

## **Availability Analysis**

Ferris2004 12/11/2003

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 101 Executives - General**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                           |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 47.45          | 14.40     | <b>100.00</b> | 47.45           | 14.40     | 1990 Census of Population, EEO File Custom - National- Michigan- Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 47.45           | 14.40     |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 102 Executives - Academic**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 47.18          | 15.40     | <b>100.00</b> | 47.18           | 15.40     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 47.18           | 15.40     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 103 Executives - KCAD**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 48.32          | 16.54     | <b>100.00</b> | 48.32           | 16.54     |  |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 48.32           | 16.54     |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 201 Faculty - Academic Counselors**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 59.37          | 21.83     | <b>100.00</b> | 59.37           | 21.83     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 59.37           | 21.83     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 202 Faculty - Allied Health**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 73.00          | 11.36     | <b>100.00</b> | 73.00           | 11.36     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 73.00           | 11.36     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 203 Faculty - Arts & Sciences**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 44.74          | 13.71     | <b>100.00</b> | 44.74           | 13.71     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 44.74           | 13.71     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 204 Faculty - Business**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment   |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 24.00          | 15.00     | <b>100.00</b> | 24.00           | 15.00     | 2003 Sustaining Scholarship in Business Schools (Report of the Doctoral Faculty Commission to AACSB) Tables 5 and 6. |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 24.00           | 15.00     |  |



# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 205 Faculty - Education**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 41.20          | 14.88     | <b>100.00</b> | 41.20           | 14.88     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 41.20           | 14.88     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 206 Faculty - Optometry**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 36.49          | 4.36      | <b>100.00</b> | 36.49           | 4.36      | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 36.49           | 4.36      |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 207 Faculty - Pharmacy**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment  |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 35.00          | 17.00     | <b>100.00</b> | 35.00           | 17.00     | American Association of Colleges of Pharmacy, Distribution of 1999-2000 Full time Pharmacy Faculty by Gender and Race |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 35.00           | 17.00     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 208 Faculty - Technology**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 10.80          | 17.24     | <b>100.00</b> | 10.80           | 17.24     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 10.80           | 17.24     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 209 Faculty - Library**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 67.39          | 14.27     | <b>100.00</b> | 67.39           | 14.27     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 67.39           | 14.27     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 210 Faculty - Temp/FT**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 48.95          | 15.58     | <b>100.00</b> | 48.95           | 15.58     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 48.95           | 15.58     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 211 Faculty - SupFac/1SFT**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                             |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 37.14          | 5.19      | <b>100.00</b> | 37.14           | 5.19      | 1990 Census of Population, EEO File Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 37.14           | 5.19      |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 212 Faculty - SupFac/1SPT**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                  |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 31.98          | 7.86      | <b>100.00</b> | 31.98           | 7.86      | 1990 Census of Population, EEO File<br>Custom - Local - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 31.98           | 7.86      |   |



# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 213 Faculty - SupFac/Other**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                             |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 18.76          | 2.36      | <b>100.00</b> | 18.76           | 2.36      | 1990 Census of Population, EEO File Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 18.76           | 2.36      |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 215 Faculty - University College**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 36.53          | 12.23     | <b>100.00</b> | 36.53           | 12.23     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 36.53           | 12.23     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 301 Student Affairs Professionals**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 48.46          | 15.52     | <b>100.00</b> | 48.46           | 15.52     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 48.46           | 15.52     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 302 Business Professionals**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                                |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 34.80          | 5.08      | <b>100.00</b> | 34.80           | 5.08      | 1990 Census of Population, EEO File<br>Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 34.80           | 5.08      |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 303 Athletics Professionals**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 24.31          | 11.29     | <b>100.00</b> | 24.31           | 11.29     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 24.31           | 11.29     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 304 Public Safety Professionals**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                                |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 22.65          | 11.00     | <b>100.00</b> | 22.65           | 11.00     | 1990 Census of Population, EEO File<br>Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 22.65           | 11.00     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 305 Health Services Professionals**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                             |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 27.09          | 9.24      | <b>100.00</b> | 27.09           | 9.24      | 1990 Census of Population, EEO File Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 27.09           | 9.24      |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 306 Academic Affairs Professionals**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 47.18          | 15.40     | <b>100.00</b> | 47.18           | 15.40     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 47.18           | 15.40     |   |



# Availability Analysis

Ferris2004  
12/11/2003

## Job Group: 307 Counseling Professionals

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 40.53          | 4.60      | <b>100.00</b> | 40.53           | 4.60      | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 40.53           | 4.60      |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 308 Support Para-Professionals**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                         |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 70.72          | 7.33      | <b>100.00</b> | 70.72           | 7.33      | 1990 Census of Population, EEO File<br>Custom - Local - Kent - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 70.72           | 7.33      |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 401 Supervisors & Managers**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                         |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 41.28          | 7.04      | <b>100.00</b> | 41.28           | 7.04      | 1990 Census of Population, EEO File<br>Custom - Local - Kent - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 41.28           | 7.04      |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 402 Hall Directors**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                            |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 51.29          | 16.71     | <b>100.00</b> | 51.29           | 16.71     | 1990 Census of Population, EEO File<br>Custom - National - Mich - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 51.29           | 16.71     |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 501 Technicians - Nonunion**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                                |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 33.08          | 7.17      | <b>100.00</b> | 33.08           | 7.17      | 1990 Census of Population, EEO File<br>Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |

**100.00**

Job Group Final Availabilities (%)

|       |
|-------|
| 33.08 |
|-------|

|      |
|------|
| 7.17 |
|------|

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 502 Technicians - Health Services**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 70.79          | 8.96      | <b>100.00</b> | 70.79           | 8.96      | 1990 Census of Population, EEO File Michigan             |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 70.79           | 8.96      |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 503 Technicians - Union**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                                |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 17.45          | 7.80      | <b>100.00</b> | 17.45           | 7.80      | 1990 Census of Population, EEO File<br>Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 17.45           | 7.80      |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 504 Nurses**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                                |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 90.18          | 8.46      | <b>100.00</b> | 90.18           | 8.46      | 1990 Census of Population, EEO File<br>Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 90.18           | 8.46      |   |



# Availability Analysis

Ferris2004  
12/11/2003

## Job Group: 601 Clerical - Administrative

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment               |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 77.63          | 7.14      | <b>30.00</b>  | 23.29           | 2.14      | 1990 Census of Population, EEO File Custom - Local - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | 96.77          | 4.84      | <b>70.00</b>  | 67.74           | 3.39      | Job Group 902 Part - Time Clerical                                     |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 91.03           | 5.53      |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 602 Clerical - Union**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment               |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 87.57          | 7.32      | <b>30.00</b>  | 26.27           | 2.20      | 1990 Census of Population, EEO File Custom - Local - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | 96.77          | 4.84      | <b>70.00</b>  | 67.74           | 3.39      | Job Group 902 Part Time Clerical                                       |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 94.01           | 5.58      |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 701 Skilled Trades - Union**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                             |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 3.83           | 7.29      | <b>100.00</b> | 3.83            | 7.29      | 1990 Census of Population, EEO File Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 3.83            | 7.29      |  |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 801 Service - Union**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                  |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 41.77          | 3.91      | <b>40.00</b>  | 16.71           | 1.56      | 1990 Census of Population, EEO File<br>Custom - Local - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | 66.67          | 8.00      | <b>60.00</b>  | 40.00           | 4.80      | Job Group 905 - Part-time Service   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 56.71           | 6.36      |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 901 Part-time Clinical Associate**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                                |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 5.28           | 1.61      | <b>100.00</b> | 5.28            | 1.61      | 1990 Census of Population, EEO File<br>Custom - Regional - Michigan - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 5.28            | 1.61      |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 902 Part-time Clerical**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                  |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 78.64          | 2.67      | <b>100.00</b> | 78.64           | 2.67      | 1990 Census of Population, EEO File<br>Custom - Local - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 78.64           | 2.67      |   |

# Availability Analysis

Ferris2004  
12/11/2003

## Job Group: 903 Part-time Technicians

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                  |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 45.63          | 2.94      | <b>100.00</b> | 45.63           | 2.94      | 1990 Census of Population, EEO File<br>Custom - Local - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 45.63           | 2.94      |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 904 Part-time Support Para-Prof.**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment               |
|--|----------------|-----------|---------------|-----------------|-----------|--|
|  | Female         | Total Min |               | Female          | Total Min |  |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 50.21          | 2.56      | <b>100.00</b> | 50.21           | 2.56      | 1990 Census of Population, EEO File Custom - Local - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |  |
|  |                |           | <b>100.00</b> |                 |           |  |
| Job Group Final Availabilities (%)   |                |           |               | 50.21           | 2.56      |  |



# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 905 Part-time Service**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                  |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 58.68          | 5.30      | <b>100.00</b> | 58.68           | 5.30      | 1990 Census of Population, EEO File<br>Custom - Local - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 58.68           | 5.30      |   |

# Availability Analysis

Ferris2004  
12/11/2003

**Job Group: 906 Temp. Administrative**

| Factor   | Raw Statistics |           | Value Weight  | Weighted Factor |           | Source of Data<br>Rationale for Selection of Recruitment                  |
|--|----------------|-----------|---------------|-----------------|-----------|---|
|  | Female         | Total Min |               | Female          | Total Min |   |
| 1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area                  | 65.33          | 5.46      | <b>100.00</b> | 65.33           | 5.46      | 1990 Census of Population, EEO File<br>Custom - Local - Mecosta - Osceola |
| 2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization | -              | -         | -             | -               | -         |   |
|  |                |           | <b>100.00</b> |                 |           |   |
| Job Group Final Availabilities (%)   |                |           |               | 65.33           | 5.46      |   |