2							1			1		1	
			1			-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations -	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate 0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate 100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No) No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians															
Total Workforce	-	1					-	_	-	_	_	_	-	_	
Total Involuntary Terminations -	<u>'</u>					_	_	_	_	_	_	_	_	-	_
Involuntary Termination Rate 0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate 100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No) No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
							,						,		
4 - Protective Service															
Total Workforce -	-					-	-	-	-	-	-	-	-	-	<u>-</u> ,
Total Involuntary Terminations -	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No) N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

lab Catamana (Usa FFO 4)	То	tal	٧	V	AI/	AN	Е	3	H	/L		4	NHO	OPI	N	Л
Job Category (Use EEO-4)	Male	Female	M	F	М	F	М	F	М	F	М	F	M	F	М	F
5 - Paraprofessional																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-						-	-	-	-	-	-		-	-
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Total Workforce	6	8	4	5			2	2	-	1		-	-	_	-	-
Total Involuntary Terminations	-	-						_	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	27		22				5			_	_	_			_	_
Total Involuntary Terminations	21	<del></del>	22				3		<del></del>		<del></del>					
Involuntary Termination Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		,, .	110	1471	. 4,7 1	1471	110	1 47 1		1 1,7 1	,, .	1471	. 47.1	1 177 1		. 477.
8 -Service-Maintenance																
Total Workforce	189	66	99	25	-	-	89	40	1	-	-	-	-	-	-	1
Total Involuntary Terminations	11	5	4	3			7	2				-	-	-	-	-
Involuntary Termination Rate	5.8%	7.6%	4.0%	12.0%	N/A	N/A	7.9%	5.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	76.8%	100.0%	33.7%	N/A	N/A	51.4%	80.8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Controlla & Administrators		То	tal	١	N	Al/	AN	E	3	Н	/L	,	4	NH	OPI	M		I
Total Mondarce	Job Category (Use EEO-4)	Male	Female	М	F	M	F	М	F	M	F	М	F	М	F	М	F	
Contenting Adverse Impact (Ves/No)	1 - Officials & Administrators																	
Discipling Rate   23.5%   18.2%   9.1%   25.0%   N/A	Total Workforce	17	11	11	8			6	2	-	1	-		-	-	-	-	
Ratio to Lowest Rate	Operating Policy Violation	4	2	1	2			3		-		-	-	-	-	-	-	<entry< td=""></entry<>
Pedential Adverse Impact (Yes/No)	Discipline Rate	23.5%	18.2%	9.1%	25.0%	N/A	N/A	50.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	]
CERTUP Discipline Types	Ratio to Lowest Rate	77.3%	100.0%	0.0%	0.0%	N/A	N/A	0.0%	100.0%	N/A	100.0%	N/A	N/A			N/A	N/A	]
Discipline Rate	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	Yes	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio Lo Lowest Rate  100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 1		-	-					-		-		-	-	-	-	-	-	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No)   No   No   No   No   No   No   No	Discipline Rate	0.070	0.070		0.070		N/A	0.0,0	0.070	,		,			,		N/A	1
Center Discipline Types	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A				N/A	]
Siscipline Rate	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	]
Ratio to Lowest Rate	1 71		-			-	-	-	-	•	•	١	•	-	-	-	-	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No)	Discipline Rate															-	N/A	]
Centry Discipline Types	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A				N/A	1
Discipline Rate	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	]
Ratio Lowest Rate   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   1	<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No)	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	Ĩ
Centry Discipline Type>	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	Ĩ
Discipline Rate	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	<enter discipline="" type=""></enter>	-	-					-		-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Contential Adverse Impact (Yes/No)	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Center Discipline Type>	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Discipline Rate	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) No	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
2 - Professionals	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Control   Cont	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	1
Company   Comp																		
Compact   Comp	2 - Professionals																	A .
Discipline Rate	Total Workforce	2	1	2	1			-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Ratio to Lowest Rate	<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) No No No No No N/A	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A		N/A	N/A		N/A	N/A	N/A	N/A		N/A	Ĩ
Enter Discipline Type>         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	]
Discipline Rate	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<u>]</u>
Ratio to Lowest Rate	1 71	-	-			-	-	-	-	•	-	-	-	-	-	-	-	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No) No No No No No No N/A	Discipline Rate								-	-	-	-				-		1
Enter Discipline Type>         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A		N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	]
Discipline Rate 0.0% 0.0% 0.0% 0.0% N/A	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	]
Ratio to Lowest Rate		-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Potential Adverse Impact (Yes/No)	Discipline Rate	0.0%	0.0%	0.0%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	-	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	]
	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	]
Discipline Rate 0.0% 0.0% 0.0% 0.0% N/A	<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
200   0.0 /0   0.0 /0   0.0 /0   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1   14/1	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	]

Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ī
Potential Adverse Impact (Yes/No)	No	No	No.	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	- 140	- 140	140	140	14// (	14/71	14/71	14/71	-	-	14/71	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	·y
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	_
<enter discipline="" type=""></enter>	-	-	140	110	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	·,
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
r eterman naveree impact (reente)	1.0		- 10	1.0	,, .		,,, .	,, .	. 4,7 .	1471	1 477		1471	. 47.	,, .	,, .	Ť
3 - Technicians																	Ī
Total Workforce	1	-	1				-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
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Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ī
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ī
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	•	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
																	<u> </u>
4 - Protective Service																	ļ
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<u> </u>
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>

Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	]
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	+
<enter discipline="" type=""></enter>	-	-	14// (	14// (	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	, <u></u> ,
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	†
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	•
<enter discipline="" type=""></enter>	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ì
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
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Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			•		•		•							·			
5 - Paraprofessional																	
Total Workforce	-	-					-		-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	ı			-		-	-	-	•	-	•	-	-	-	•	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NI/A	N/A	N/A	
Potential Adverse Impact (Yes/No)														N/A			ļ
1 \ /	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	-	-	-	-	-	•	-	N/A -	-	-	-	N/A	N/A	N/A -	N/A -	N/A -	<entry< td=""></entry<>
<a href="#">Enter Discipline Type&gt;</a> Discipline Rate	- N/A	N/A	N/A	N/A	- N/A	- N/A	- N/A	N/A - N/A	- N/A	- N/A	- N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate</enter>	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A - N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	N/A - N/A N/A	<entry< td=""></entry<>
<b>Enter Discipline Type&gt;</b> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)	- N/A	N/A	N/A	N/A	- N/A	- N/A	- N/A	N/A - N/A	- N/A	- N/A	- N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	N/A - N/A	
Enter Discipline Type> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Enter Discipline Type>	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	- N/A N/A N/A	N/A N/A N/A	- N/A N/A N/A	N/A - N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	- N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	N/A - N/A N/A N/A	
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate</enter></enter>	- N/A N/A N/A - N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	- N/A N/A N/A N/A	N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A - N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A - N/A N/A N/A - N/A	N/A N/A N/A N/A N/A	
<a href="#"> <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate</enter></enter></a>	- N/A N/A N/A N/A - N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A	N/A N/A N/A - N/A N/A	N/A N/A N/A N/A - N/A	N/A N/A N/A N/A N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A	N/A	N/A	
<a href="#"> <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)</enter></enter></a>	- N/A N/A N/A - N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	- N/A N/A N/A N/A	N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A - N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A - N/A N/A N/A - N/A	N/A N/A N/A N/A N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""></enter></enter></enter>	- N/A N/A N/A - N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A	- N/A N/A N/A N/A - N/A N/A	N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A - N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate</enter></enter></enter>	- N/A N/A N/A - N/A N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A	N/A N/A N/A N/A - N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate</enter></enter></enter></enter>	- N/A N/A N/A - N/A N/A N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A	- N/A N/A N/A N/A - N/A N/A N/A N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A N/A	N/A	N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)</enter></enter></enter>	- N/A N/A N/A - N/A N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A	N/A N/A N/A N/A - N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  Lowest Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""></enter></enter></enter></enter>	- N/A N/A N/A - N/A N/A N/A - N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  including Adverse Impact (Yes/No)  including</enter></enter></enter>	- N/A N/A N/A N/A - N/A N/A N/A N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Patio to Lowest Rate Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Potential Adverse Impact (Yes/No) <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Ratio to Lowest Rate</enter></enter></enter></enter></enter>	- N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	- N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Patio to Lowest Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)</enter></enter></enter></enter></enter>	- N/A N/A N/A N/A - N/A N/A N/A N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A	<entry< td=""></entry<>
<enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""> Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  <enter discipline="" type=""></enter></enter></enter></enter></enter></enter>	- N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	<entry< td=""></entry<>
	- N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A - N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	- N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	- N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/A	N/A	N/A	N/A	<entry< td=""></entry<>

Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	J
																	4
6 - Administrative Support																	4
Total Workforce	6		4	5			2	2	•	1	-	•	-	-	-	-	<-
Attendance	-	1			-		-	1	-	-	-	-	-	-	-	-	<-
Discipline Rate	0.0%	12.5%	0.0%	0.0%	N/A	N/A	0.0%	50.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	_
Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	100.0%	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	_
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	╛
Operating Policy Violation	1	5		3	-	-	1	2	-	-	-	-	-	-	-	-	<-
Discipline Rate	16.7%	62.5%	0.0%	60.0%	N/A	N/A	50.0%	100.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	26.7%	100.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	Yes	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	•	-	-	•	-	-	•	-	-	-	-	<-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	]
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	Ī
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-		-	-	-	-	-	<-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	7
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	1
<enter discipline="" type=""></enter>	-	_			-	-	-	-	-	-	-	-	-	-	-	-	<-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	7
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	1
, , , , , , , , , , , , , , , , , , ,							_			_							
7 - Skilled Craft																	
Total Workforce	27	-	22				5	-	-	-	-	-	-	-		-	<-
Attendance	17	-	17		-		-	-	-	-	-	-	-	-	-	-	<u>-</u>
Discipline Rate	63.0%	N/A	77.3%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Potential Adverse Impact (Yes/No)	No	N/A	Yes	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Operating Policy Violation	6		6		-	-	-	-	-	-	-	-	-	-	-	-	<-
Discipline Rate	22.2%	N/A	27.3%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	†
Potential Adverse Impact (Yes/No)	No	N/A	Yes	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Accident	1		1	14/11	. 4// \	1 4/7 1	. 10	14//1	1 4/ / 1	- 14// 1	- 1,71	1 4// 1	14/11	- 4// 1	1 4// 1		<-
Discipline Rate	3.7%	N/A	4.5%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	+
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A N/A	N/A	N/A	No	N/A N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A	+
	INU	IN/A	INU	IN/A	IN/A	IN/A	INU	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	IN/A	4_
<enter discipline="" type=""></enter>	0.00/	NI/A	0.00/	NI/A	N/A	N/A	0.00/	NI/A	NI/A	NI/A	N/A	N/A	NI/A	NI/A	NI/A	NI/A	<-
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	IN/A	0.0%	N/A	N/A	N/A	N/A	IN/A	N/A	N/A	N/A	N/A	_

Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	†
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Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ī
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Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ī
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ī
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	]
8 -Service-Maintenance																	
Total Workforce	189	66	99	25	-	-	89	40	1	-	-	-	-	-	-	1	<entry< td=""></entry<>
Attendance	351	205	141	66	-		206	133	4	-		-	-	-	-	6	<entry< td=""></entry<>
Discipline Rate	185.7%	310.6%	142.4%	264.0%	N/A	N/A	231.5%	332.5%	N/A								
Ratio to Lowest Rate	100.0%	59.8%	100.0%	53.9%	N/A	N/A	61.5%	42.8%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
Operating Policy Violation	174	90	63	36	-	-	110	51	1	-	-	-	-	-	-	3	<entry< td=""></entry<>
Discipline Rate	92.1%	136.4%	63.6%	144.0%	N/A	N/A	123.6%	127.5%	N/A								
Ratio to Lowest Rate	100.0%	67.5%	100.0%	44.2%	N/A	N/A	51.5%	49.9%	N/A	1							
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	Yes	Yes	N/A								
Accident	21	20	12	9	-	-	9	10	-	-	-	-	-	-	-	1	<entry< td=""></entry<>
Discipline Rate	11.1%	30.3%	12.1%	36.0%	N/A	N/A	10.1%	25.0%	N/A								
Ratio to Lowest Rate	100.0%	36.7%	83.4%	28.1%	N/A	N/A	100.0%	40.4%	N/A								
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	1							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	<b>↓</b> _							
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	1							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								

### **Employment Practices Tracking Tables**

### **Knoxville Area Transit (KAT)**

#### FY 2019

#### Contents:

- Part 1: Hires
- Part 2: Promotions
- Part 3: Training
- Part 4: Terminations
- Part 5: Discipline

# Four-Fifths Adverse Impact Analysis by Job Category Hires

Joh Cotomony (Uso EEC 4)	То	otal	V	<u> </u>	AI/	'AN	i i	3	Н	I/L		Α	NH	IOPI		M	
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F	
- Officials & Administrators																	
umber Applied	44	66	40	59			2	4	2	3				-	-	-	<entry< td=""></entry<>
otal Hires	-	1		1										-	-	-	<entry< td=""></entry<>
Selection Rate	0.0%	1.5%	0.0%	1.7%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Highest Rate	NA	100.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	N/A	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A	N/A	
? - Professionals																	
lumber Applied	-	<u> </u>									-	<u> </u>	-	-	-	-	<entry< td=""></entry<>
otal Hires	-	<u> </u>										-	-	-	-	-	<entry< td=""></entry<>
election Rate	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
tatio to Highest Rate	N/A	N/A		N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
otential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
- Technicians										Т			T		1	Ι	
umber Applied	_	_		_	_	_	_	_	_	_	_		_		_	_	<entry< td=""></entry<>
otal Hires	_	<u> </u>				_		_					_			_	<entry< td=""></entry<>
election Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	- <b>-</b> <i>y</i>
atio to Highest Rate	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
otential Adverse Impact (Yes/No)	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
- Protective Service																	
lumber Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
otal Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
election Rate	N/A	N/A		N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
tatio to Highest Rate	N/A	N/A		N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
otential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
- Paraprofessional			_												1		
lumber Applied	-			-	_		_	-		_	_	_	_		_		<entry< td=""></entry<>
otal Hires	<u> </u>	<del>-</del>												_			<entry< td=""></entry<>
election Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	C-Linity
	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Highest Rate Potential Adverse Impact (Yes/No)	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
otential Adverse Impact (Tes/No)	11077	1071	1071	14/71	14/71	14/71	11077	14/71	14/71	1477	11071	1477	14/71	14/71	14// (	1471	
- Administrative Support																	
umber Applied	-	-											-	-	-	-	<entry< td=""></entry<>
otal Hires	-	-											-	-	-	-	<entry< td=""></entry<>
selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
atio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
otential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
01:11-1-06																	
- Skilled Craft																	- Entr
lumber Applied	-	-						-		-	-		-		-	-	<entry< td=""></entry<>
otal Hires	-	-	NI/A	- NI/A	- N/A	- NI/A	NI/A	- N/A	- NI/A	- NI/A	- NI/A	NI/A	- NI/A	NI/A	NI/A	- NI/A	<entry< td=""></entry<>
election Rate	N/A	N/A		N/A	N/A	N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A	<del>                                     </del>
atio to Highest Rate	N/A	N/A		N/A	N/A		N/A		N/A	N/A	N/A		N/A		N/A	N/A	
otential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
-Service-Maintenance																	
umber Applied	114	74	80	39			31	35	3			-	-	-	-	-	<entry< td=""></entry<>
otal Hires	43	12	19	6			24	6				-	-	-	-	-	<entry< td=""></entry<>
	37.7%	16.2%	23.8%	15.4%	N/A	N/A	77.4%	17.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	,
election Rate	31.170																
election Rate atio to Highest Rate	100.0%	43.0%	30.7%	19.9%		N/A	100.0%	22.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

# Four-Fifths Adverse Impact Analysis by Job Category Hires

requirements for the Service Maintenance area will be reviewed to validate the selection criteria to support changing technology. Progress is noted from KAT's 2018 report.

	То	tal		W	AI/	AN		3	Н	I/L		Α	NH	OPI		M	
Persons with Disabilities	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
lumber Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
otal Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
	To	tal		W	AI/	AI/AN		3	Н	I/L		A	NH	OPI	ı	М	
/eterans	Male	Female	М	F	М	F	М	F	M	F	M	F	M	F	М	F	
lumber Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
otal Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

	То	tal	٧	1	Al/	AN	В	3	H/	'L	-	4	NHO	OPI	N	Λ
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F
1 - Officials & Administrators																
Number Applied	-	-							-	-	-	-	-	-	-	-
Total Promotions	-	-							-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-						-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

Joh Cotogogy (Hoo EEO 4)	To	tal	V	V	AI/	'AN	E	3	H	/L		4	NH	OPI	N	VI
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	M	F	М	F
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes:

	To	tal	V	٧	Al/	AN	Е	3	H	/L		4	NH	OPI	N	1
Persons with Disabilities	Male	Female	M	F	М	F	M	F	М	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-			-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	To	otal	V	٧	Al/	AN	E		H	/L		4	NH	OPI	N	1
Veterans	Male	Female	M	F	М	F	M	F	М	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

					Four	-Fifths Δ	dverse In	nact Ana	alveie hv	Joh Cate	aory					
	То	tal	V	V	Al/		Overse	3	H,			4	NH	OPI	N	1
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F
1 - Officials & Administrators																
Total Workforce	18	11	12	8	-	-	6	3	-	-	-	-	-	-	-	-
Total Trained	18	11	12	8	-	-	6	3	-	-	-	-	-	-	-	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2. Tankuisiasa																
3 - Technicians Total Workforce	1	_	1	_												
Total Trained	1		1													
Training Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	INO	IN/A	NO	IN//A	IN//A	IN/A	IN/A	IN//A	IN//A	IN//A	IN//A	19/73	IN/A	11/7	IN/A	IN/A
4 - Protective Service																
Total Workforce	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Trained	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
Total Trained	-	-					-	-	-	-	-	-	-	-	-	-
Training Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Total Workforce	7	12	5	6	-	-	2	6	-	-	-	-	-	-	-	
Total Trained	7	12	5	6	-	-	2	6	-	-	-	-	-	-	-	-
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	27	-	22	-			5				_		_			
Total Trained	27	<del>-</del>	22				5									
Training Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	166	69	80	28	-	-	85	40	1	-	-	-	_	-	-	1
Total Trained	166	68	80	28	-	-	85	40	1	-	-	-	-	-	-	-
Training Rate	100.0%	98.6%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	98.6%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes: All employees receive training sessions at least monthly.

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

lah Catanani (llas FFO A)	To	tal	V	V	Al	AN	E	3	H	/L		4	NHO	OPI	N	Л
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F
1 - Officials & Administrators																
Total Workforce	18	11	12	8			6	3		-	-	-	-	-	-	-
Total Involuntary Terminations	-	-								-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A							
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A							
2 - Professionals						Π										
Total Workforce	2	1	2	1			-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	1		1				_			_	_	_		_		_
Total Involuntary Terminations	<u>'</u>		'				_									
Involuntary Termination Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
				,			,-			,		,.			,	
4 - Protective Service																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-		-	-	•	-		-	•
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

lab Catamama (Usa EEO A)	То	tal	٧	V	Al	'AN	E	3	H	/L		4	NHO	OPI	N	1
Job Category (Use EEO-4)	Male	Female	М	F	М	F	М	F	М	F	М	F	М	F	М	F
5 - Paraprofessional																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-		-	-
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Total Workforce	7	12	5	6			2	6	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-								-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A							
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A							
7 - Skilled Craft																
Total Workforce	27	-	22				5	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-						-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	146	68	80	28			65	40	1			-	-	-	-	
Total Involuntary Terminations	5	-	1	-			4					-	-	-	-	-
Involuntary Termination Rate	3.4%	0.0%	1.3%	0.0%	N/A	N/A	6.2%	0.0%	N/A							
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	100.0%	N/A							
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A							

lab Catagony (Uas EEO 4)	To	tal	V	V	Al/	AN	E	3	H	/L		A	NH	OPI	N	Л	
Job Category (Use EEO-4)	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1 - Officials & Administrators																	
Total Workforce	18	11	12	8			6	3	-		-		-	-	-	-	<entry< td=""></entry<>
Attendance	1	1		1			1		-		-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	5.6%	9.1%	0.0%	12.5%	N/A	N/A	16.7%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	61.1%	100.0%	0.0%	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Operating Policy Violation	2	1	2	1			-		-		-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	11.1%	9.1%	16.7%	12.5%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	81.8%	100.0%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	_
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	_
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
										<u>'</u>				<u>'</u>			
2 - Professionals																	
Total Workforce	2	1	2	1			-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	_
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< th=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A												
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A												
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A												
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A												
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A												
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A												
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A												
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A												
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A												
3 - Technicians																	
Total Workforce	1	-	1				-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
4 - Protective Service																	_
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>

<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< th=""></entry<>
Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																
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Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																
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Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																
5 - Paraprofessional																	
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
<enter discipline="" type=""></enter>	-	-			-		-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																
<enter discipline="" type=""></enter>	1	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A																
Ratio to Lowest Rate	N/A																
Potential Adverse Impact (Yes/No)	N/A																

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Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6 - Administrative Support																	
Total Workforce	7	12	5	6			2	6	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Attendance	2	3	2		-		-	3	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	28.6%	25.0%	40.0%	0.0%	N/A	N/A	0.0%	50.0%	N/A								
Ratio to Lowest Rate	87.5%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	0.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	No	#VALUE!	N/A								
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A								
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A								
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A								
7 - Skilled Craft																	
Total Workforce	27	-	22				5	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Attendance	24	-	23		-		1	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	88.9%	N/A	104.5%	N/A	N/A	N/A	20.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	19.1%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	Yes	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	_
Operating Policy Violation	3	-	3		-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>

Discipline Rate	11.1%	N/A	13.6%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Accident	1	-	1		-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	3.7%	N/A	4.5%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	1			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-					-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<enter discipline="" type=""></enter>	-	-			-	-	-	-	-	-	-	-	-	-	-	-	<entry< td=""></entry<>
Discipline Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Ratio to Lowest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
													•				
8 -Service-Maintenance																	
Total Workforce	166	69		28			85	40	1	-	-	-	-	-	-	1	<entry< td=""></entry<>
Total Workforce Attendance	363	181	125	38	-		237	134	1	-	-	-	-	-	-	1	<entry< td=""></entry<>
Total Workforce  Attendance  Discipline Rate		181 262.3%	125 156.3%	38 135.7%	- N/A	N/A	237 278.8%	134 335.0%	1 N/A	- N/A	- N/A	- N/A	- - N/A	- N/A	- - N/A	1 9 N/A	•
Total Workforce  Attendance  Discipline Rate  Ratio to Lowest Rate	363 218.7% 100.0%	181 262.3% 83.4%	125 156.3% 86.9%	38 135.7% 100.0%	N/A	N/A	237 278.8% 48.7%	134 335.0% 40.5%	1 N/A N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A	•
Total Workforce  Attendance  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)	363 218.7% 100.0% No	181 262.3% 83.4% No	125 156.3% 86.9% No	38 135.7% 100.0% No			237 278.8% 48.7% No	134 335.0% 40.5% No	1 N/A	- N/A		- N/A		- N/A			<entry< td=""></entry<>
Total Workforce  Attendance  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Operating Policy Violation	363 218.7% 100.0% No 164	181 262.3% 83.4% No 115	125 156.3% 86.9% No 46	38 135.7% 100.0% No 57	N/A N/A	N/A N/A	237 278.8% 48.7% No 117	134 335.0% 40.5% No 57	1 N/A N/A N/A	N/A N/A N/A	N/A N/A	- N/A N/A N/A	N/A N/A	N/A N/A N/A	N/A N/A	N/A N/A	•
Total Workforce  Attendance  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Operating Policy Violation  Discipline Rate	363 218.7% 100.0% No 164 98.8%	181 262.3% 83.4% No 115 166.7%	125 156.3% 86.9% No 46 57.5%	38 135.7% 100.0% No 57 203.6%	N/A N/A - N/A	N/A N/A - N/A	237 278.8% 48.7% No 117 137.6%	134 335.0% 40.5% No 57 142.5%	1 N/A N/A N/A 1 N/A	N/A N/A N/A N/A	N/A N/A - N/A	N/A N/A N/A N/A	N/A N/A - N/A	- N/A N/A N/A - N/A	N/A N/A - N/A	N/A N/A 1 N/A	<entry< td=""></entry<>
Total Workforce  Attendance  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Operating Policy Violation  Discipline Rate  Ratio to Lowest Rate	363 218.7% 100.0% No 164 98.8% 100.0%	181 262.3% 83.4% No 115 166.7% 59.3%	125 156.3% 86.9% No 46 57.5% 100.0%	38 135.7% 100.0% No 57 203.6% 28.2%	N/A N/A - N/A N/A	N/A N/A - N/A N/A	237 278.8% 48.7% No 117 137.6% 41.8%	134 335.0% 40.5% No 57 142.5% 40.4%	1 N/A N/A N/A 1 N/A N/A	N/A N/A N/A N/A - N/A	N/A N/A - N/A N/A	N/A N/A N/A N/A - N/A N/A	N/A N/A - N/A N/A	N/A N/A N/A N/A - N/A	N/A N/A - N/A N/A	N/A N/A 1 N/A N/A	<entry< td=""></entry<>
Total Workforce  Attendance  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Operating Policy Violation  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)	363 218.7% 100.0% No 164 98.8% 100.0%	181 262.3% 83.4% No 115 166.7% 59.3% Yes	125 156.3% 86.9% No 46 57.5% 100.0%	38 135.7% 100.0% No 57 203.6%	N/A N/A - N/A	N/A N/A - N/A	237 278.8% 48.7% No 117 137.6%	134 335.0% 40.5% No 57 142.5% 40.4% Yes	1 N/A N/A N/A 1 N/A	N/A N/A N/A N/A	N/A N/A - N/A	N/A N/A N/A N/A	N/A N/A - N/A	- N/A N/A N/A - N/A	N/A N/A - N/A	N/A N/A 1 N/A	<entry< td=""></entry<>
Total Workforce  Attendance  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Operating Policy Violation  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Accident	363 218.7% 100.0% No 164 98.8% 100.0% No	181 262.3% 83.4% No 115 166.7% 59.3% Yes	125 156.3% 86.9% No 46 57.5% 100.0% No	38 135.7% 100.0% No 57 203.6% 28.2% Yes	N/A N/A - N/A N/A N/A	N/A N/A - N/A N/A N/A	237 278.8% 48.7% No 117 137.6% 41.8% Yes	134 335.0% 40.5% No 57 142.5% 40.4% Yes	N/A N/A N/A N/A 1 N/A N/A N/A	N/A N/A N/A N/A - N/A N/A N/A	N/A N/A - N/A N/A N/A	N/A N/A N/A N/A - N/A N/A N/A	N/A N/A - N/A N/A N/A	N/A N/A N/A N/A - N/A N/A	N/A N/A - N/A N/A N/A	N/A N/A 1 N/A N/A N/A	<entry< td=""></entry<>
Total Workforce  Attendance  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Operating Policy Violation  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Accident  Discipline Rate	363 218.7% 100.0% No 164 98.8% 100.0% No 16 9.6%	181 262.3% 83.4% No 115 166.7% 59.3% Yes 16 23.2%	125 156.3% 86.9% No 46 57.5% 100.0% No 10	38 135.7% 100.0% No 57 203.6% 28.2% Yes 7 25.0%	N/A N/A - N/A N/A N/A - N/A	N/A N/A - N/A N/A N/A - N/A	237 278.8% 48.7% No 117 137.6% 41.8% Yes 6 7.1%	134 335.0% 40.5% No 57 142.5% 40.4% Yes 9 22.5%	1 N/A N/A N/A 1 N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A  N/A N/A N/A  N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A N/A - N/A N/A N/A - N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A - N/A N/A N/A N/A	N/A N/A 1 N/A N/A N/A - N/A	<entry< td=""></entry<>
Total Workforce  Attendance  Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  Operating Policy Violation Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  Accident Discipline Rate Ratio to Lowest Rate Ratio to Lowest Rate	363 218.7% 100.0% No 164 98.8% 100.0% No 16 9.6% 100.0%	181 262.3% 83.4% No 115 166.7% 59.3% Yes 16 23.2% 41.6%	125 156.3% 86.9% No 46 57.5% 100.0% No 12.5% 56.5%	38 135.7% 100.0% No 57 203.6% 28.2% Yes 7 25.0% 28.2%	N/A N/A - N/A N/A N/A - N/A N/A	N/A N/A - N/A N/A N/A N/A	237 278.8% 48.7% No 117 137.6% 41.8% Yes 6 7.1% 100.0%	134 335.0% 40.5% No 57 142.5% 40.4% Yes 9 22.5% 31.4%	1 N/A N/A N/A 1 N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A - N/A N/A N/A - N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A - N/A N/A N/A - N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A - N/A N/A N/A - N/A N/A	N/A N/A 1 N/A N/A N/A N/A N/A	<entry< td=""></entry<>
Total Workforce  Attendance  Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  Operating Policy Violation Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  Accident Discipline Rate Ratio to Lowest Rate Patio to Lowest Rate Potential Adverse Impact (Yes/No)	363 218.7% 100.0% No 164 98.8% 100.0% No 16 9.6%	181 262.3% 83.4% No 115 166.7% 59.3% Yes 16 23.2%	125 156.3% 86.9% No 46 57.5% 100.0% No 10	38 135.7% 100.0% No 57 203.6% 28.2% Yes 7 25.0%	N/A N/A - N/A N/A N/A - N/A	N/A N/A - N/A N/A N/A - N/A	237 278.8% 48.7% No 117 137.6% 41.8% Yes 6 7.1%	134 335.0% 40.5% No 57 142.5% 40.4% Yes 9 22.5%	1 N/A N/A N/A 1 N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A  N/A N/A N/A  N/A	- N/A N/A N/A N/A - N/A N/A N/A	N/A N/A - N/A N/A N/A - N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A - N/A N/A N/A N/A	N/A N/A 1 N/A N/A N/A - N/A	<entry< td=""></entry<>
Total Workforce  Attendance  Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  Operating Policy Violation Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  Accident Discipline Rate Ratio to Lowest Rate Patio to Lowest Rate Potential Adverse Impact (Yes/No)	363 218.7% 100.0% No 164 98.8% 100.0% No 16 9.6% 100.0% No	181 262.3% 83.4% No 115 166.7% 59.3% Yes 16 23.2% 41.6% No	125 156.3% 86.9% No 46 57.5% 100.0% No 12.5% 56.5%	38 135.7% 100.0% No 57 203.6% 28.2% Yes 7 25.0% 28.2% No	N/A N/A - N/A N/A N/A - N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	237 278.8% 48.7% No 117 137.6% 41.8% Yes 6 7.1% 100.0% No	134 335.0% 40.5% No 57 142.5% 40.4% Yes 9 22.5% 31.4% No	N/A N/A N/A N/A 1 N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A - N/A N/A N/A - N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A 1 N/A N/A N/A N/A N/A N/A	<entry< td=""></entry<>
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Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Attendance and other policies are train	ned durina ı	new hire ori	entation and	d retrained a	annually to i	insure expe	ectations are	understoo	d. This sup	ports consi	istent conse	auences re	lative to dis	cipline and	helps drive	out	

Attendance and other policies are trained during new hire orientation and retrained annually to insure expectations are understood. This supports consistent consequences relative to discipline and helps drive out potential bias treatment.

Wages and benefits for bargaining-unit positions are stated in the labor agreement. Non-bargaining-unit positions are grouped by pay range according to responsibilities and qualification requirements. Non-bargaining unit pay increases are based on performance reviews and discussion with the Director of Transit and approved by the Director and EEO Officer. Benefits (retirement plans, medical and dental plans, paid leave) are available to all full-time employees.

All employees interested in open promotional/job transfer positions are given the opportunity to discuss the position with appropriate senior staff, including job duties and requirements. The decision to offer a promotion/job transfer to any employee is based on his/her qualifications, education/training and experience. The EEO Officer and the Director of Transit concur in all promotions.

As an example of the internal understanding of the importance of opportunity for all in our workplace, KAT has seen employee groups come together to discuss organizational culture and core values. A group called Kaleidoscope was formed by a group of 12 diverse KAT employees from different departments discussing KAT, our services, our future, and how we fit into the community we serve. The goal of this employee group was to unite all KAT employees to help make this organization the best it can be for both employees and passengers. The group developed a set of Core Values for KAT recognizing the different perspectives of all and stating the guiding principles that dictate behavior and action. These core values as shown below speak directly to the importance of respect and acceptance of the contributions that all can make in the workplace and the importance of building team member's confidence and learning and improving in our jobs. These values directly correlate to developing talent from within and illuminating a path toward job promotion and skill development.





In our efforts to provide first class customer service these core values clearly determine where we go, how we get there, and who goes with us!

#### **TEAM WORK**

We value and care about our team and the community we serve, operate with the generosity of a collective spirit, and have fun in the process of working together. We strive to inspire, challenge, and support each other to be our best!

#### DIVERSITY

We value an open and welcoming culture where dedicated professionals from all backgrounds work together. We strive to utilize all of our employees' talents and skills to achieve continuity within our community.

#### **EMPOWERMENT**

We embrace building each team member's confidence in purposeful, strategic, and resourceful ways to solve, learn, and improve constantly while empowering our community to achieve independence and enhance their quality of life by choosing public transportation.

#### INNOVATIVE

We strive to introduce new initiatives, creative ideas, and enhanced technology to better serve the community while growing ridership.

#### RESPECT

We acknowledge and value individuality, uniqueness, personal beliefs, lifestyles, and abilities as we share positive attitudes and embrace each day.

KAT has begun to formalize the availability of advancement opportunities in order to highlight for employees how to set themselves up for promotional opportunities. The Operations department is by far the largest at KAT and has made use of relief supervision for many decades. Traditionally, these "reliefs" have been sort of like substitute teachers – filling a need at the time. Recently, the Chief Operations Officer has taken steps to strengthen training during the time that a bus operator serves as a relief so that they can use that time to learn and improve at their jobs and also to develop robust supervisory skills. This extra training will help reliefs be ready to apply when an opening is available in the regular supervisor corps and give each one an opportunity to showcase their strengths on the job. In addition, we make sure that employees across all departments know of vacancies in other departments so they can seek to stretch their horizons if they choose to apply

Employee discipline is administered by the appropriate department head and/or immediate supervisor according to applicable labor contract provisions and company policies which are disseminated for employees. A human resources committee as well as a safety review committee are available to department heads and HR staff for review of disciplinary facts, to ensure consistency and fairness in discipline.

All KAT employees receive ongoing training. At a minimum, every KAT employee attends a monthly meeting for training on various topics throughout the year.

All employees and applicants for employment are placed, trained, promoted and otherwise treated during employment without regard to race, color, religion, sex, national origin or disability.

#### MONITORING AND REPORTING

KAT collects cumulative data on hiring, promotions, discipline, commendations, voluntary separations and terminations. KAT staff tracks this information on a shared drive on the company computer system. Department heads and managers are encouraged to review and use this information in promoting KAT's EEO program and to offer recommendations for corrective action. This information is discussed at regular staff meetings and Leadership Team meetings. The Director of Transit reviews this information on a periodic basis and discusses the EEO program with the EEO Officer and managers and supervisors.

KAT's overall EEO program is described in the sections above including monitoring process and progress. The reporting and meeting system is described in detail in the Employment Practices Assessment section above. KAT has no sub-contractors.

KAT maintains a log of EEO complaints. Complaints are very few and progress of investigations and resolutions are monitored on an individual basis. Currently, there is one complaint awaiting resolution.

#### **COMPLAINT PROCEDURES**

Any person who believes that he or she, individually, or as a member of any specific class of persons, has been subjected to discrimination on the basis of race, color, creed, national origin, sex, age, or handicap may file a written complaint with K-TRANS Management, Inc. All complaints must be in writing and signed by the complainant or his/her representative. Complaints shall state, as fully as possible, the facts and circumstances surrounding the alleged discrimination. Complaints should be filed with the K-TRANS Management, Inc., EEO Officer. A complaint must be filed within 180 days after the date of the alleged discrimination, unless the time for filing is extended by the Director of Transit.

A complaint shall be regarded as meriting investigation unless:

- I) It clearly appears on its face to be frivolous or trivial;
- 2) The party complained against voluntarily concedes noncompliance and agrees to take appropriate remedial action;
- 3) The complainant withdraws the complaint; or

4) Other good cause for not investigating the complaint exists.

Complaints will be investigated by K- TRANS Management, Inc., in a timely manner. Any findings, recommendations and/or actions will be reported to the complainant.

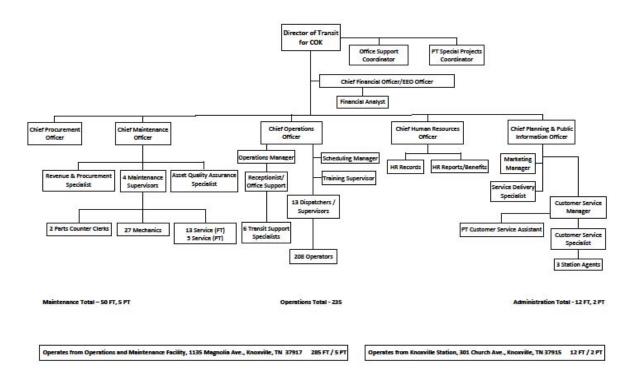
Any person who believes that he or she, individually, or as a member of any specific class of persons, has been subjected to discrimination on the basis of race, color, creed, national origin, sex, age, or handicap may file a written complaint with the Federal Transit Administration or the Secretary of Transportation. A complaint must be filed within 180 days after the date of the alleged discrimination, unless the time for filing is extended by the Secretary.

K-TRANS Management, Inc. (KAT) employees are encouraged to use the dispute resolution process available internally by lodging a complaint with the EEO officer (Chief Financial Officer/Deputy Director of Transit -Melissa Roberson or by following the grievance procedures outlined in the Memorandum of Agreement. Initial contact regarding EEO complaints should be made to Melissa Roberson, KAT EEO Officer, located at 301 Church Avenue, Knoxville, Tennessee, 37915, telephone number 865-215-7830, email is mroberson@katbus.com.

On those cases where the complainant is dissatisfied with the resolution by the use of these processes, or the case is not being resolved in a timely manner, the same complaint may be submitted to FTA, the Secretary, EEOC, or the State of Tennessee Human Rights Commission.

# KAT Organization Chart

Effective 05/07/19



01/10/2019

KAT has no subrecipients.

#### **EEO PROGRAM GOALS & TIMETABLES**

K-TRANS Management, Inc., DBA Knoxville Area Transit (KAT) has established a goal of diversity in the workplace reflecting the diversity of available workers in the general population of the City of Knoxville.

The Utilization and Goal Chart above shows that the current workforce makeup at KAT exceeds the percentage of available minorities and females. KAT is proud of its successful efforts in equal employment opportunity development. Our short- and long-term goals coincide: to maintain the policies, recruitment efforts, community outreach, training and staff development which produce an environment in which applicants and employees can succeed without regard to race, color, religion, national origin, sex, physical or mental disability, or age.

There are only three areas of KAT's workforce that show a very slight underutilization of females as compared to the availability reflected in Census data: Officials & Managers (total employment = 24); Administrative Support Workers (total employment =17); and Laborers (total employment = 17). In the Officials and Managers category, 10 of the total 24 positions are filled by minorities and 6 are filled by females. Statistically, females show a much greater availability than do minorities in the Knoxville area, thus accounting for the apparent underutilization of 2 in the female category. In the Administrative Support Workers category, 8 of the total 17 positions are filled by minorities and 10 are filled by females. Again, statistically females show a much greater availability than do minorities in the Knoxville area, thus accounting for the apparent underutilization of 2 in the female category. In the Laborers category, 9 of the total 17 positions are filled by minorities and 1 by a female, accounting for the apparent underutilization of 1 position in the female category.

KAT has established the following short and long-term goals:

Officials & Managers = to hire 2 females or 12% of the personnel in that category

Administrative Support Workers = to hire 2 females or 15% of the personnel in that category

Laborers = to hire1 female or 10% of the personnel in that category

Timetable: As openings occur, KAT is committed to hiring more female workers during the next three years by marketing its job positions through venues that promote the hiring of female workers, as well as by encouraging female workers from within the company to seek any open positions in the underutilized categories. KAT will attempt to find out through conversations with employees and in employee meetings what would make these positions (management, supervision, dispatching, and skilled laborer) more attractive to female applicants. Currently, there are indicators that there will be openings in these categories over the next 12 months through retirements and attrition and KAT will seek to find qualified female applicants for these positions.

The goals from the previous program submission were met.



# TITLE VI DOCUMENTATION DEPARTMENTAL SURVEY

Department:
Department Director: Fitle VI Departmental Coordinator:
Advisory Group or Advisory Board
a. Racial composition of the Advisory Group or Governing Board:
TOTAL:
Number of Whites:
Number of Blacks: Hispanics: Native Americans: Others:
o. How are members selected?
e. Length of term members serves on the Advisory Group or Board?
d. If no minorities are on the Advisory Group or Board and they represent at leas
5% of the population in the geographical service area, what steps will be taken obtain minority representation on the Advisory Group or Board?

8.	Posters: Are posters contain Departments' faci	_	nation prominently di	splayed within the
	Yes: _	No:	<u></u>	
	Do the posters sho should be referred		itle VI Coordinator t	o whom complaints
9.	Describe below an	y complaints receive	ed in this report perio	od:
Nan	ne of Complainant	Race	Charge	Findings
10.	Are permanent re	cords kept of all Titl	le VI Complaints?	
	Yes		No	
	a. Has this Depar Federal Agency		ed for Title VI compli	iance by a State or
	Yes	sNo		
If ye	s give date:	Results: comp	liance non-com	pliance
11.	Is Title VI inform	ation disseminated t	o employees, sub-reci	pients and clients?
	Yes_		No	
	If yes, describe ho	w:		
12.	Are applicants aw a complaint?	are of their rights u	nder Title VI, includi	ng the right to file
	Vas		No	

13.	Are staff members periodically reoriented on information concerning their Title VI? responsibilities?
	Yes No
	If yes, state by whom and how:
14.	Compliance Assurance: Do all contracts to provide direct services to clients contain a Title VI statement of compliance?
	Yes No
	If yes, attach a copy of the Title VI statement included in such contracts.
15.	Are recipients and vendors, if any, aware of the City of Knoxville's commitment to Title VI?
	Yes No
16.	Does your staff address individuals without regard to race, color, or national origin, in both oral and written communications?
	Yes No
	Limited English Proficiency
17.	Has your department developed policies and procedures for identifying and assessing language needs of LEP applicants/clients (***attach copy of LEP policy***)? Yes No
	If no, please explain:
18.	Has your department provided for a range of oral language assistance options; written material in LEP circumstances? YesNo If yes explain how:
	If no, please explain:
19.	Has your department provided notice to LEP persons in a language they can understand about the right to free language assistance? Yes No
	If yes Please explain how:
	If no, please explain:

	the depar	tment. These	plans to offer son courses will covenment on your d	er basic term	inology tailo	red to your	
		-	Coordinator: I do knowledge, it is		-	ed the data in tl	nis
nat	ture of perso	on Completing S	urvey	Da	ate		_
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<b>Ethnicity</b> Black/African-American	Male	Female	This form should be completed
Hispanic American Indian/Alaskan Native Asian Caucasian			on all GHS, TDOT, TDEC, DOJ projects.
Native Hawaiian/other Pacific Islander			***
Other (please specify) National Origin			Contract Monitorin g Form ***
(Owner/Board of Director's Ethnicity and Gen	der of Vendor (	and/or Sub-Conti	ractor)
Contract Name			
Contract Name Contract NO.			
Name of Company			
Owner's Name Type of Business			

Amount Spent with this	vendor/sub-contractor \$	
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**** Complete one for each vendor and/or sub-contract who received payment for goods and services rendered to your department****



### **Title VI Procedures**

(See p. 13 of the Compliance Plan)

According to the "Title VI Compliance Plan" the responsibility for coordinating Title VI compliance within the City of Knoxville is assigned to and divided among respective departments. Each department has appointed a Title VI Departmental Coordinator who will be responsible for administering the compliance procedures and Title VI complaint processing for the respective departments.

- (1) Collect, analyze and report the statistical data (race, color, and national origin) of participants in, or beneficiaries of federal financially- assisted services provided through each respective department; such statistical data will be cross-tabulated by race and ethnic origin and variables as
  - (a) The number of program participants:

Program	# Participants

(b) The size of the populations to whom the program is directed, and where appropriate; number of applicants

<b>Size of Population</b>	Whom the program is directed	# Of applicants

The analysis will be used to:

- Determine how effectively programs are reaching eligible groups
- Assist in the selection of locations for compliance reviews
- Identify areas for additional outreach efforts
- And provide status reports to measure progress of projected delivery.
- (2) Prepare an annual compliance report based upon the department's compliance efforts. (Please refer to the compliance plan procedures to comprise your report)

Please complete the survey and submit it to the Title VI Coordinator- Tatia M. Harris by April 5, 2019. If you have additional questions or concerns contact Tatia at: <a href="mailto:tharris@knoxvilletn.gov">tharris@knoxvilletn.gov</a> or 865.215.2831.