



Affirmative Action Plan

Caesars New York, its affiliated companies, and their employees are proud to be active members of the communities where we do business. The company provides equal opportunity for contractors, subcontractors, and equal employment opportunities to applicants and employees. As the attached letter from Caesars Entertainment CEO Gary Loveman explains, “*Building Communities the Caesars Way*” is the blueprint for (1) hiring and retaining a diverse pool of employees; (2) sharing financial success with communities by donating a portion of profits to civil and charitable causes, a portion of which is dedicated to supporting minority causes; and (3) procuring goods, products and services from certified minority and women owned business enterprises (MWBE).

Outlined below are the specific goals Caesars New York would establish for contracting MBWEs, and the methodology the property would use to establish affirmative action goals for minorities, women, persons with disabilities and veterans on construction jobs and service, and professional jobs during operation. Through these plans, Woodbury would strive to increase the diversity of the gaming industry workforce and provide a meaningful opportunity for MBWE businesses to participate in the development, construction and operation of the gaming industry.

MWBE Contracting Program

Upon award of a license with the State of New York, Caesars New York plans to engage a general contractor for the construction of the casino, hotel and related infrastructure, and other contractors for additional project and operation requirements. Caesars New York will require these contractors to demonstrate good faith efforts to comply with the subcontracting goals set forth in this plan and to impose these requirements on their subcontractors. The following table provides the goals for MWBE businesses that Caesars New York will seek to achieve for all of its contracting activities, including its construction contracts in building the casino, hotel, and related infrastructure.

All Contracts	MBE %	WBE %	MWBE %
Overall Goals	10	10	20
Construction	14	6	20

Caesars will also develop specific contracting goals by procurement category during operations aimed at achieving or exceeding the overall goal of 20%. Since Caesars does not currently have operations in New York, this analysis cannot currently be conducted. The following table illustrates how Caesars New York would establish goals for specific procurement categories based upon available MWBEs with capacity.



Sample Procurement Categories Table

Procurement Categories	MBE %	WBE %	MWBE %
<u>General Services</u>			
<u>Commodities, Supplies</u>			
<u>Equipment</u>			

MWBE Subcontracting Sources

Caesars will identify potential contracting/subcontracting sources using the following source list and organizations:

- NYS Certified MWBE's Contact List
- The U.S. Small Business Administration's Procurement Marketing and Access Network (PRO-Net) System
- The National Minority Supplier Development Council (NMSDC)
- Women's Business Enterprise National Council (WBENC)

Caesars New York has scheduled a vendor forum on July 9th, 2014 and plans to engage in discussions with many entities surrounding sourcing for Caesars New York. Moreover, Caesars has already been engaged with Orange County's Office of Community Development in discussion over a number of issues and is planning to discuss all subcontracting sourcing topics in the near future, including MWBEs.

Mentoring/Protégé Programs

Caesars New York will utilize the company's mentor/protégé programs to help promising M/WBEs grow their capacity.

Outreach Efforts

Caesars will conduct the following internal and external outreach efforts to obtain MWBE sources:

- Contact and request sources from the New York State Certified MWBE's Contact List
- Utilize Caesars' database of certified suppliers (<https://www.caesars.com/corporate/about-us-supplier.html>)
- Contact MWBE trade associations
- Contact MWBE business development organizations
- Request sources from the Small Business Administration's Procurement Marketing and Access Network (PRO-Net) System
- Attend MWBE procurement conferences and trade fairs
- Present workshops, seminars and training programs
- Establish, maintain and use MWBE business source lists, guides and other data for soliciting subcontracts

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- Monitor activities to evaluate compliance with the subcontracting plan
- Advertise for participation by MWBEs in appropriate general circulations, trade publications, etc.

Affirmative Action Program Administration

Caesars New York's program administrator shall have general overall responsibility for the Contractor's subcontracting program, including the development, preparation, and execution of individual subcontracting plans and monitoring performance relative to this plan. The duties of the administrator may include the following activities:

- Developing and promoting Caesars New York's policy statements that demonstrate the company's support for awarding contracts and subcontracts to MWBEs
- Developing and maintaining Caesars New York's lists of MWBEs from all possible sources and ensure that they are included on Caesars New York's list for soliciting contracts and subcontracts for products and services they are capable of providing
- Ensuring that contract/subcontract solicitations do not contain clauses that may restrict MWBEs
- Ensuring that the company documents reasons for not selecting capable MWBEs that responded to a solicitation
- Attending or arranging for the attendance of company counselors at business opportunity workshops, minority business enterprise seminars, trade fairs, etc.
- Directly or indirectly counseling MWBEs on contracting/subcontracting opportunities and how to prepare proposals to the company
- Developing and maintaining an incentive program for buyers that support the MWBE contracting/subcontracting program
- Monitoring performance and making adjustments necessary to achieve the subcontract plan goals

Contracts and Subcontracts

Caesars New York will require all contractors and subcontractors to submit a subcontracting plan to utilize MWBEs in accordance with the goals section of this plan. Caesars New York will also require all contractors and subcontractors to use and document good faith efforts to comply with, and meet the goals in, the subcontracting plan. Caesars New York will require all such contractors and subcontractors to submit appropriate reports and documents to demonstrate their good faith efforts.

Caesars New York will also require all relevant contractors and subcontractors to establish and implement an affirmative action program that identifies specific goals for the engagement of minorities, women, persons with disabilities and veterans on construction jobs and service and professional jobs during operation, in order to increase the diversity of the gaming industry workforce. Caesars New York will require all contractors and subcontractors to use and document good faith efforts to comply with, and meet the goals in the affirmative action program.

Caesars New York will also require these contractors/subcontractors to impose these requirements on all subcontractors and suppliers.



Record Retention

Caesars New York will maintain at least the following types of records to demonstrate that procedures are in place to document good faith efforts to comply with the goals in the contracting and subcontracting plan. These records include, but are not limited to:

- MWBE source lists, guides, and other data identifying such vendors
- Organizations contacted for MWBE sources
- On a contract-by-contract basis, all contract/subcontract solicitations over \$100,000 which indicate for each solicitation (1) whether MWBEs were solicited, and if not, why not and, (2) if proposals were received by MWBEs reasons the MWBEs did not receive the award
- Records to support other outreach efforts, e.g., contacts with minority and small business trade associations, attendance at small, minority, and women-owned small business procurement conferences and trade fairs
- Records to support internal activities to (1) guide and encourage purchasing personnel, e.g., workshops, seminars, training programs, incentive awards; and (2) monitor activities to evaluate compliance
- On a contract-by-contract basis, records to support contract/subcontract award data including the name, address and MWBE status of each subcontractor.

Cooperation with New York Gaming Facility Location Board

Caesars New York agrees to: (1) cooperate in any studies or surveys as may be required; (2) submit periodic reports, which show compliance with the contracting and subcontracting plan; and (3) ensure that contractors/subcontractors agree to submit any necessary information.

EMPLOYMENT OF MINORITIES AND WOMEN

Responsibility for Implementation

Caesars New York will undertake a program to attract, employ, and advance in employment minorities and women. It will assign primary management responsibility and accountability for ensuring full compliance with the plan to an Outreach Officer. The Outreach Officer will have the authority, resources, support of and access to top management necessary to ensure the effective implementation of the program. Management will actively support the program and provide assistance and cooperation. The Outreach Officer will develop policy statements, internal and external communication techniques, and design methods that will monitor compliance with this program.

Job Group Analysis

One of the diagnostic components of the program will be a job group analysis. The job group analysis will be the first step in comparing the representation of minorities and women in the workforce to be covered by this program with the estimate of the available qualified minorities and women who could be employed by Caesars New York. For analysis

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purposes, positions will be organized in job groups. Job groups will be created based on EEO category, similar wages, similar job duties and responsibilities, and/or similar opportunities for training, promotion, transfer, and other employment benefits.

Since Caesars does not currently have a workforce in New York, this analysis cannot currently be conducted. The following charts, however, show a sample of what the report may look like once the workforce has been established.

Please see attachment X.B.2_A2 for more detail on a sample job group analysis.

Availability Analysis

The purpose of the availability analysis is to establish a benchmark against which the demographic composition of Caesars New York's workforce may be compared. The availability analysis for each job group will examine two potential areas of availability: individuals with the requisite skills outside the establishment using the most current and discrete statistical information available and once applicable, those within the establishment who are promotable, transferable and/or trainable.

Since the proposal is new, the charts below detail a sample of the types of jobs Caesars New York would expect to fill at this location and the estimated availability of minorities and females with the requisite skills to perform these jobs based on the geographic areas as outlined in the 2006 – 2010 American Community Survey data. Caesars New York will utilize these figures as benchmarks for employment of minorities and women in the New York area.¹

Please see attachment X.B.2_A3 for more information on availability statistics for minorities in New York.

Comparison of Incumbency and Availability

Once the workforce has been established, Caesars New York will compare the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation is less than the calculated availability, Caesars New York will conduct a statistical test to determine whether the difference was greater than could reasonably be expected.

Placement Goals

Based on the results of the above analysis, Caesars New York will establish placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability. It will establish a percentage annual placement goal equal to the availability figure derived for women or minorities, as appropriate, for that job group. This goal is not a quota that must be met, nor are they to be considered

¹ If awarded the license, in order to address areas where external availability is 0% or 100%, Caesars New York will average the availability with 60% weight on Orange County, NY and 40% weight on the New York, NY MSA when establishing the external hiring goal.



as either a ceiling or a floor for the employment of particular groups. In all employment decisions, it will make selections in a nondiscriminatory manner and the goals will not be used to supersede merit selection principles.

Analysis of Progress

Once the program has been in place for a year, Caesars New York will monitor progress toward the goals established in the prior year's program. A sample goal attainment report is included below.

Please see attachment X.B.2_A4 for more information on a sample goal attainment report.

Applicants and Hires

The Human Resources Department will accept applications for open positions, and all persons interested in obtaining employment with Caesars New York will be advised to apply according to current policy. The Human Resources Department will develop all procedures and all hiring at Caesars New York will be conducted on the basis of nondiscriminatory criteria. A sample new hire summary report follows the goal attainment report.

Please see attachment X.B.2_A4 for more information on a sample new hire summary report.

Promotion Practices

Promotion practices provide an area of employment opportunity for minority and female employees. Promotion practices will not be problem areas for minorities and women in any job group. Management initiated promotions will be based on performance and other job related criteria without discrimination on account of race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law. A sample report reflecting promotion activity follows the hire report.

Please see attachment X.B.2_A4 for more information on a sample promotion report.

Terminations

Caesars New York will evaluate its termination practices to determine whether there are disparities on the basis of gender, race or ethnicity. Caesars New York will make decisions without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law. A sample termination summary report follows the promotions report.

Please see attachment X.B.2_A4 for more information on a sample termination report.

Action Oriented Programs

Caesars New York will develop and execute action-oriented programs designed to correct any problem areas that may exist. These programs will demonstrate Caesars New York's good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results. Caesars New York will analyze all positions and

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prepare written descriptions to accurately reflect position functions. Job descriptions will be reviewed to determine the knowledge, skills, abilities, and other requirements necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of race, color, religion, sex, age, disability, veteran status, national origin, or other characteristic protected by law. Caesars New York will contact sources of recruitment (e.g., State Employment) and advise them that under the program it is specifically seeking to employ minorities and/or women for job openings.

Internal Audit and Reporting System

Caesars New York will develop and implement an auditing system that periodically measures the effectiveness of its program. The Outreach Officer will monitor records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, and terminations to ensure that Caesars New York's non-discriminatory policy is carried out. Caesars New York recognizes its responsibility and is committed to comply with all government regulations and laws pertaining to equal employment opportunity. The Outreach Officer will generate internal reports on a regular basis to evaluate the degree to which equal employment opportunity and organizational objectives are being attained, and will periodically report to appropriate top management on the effectiveness of the program.

Employment of Disabled Individuals and Protected Veterans

Responsibility for Implementation

Caesars New York will undertake a program to attract, employ, and advance in employment individuals with disabilities and protected veterans. It will assign primary management responsibility and accountability for ensuring compliance with the program to the Outreach Officer. The Outreach Officer will have the authority, resources, support of and access to top management necessary to ensure the effective implementation of the program. Management will actively support the program and provide assistance whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance.

Review of Personnel Processes

Caesars New York will review its personnel procedures to determine whether they ensure the careful, thorough, and systematic consideration of the job qualifications of employees or applicants with known disabilities or protected veterans for jobs filled either through vacancy or promotion and for educational or training opportunities. Caesars New York will ensure that the personnel processes facilitate the implementation of the program.

Vacancies will be advertised and applications will be accepted from any interested person. Caesars New York's employment application, the careers section of its website, and all advertisements will include a non-discrimination statement to further assure applicants of Caesars New York's policy of equal employment. All non-executive positions not expected to be filled from within will be referred to the appropriate State employment service delivery



system.

The disability or protected veteran status of any otherwise qualified individual who applies for any vacancy, promotion, transfer, or training opportunity will not be a factor in these employment decisions. Thus, Caesars New York will ensure that applicants and employees with disabilities or protected veterans who meet job qualifications have equal access to its personnel process, including those implemented through information and communication technologies, and will provide reasonable accommodations to ensure that applicants and employees with disabilities or protected veterans receive equal opportunity in the operation of personnel processes.

Review of Physical and Mental Job Requirements

Caesars New York will review physical and mental job qualification requirements as job qualification requirements are established or revised to ensure that qualification requirements do not screen out qualified individuals with disabilities or qualified protected veterans for reasons that are not job related or consistent with business necessity and the safe performance of the essential functions of the job.

Internal Communication Procedure

Caesars New York will develop an internal communication procedure whereby all employees, including individuals with disabilities and protected veterans, can raise issues or claims that may arise during the course of their employment. General communications procedures will encourage any and all employees, including those with disabilities, to discuss such issues or claims. All matters brought to the attention of the Outreach Officer will be confidentially addressed.

Harassment

Caesars New York will develop and implement policies and procedures to ensure that employees who are individuals with disabilities or protected veterans are not harassed because of their disability or veteran status.

Training

Caesars New York will train personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure that the commitments in Caesars New York's programs are implemented.

Internal Dissemination of Policy

Caesars New York recognizes that, however strong its outreach program, internal support from employees is necessary to ensure maximum effectiveness of its program. So that these employees' awareness of the needs of individuals with disabilities or protected veterans can be increased and employee participation in the policy can be increased, Caesars New York will utilize procedures to maximize the internal implementation and dissemination of its Equal Employment Opportunity policy, including posting the policy for all employees and applicants to be notified.



Outreach, Positive Recruitment and External Dissemination of Policy

Caesars New York will review its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment-qualified individuals with disabilities and protected veterans. Caesars New York will engage in outreach, positive recruitment, and external dissemination programs, including notifying recruiting sources, state employment services, and community agencies of its intention to recruit qualified individuals with disabilities and protected veterans.

Development and Execution of Action Oriented Programs

Caesars New York will develop and execute action-oriented programs designed to correct any problem areas that may exist. These programs will demonstrate our good faith efforts to expand employment opportunities for individuals with disabilities and protected veterans and to produce measurable results. These efforts will include reviewing job descriptions periodically to confirm the knowledge, skills, abilities, and other requirements necessary for the adequate performance of the job. Specifications will continue to be consistent for the same job title and will not contain any requirements that would result in discrimination on the basis of a physical or mental disability, and/or protected veteran status, or other characteristic protected by law.

Monitoring and Reporting Systems

It will be the responsibility of Caesars New York's Outreach Officer to monitor all employment and personnel practices to ensure compliance with applicable regulations and adherence to Caesars New York's Statement of Policy, to report specific problems to the appropriate management personnel, and to measure the effectiveness of its program.

Caesars New York's audit and reporting system will be designed to measure the effectiveness of the programs, identify any need for remedial action, determine the degree to which Caesars New York's objectives are being attained, and that all records concerning applicants who are individuals with disabilities or protected veterans are maintained for as long as legally required.

While the Affirmative Action Plan addresses ACE Requirements, you will note that our efforts in the exhibits in this section X.B. exceed those requirements.

Attachments:

X.B.2_A1 Letter from CEO

X.B.2_A2 Sample Corporation Job Group Analysis

X.B.2_A3 Availability Statistics for Minorities in New York

X.B.2_A4 New Hire Summary

Attachment X.B.2_A1



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Diversity

A Letter from our CEO

To Our Guests, Employees and Members of Our Communities:

Caesars Entertainment family of companies and its employees are proud to be active members of the communities in which we do business. *Building Communities the Caesars Way* is the blueprint of our commitment to support and invest in those communities:

We hire, retain and develop the best employees so that we may provide our guests with the unsurpassed customer service that is the foundation of Caesars success. We actively search for a diverse pool of candidates to provide us with the depth of talent, skill and potential to meet our goals. We provide mentoring, development and tuition reimbursement programs to ensure that everyone has the opportunity to build the best career possible.

We share our financial success with our communities by donating one percent of our profits to civic and charitable causes. Specific portions of that donation are dedicated to supporting minority causes, providing our senior citizens with a helping hand, and supporting other local community interests. Our employees also give back to the community by volunteering countless hours of service.

We work closely with our suppliers, contractors and other vendors, including certified minority-owned, women-owned, disabled and disadvantaged business enterprises, to provide us with goods and services. We mentor disadvantaged businesses to help them further develop into successful enterprises.

Building Communities the Caesars Way is derived from our Code of Commitment – our public pledge to our guests, employees and communities that we will honor the trust they have placed in us. We do so by investing in our communities – by offering employees a great place to work, sharing our success through charitable giving and promoting supplier diversity. Through our ongoing efforts, we continue to help make our communities the best possible places to live and work.



Attachment X.B.2_A2

Sample Corporation

Job Group Analysis

1A

Executive Management

EEO Code: 1.1

Job Code & Title		Min	Fem							
GMT000 – General Operations Manager	#	0	1							
1 Employee	%	0.00	100.00							
LGL000 – SVP Legal	#	0	0							
1 Employee	%	0.00	0.00							
FNC000 - SVP Finance	#	0	0							
1 Employee	%	0.00	0.00							
ENG105 - Chief Technical Officer	#	0	0							
1 Employee	%	0.00	0.00							
EPR510 - SVP Regulations	#	0	0							
1 Employee	%	0.00	0.00							
GMT010 - SVP Division Executive	#	0	0							
2 Employees	%	0.00	0.00							
HRM000 - SVP Human Resources	#	1	1							
1 Employee	%	100.00	100.00							
GMT008 - SVP Gaming	#	0	0							
1 Employee	%	0.00	0.00							
FNC100 - VP Controller	#	0	0							
1 Employee	%	0.00	0.00							
EPR205 - VP Gov't Relations	#	0	0							
1 Employee	%	0.00	0.00							
FNC500 - VP Treasurer	#	1	1							
1 Employee	%	100.00	100.00							
EPR105 - VP Communications	#	0	1							
1 Employee	%	0.00	100.00							
GMT115 – VP Compliance	#	1	1							
3 Employees	%	33.33	33.33							
SLS002 - VP Marketing	#	0	1							
1 Employee	%	0.00	100.00							

Attachment X.B.2_A3

**Availability Statistics for Minorities in New York-Northern New Jersey-Long Island, NY-NJ-PA MSA and Orange County, NY
American Community Survey EEO Tabulation 2006-2010 (5-year ACS data)**

Census Code	SOC Title	New York MSA (%)	Orange Cty, NY (%)
0020	General and Operations Managers	28.20%	13.70%
0120	Financial Managers	33.60%	22.50%
0136	Human Resources Managers	38.00%	45.30%
0310	Food Service Managers	43.70%	21.30%
0330	Gaming Managers	38.40%	0.00%
0340	Lodging Managers	42.30%	28.50%
0650	Training and Development Specialists	41.10%	36.80%
3730	First-Line Supervisors of Protective Service Workers, All Other	46.20%	22.00%
3930	Gaming Surveillance Officers and Gaming Investigators	72.50%	37.60%
4010	First-Line Supervisors of Food Preparation and Serving Workers	52.50%	36.00%
4030	Food Preparation Workers	73.40%	46.60%
4040	Bartenders	34.70%	33.30%
4050	Combined Food Preparation and Serving Workers, Including Fast Food	57.70%	46.80%
4110	Waiters and Waitresses	51.60%	25.90%
4120	Food Servers	69.70%	58.20%
4130	Food Preparation and Serving Related Workers, All Other	71.90%	37.70%
4220	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	72.10%	50.10%
4300	Gaming Supervisors	35.00%	0.00%
4400	Gaming Dealers	46.70%	0.00%
4720	Gaming Change Persons and Booth Cashiers	65.20%	36.00%
5120	Bookkeeping, Accounting, and Auditing Clerks	37.00%	15.50%
5130	Gaming Cage Workers	64.30%	0.00%
5140	Payroll and Timekeeping Clerks	48.10%	28.80%
5150	Procurement Clerks	43.40%	0.00%
5360	Human Resources Assistants, Except Payroll and Timekeeping	49.60%	0.00%
5400	Receptionists and Information Clerks	46.60%	35.00%
5700	Executive Secretaries and Executive Administrative Assistants	37.70%	22.20%
5860	Office Clerks, General	52.10%	33.40%
7350	Maintenance Workers, Machinery	39.50%	0.00%
9350	Parking Lot Attendants	82.00%	100.00%

**Availability Statistics for Females in New York-Northern New Jersey-Long Island, NY-NJ-PA MSA and Orange County, NY
American Community Survey EEO Tabulation 2006-2010 (5-year ACS data)**

Census Code	SOC Title	New York, MSA (%)	Orange Cty, NY (%)
0020	General and Operations Managers	30.8%	28.9%
0120	Financial Managers	44.1%	53.4%
0136	Human Resources Managers	60.9%	34.4%
0310	Food Service Managers	32.3%	36.6%
0330	Gaming Managers	48.0%	0.0%
0340	Lodging Managers	45.2%	61.9%
0650	Training and Development Specialists	60.3%	21.1%
3730	First-Line Supervisors of Protective Service Workers, All Other	21.4%	2.5%
3930	Gaming Surveillance Officers and Gaming Investigators	20.5%	23.5%
4010	First-Line Supervisors of Food Preparation and Serving Workers	44.2%	39.5%
4030	Food Preparation Workers	41.6%	39.9%
4040	Bartenders	47.8%	44.0%
4050	Combined Food Preparation and Serving Workers, Including Fast Food	41.1%	31.9%
4110	Waiters and Waitresses	56.8%	79.2%
4120	Food Servers	55.7%	65.1%
4130	Food Preparation and Serving Related Workers, All Other	32.0%	57.4%
4220	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	25.8%	28.1%
4300	Gaming Supervisors	45.6%	50.0%
4400	Gaming Dealers	51.2%	0.0%
4720	Gaming Change Persons and Booth Cashiers	68.0%	74.6%
5120	Bookkeeping, Accounting, and Auditing Clerks	82.5%	92.0%
5130	Gaming Cage Workers	87.5%	100.0%
5140	Payroll and Timekeeping Clerks	85.2%	98.2%
5150	Procurement Clerks	70.5%	100.0%
5360	Human Resources Assistants, Except Payroll and Timekeeping	80.5%	100.0%
5400	Receptionists and Information Clerks	89.8%	95.6%
5700	Executive Secretaries and Executive Administrative Assistants	94.8%	96.4%
5860	Office Clerks, General	75.1%	76.9%
7350	Maintenance Workers, Machinery	4.5%	0.0%
9350	Parking Lot Attendants	4.9%	0.0%

Attachment X.B.2_A4

Sample Corporation
Goal Attainment

1A		Executive Management			
	Total	Min		Fem	
Goal				27.84	
New Hire	3			2	66.67
Promotion	1			1	100.00
Total Opps	4			3	75.00
Achieved? *				YES	

1B		Mid Level Management			
	Total	Min		Fem	
Goal				33.48	
New Hire	4			1	25.00
Promotion	3			0	0.00
Total Opps	7			1	14.29
Achieved? *				NO	

2A		Senior Level Professionals			
	Total	Min		Fem	
Goal		17.07		34.92	
New Hire	11	2	18.18	0	0.00
Promotion	3	0	0.00	0	0.00
Total Opps	14	2	14.29	0	0.00
Achieved? *		YES		NO	

Sample Corporation

New Hire Summary

For Period: 1/1/2013 to 12/31/2013

	Total	Min	Fem								
1A - Executive Management	3	1	2								
1B - Mid Level Management	4	1	1								
1C - First Level Managers	3	0	1								
2A - Senior Level Professionals	11	2	0								
2B - Mid Level Professionals	11	1	2								
2C - Entry Level Professionals	15	7	9								
3A - Technicians	1	0	0								
4A - Sales Workers	5	0	0								
5A - Senior Level Clerical	14	5	3								
5B - Entry Level Clerical	6	2	5								
Totals	# 73	19	34								
	%	26.03	58								

SAMPLE

Sample Corporation

Promotion Summary For Period: 1/1/2013 to 12/31/2013

	Total	Min	Fem								
1B - Mid Level Management	1	0	0								
1C - First Level Managers	3	0	0								
2A - Senior Level Professionals	3	2	1								
2B - Mid Level Professionals	7	1	4								
2C - Entry Level Professionals	11	1	8								
3A - Technicians	1	0	0								
4A - Sales Workers	2	0	1								
5A - Senior Level Clerical	5	0	5								
Totals	# 33	4	9								
	%	12.12	58								

SAMPLE

Sample Corporation

Termination Summary

For Period: 1/1/2013 to 12/31/2013

	Total	Min	Fem								
1A - Executive Management	4	0	1								
1B - Mid Level Management	6	2	0								
1C - First Level Managers	3	0	0								
2A - Senior Level Professionals	4	1	0								
2B - Mid Level Professionals	8	2	6								
2C - Entry Level Professionals	12	2	6								
3A - Technicians	1	0	0								
4A - Sales Workers	2	0	1								
5A - Senior Level Clerical	10	4	0								
5B - Entry Level Clerical	4	1	1								
Totals	# 54	12	28								
	%	22.22	1.85								

SAMPLE