

AGENDA

Equal Employment Opportunity Committee

Meeting Date

October 13, 2015

Time

12:00 P.M.

Location

Board Room (532)

CALL TO ORDER

Anna Kril

ADOPTION OF MINUTES

Anna Kril

JUNE 9, 2015

ASSISTANT VICE PRESIDENT'S REPORT

Manasses C. Williams

REPORT ON THE COMPETITIVE
EDGE CONFERENCE

CONDITIONAL CONTRACTORS

Sharon Foxx

SUNGARD AVAILABILITY SERVICES, LP
CABLEVISION LIGHTPATH, INC.
MICROSOFT CORPORATION
HUNTER ROBERTS CONSTRUCTION GROUP, LLC
ACTION CARTING ENVIRONMENTAL SERVICES, INC.
STERICYCLE, INC.

2015 CORPORATE AFFIRMATIVE ACTION
PLAN UPDATE REPORT

Gail Proto

OLD BUSINESS

NEW BUSINESS

ADJOURNMENT

NEW YORK CITY HEALTH AND HOSPITALS CORPORATION

**EQUAL EMPLOYMENT
OPPORTUNITY
COMMITTEE**

MINUTES

Meeting Date
June 9, 2015

**BOARD OF
DIRECTORS**

**EQUAL EMPLOYMENT OPPORTUNITY
COMMITTEE MEETING**

A meeting of the Equal Employment Opportunity Committee of the HHC Board of Directors was held on June 9, 2015 in the Board Room at 125 Worth Street, New York City with Anna Kril, Committee Chair, presiding.

COMMITTEE MEMBERS

Anna Kril, Chairperson
Ramanathan Raju, MD, President
Josephine Bolus, RN
Robert Nolan
Gordon Campbell

HHC STAFF

April Alexander, Metropolitan Hospital Center
Nicole Benjamin, Affirmative Action/EEO
Deborah Cates, Chairman's Office/Board Affairs
Melissa Clitandre, North Brooklyn Healthcare Network
Martin O. Everette, Affirmative Action/EEO
Sharon Foxx, Affirmative Action/EEO
Norma E. Irizarry, Affirmative Action/EEO
Barbara Keller, Legal Affairs
James Keys, Coney Island Hospital
Marva Langdon-Dunn, North Bronx Health Network
Patricia Lockhart, Chairman's Office
Dominic Lee, President's Office
Randall Mark, President's Office

William Marshall, Lincoln Medical & Mental Health Center
Antonio D. Martin, President's Office
Christopher Mastromano, Gouverneur Healthcare
Jeannith Michelen, Queens Health Network
Luz Nazario, South Manhattan Healthcare Network
Lois Penn, South Manhattan Healthcare Network
Nicole Phillips, Kings County Hospital Center
Tania Pierre, Central Office
Gail Proto, Affirmative Action/EEO
Salvatore J. Russo, Legal Affairs
Lynnette Sainbert, Chairman's Office
Yvette Villanueva, Generations +/Northern Manhattan Health Network
Manasses C. Williams, Affirmative Action/EEO

OTHER ATTENDEES

CROTHALL FACILITIES MANAGEMENT, INC.

Shashi Avadhani, Crothall Facilities Management, Inc.
Raj Pragasam, Crothall Facilities Management, Inc.
Rich Springer, Crothall Facilities Management, Inc.
Sally Mazzola, Crothall Facilities Management, Inc.
Theresa Howell, Crothall Facilities Management, Inc.

SODEXO LAUNDRY SERVICES INC.

David Bueschel, Sodexo Laundry Services, Inc.
Rosa Coppedge, Sodexo Laundry Services, Inc.
Myles Foley, Sodexo Laundry Services, Inc.
Robyn Welter, Sodexo Laundry Services, Inc.

PERKINS EASTMAN ARCHITECTS, PC

Jean Warren, Perkins Eastman Architects, PC

A&P COAT, APRON & LINEN SUPPLY, INC.

Vidal Guzman, A&P Coat, Apron & Linen Supply, Inc.
Robert Potack, A&P Coat, Apron & Linen Supply, Inc.

GREATER NEW YORK HOSPITAL ASSOCIATION (GNYHA)

Alison B. Flynn, Greater New York Hospital Association (GNYHA)

CALL TO ORDER

The meeting was called to order at 12:00 p.m. by Anna Kril, Committee Chairperson. The minutes of the April 14, 2015 EEO Committee were adopted as submitted.

ASSISTANT VICE PRESIDENT'S REPORT

Manasses C. Williams, Senior Assistant Vice President, Affirmative Action/EEO reported to the Committee that The New York City Health and Hospitals Corporation is once again a proud sponsor and founding member of the twenty-second Annual Competitive Edge Conference which was held on July 21, 2015 from 8:00 am-4:00 pm at the Bank of New York Mellon, located at 101 Barclay Street, New York, NY 10286. This year's theme was "The Conference That Will Change Your Business." He also stated that this year the contribution to the contractors was in the form of customized zipper padfolios.

CONDITIONAL APPROVALS

Sharon Foxx, Assistant Director, Affirmative Action/EEO stated that she would be reporting on four conditionally approved contractors, Sodexo Laundry Services, Inc., A&P Coat, Apron & Linen Supply, Inc., Perkins Eastman Architects, PC and Crothall Facilities Management, Inc.

SODEXO LAUNDRY SERVICES, INC.

Ms. Foxx stated that the first contractor was Sodexo Laundry Services, Inc. located in Gaithersburg, Maryland. She also stated that they have a total of 1,596 employees. They have twenty (20) Job Groups and are underutilized in six, three for minorities and three for females. She then stated that the Job Groups in which they are underutilized are in: 1D-Senior Director/Executive Director for females, 2F-Professional 2, Paralegal, Recruiter, EEO, Payroll for minorities, 4A-Sales Vice President, Sales Executive, National Client Executive for females, 5A-Administration Related-Highly Skilled (Graded) for minorities, 5B-Administration Related-Entry/Moderate (Graded) for minorities and 9E-Service Worker for females. In Job Group 1D-Senior Director/Executive Director out of a total of 95 employees, 29 are females and 16 are minorities. They need to hire six additional females to eliminate their underutilization. In Job Group 2F-Professional 2, Paralegal, Recruiter, EEO, Payroll out of a total of 290 employees, 210 are females, 69 are minorities. They need to hire five minorities to eliminate their underutilization. In Job Group 4A-Sales Vice President, Sales Executive, National Client Executive out of a total of 11 employees, one is a female and none are minorities. They need to hire one additional female to eliminate their underutilization. In Job Group 5A-Administration Related-Highly Skilled (Graded) out of a total of 128 employees 30 are minorities. They need to hire two additional minorities to eliminate their underutilization. In Job Group 5B-Administration Related-Entry/Moderate (Graded) out of a total of 67 employees, 13 are minorities. They need to hire one minority to eliminate their underutilization. Daniel Bueschel, Division President, Health

Care, Miles Foley, Regional Vice President and Robyn Welter, Assistant General Counsel for Labor and Employment, represented Sodexo Laundry Services, Inc. Robyn Welter stated that the data submitted to the Affirmative Action/EEO office involves employees that work specifically on the HHC contract in New York and also in their offices in Gaithersburg, Maryland headquarters, Buffalo, New York and their small office in Allentown, Pennsylvania where the underrepresentation exists. She also stated that diversity inclusion is one of their main pillars and it is something they are always focused on. She further stated that for any of the Job Groups that underrepresentation exists, they will be having a review panel that will take a look at the final selection position to make sure they did their best in recruiting efforts to have diverse slate. She also stated that they will once again do training for their Managers on a regular basis on AA/EEO essentials. She then stated that they have many online training courses and that one is called "interpreting unconscious bias" in which decisions are made by well-intended individuals that may have a negative impact on hiring, promotions and job assignments. She stated that this will give them an opportunity to dig in deeper into things they had not recognized and that may affect the way they hire in selecting the best talent. She further stated that they have not had a large scale reduction. Miles Foley stated that within that Job Group, they also have a program that has been initiated which is their Lead to Supervisor program and that the last four hires have actually been promotions over the course of the last two years from the hourly ranks in which has been two minorities and two women. He also stated that in those positions, they do not have a lot of turnover; therefore, they do not have many opportunities. Salvatore Russo asked Ms. Welter how many management openings were there last year. She stated that she did not know the exact numbers. He stated that it would be good for the future when they report to inform us of how many openings they have since she is informing us that a large number of employees remain in the organization. He also asked if they do any special types of recruiting in the areas that are underrepresented. Ms. Welter stated that in their Buffalo, New York office they have a little more difficulty with hiring because they are not actually in the city of Buffalo, New York, but in a suburb of Buffalo, NY which is not accessed by public transportation making it difficult to get to. She also stated that they are certainly trying to see what they can do to draw people from the city to their office in the suburb. She further stated that in their Gaithersburg, Maryland headquarters they generally do not have an issue with underrepresentation because they are in the District of Columbia metro area.

A&P COAT, APRON & LINEN SUPPLY, INC. (AKA UNITEX)

Ms. Foxx stated that A&P Coat, Apron & Linen Supply, Inc. (aka Unitex) is located in Mount Vernon, New York. She stated that their workforce has not changed and that once again they are to be commended this year for rectifying their underutilizations. Robert Potack, Vice President, Operations and Vidal Guzman, General Manager represented A&P Coat, Apron & Linen Supply, Inc. (aka Unitex). Anna Kril stated that she was very pleased to hear of the great news that they have eliminated their underutilizations and that she is hopeful that it will remain. Mr. Williams stated that they went from one management job group to three, creating two additional job groups. Salvatore Russo asked Mr. Guzman to explain the top three reasons why they were able to be at a good

point in terms of their underutilizations. He stated that they have been reporting to the Board for several years and that they are very aware of the need to be in compliance, therefore, they took their recruiting and retention efforts very seriously. He also stated that twenty months ago they implemented a Union Team League Program which has been successful. He explained that they transition individuals that were hourly employees in the Union by training them to run departments. He also stated that they had an opening in another facility which was offered to an employee that was interested in relocating and has been promoted and is succeeding as a supervisor. He then stated that on any supervisor's day off after a series of months training they can actually run a department. He also stated that they have similar programs in other plants and that in the last six months they have promoted three employees from a Union hourly position to a supervisor position. He further stated that they plan to continue their efforts both in recruiting and retention as the team has helped advance employees which they did not have in place twenty months ago.

PERKINS EASTMAN ARCHITECTS, PC

Ms. Foxx stated that Perkins Eastman is located in New York, NY. She also stated that their workforce has not changed much and that they have increased their Job Groups from 10 to 17. This year, again, they have no underutilizations. Jean Warren, Director, Human Resources represented Perkins Eastman Architects, PC. She stated that she is happy to inform that they are in compliance. She also stated that they very much strive to ensure they are in compliance with their own EEO policies along with their supervisors and their hiring leaders. She further stated that at a number of different colleges and universities such as Howard University in Washington, DC they recruit both male and female minorities and that they have had a successful recruiting season both last year and this year. Ms. Bolus stated that she has noticed that they have increased the amount of employees and Job Groups and that it is much appreciated. Ms. Kril stated that she realizes they have done a tremendous amount of outreach. Ms. Warren stated they have formed a Women's Leadership group intended to embrace women and minorities in order to work with them and help them develop and progress around the organization and be able to down the road become promotable to title positions such as Associates and Senior Associates. She further stated that the group is growing and that one of the activities they did last year was training on how to prepare for career conferences in order for the individual advocate to be able to understand what a reviewer is looking for during that career conference.

CROTHALL FACILITIES MANAGEMENT, INC.

Ms. Foxx stated that Crothall Facilities Management Inc. is located in New York City, New York. She also stated that there is no comparison available since they have not been reviewed since 2011. She then stated that out of 157 employees they had underutilizations in three Job Groups each for females. She further stated that the Job Groups in which they are underutilized are in Job Group 1B-Mid/Lower Level Vice Presidents and Directors, Job Group 3A-Biomedical Technicians and Job Group 3B-Imaging Technicians. She stated that in Job Group 1B-Mid/Lower Level Vice Presidents

and Directors, out of a total of 24 employees, there are two females. They need to hire seven employees to eliminate their underutilizations. In Job Group 3A-Biomedical Technicians out of a total of six employees, they have zero females. They need to hire two female employees to eliminate their underutilizations. In Job Group 3B-Imaging Technicians, out of a total of twelve employees, they have zero females. They need to hire five females to eliminate their underutilizations. Shashi Avadhani, Regional Vice President, Raj Pragasam, Senior Vice President, Human Resources, Rich Springer, Division Vice President, Sally Mazzola, Director Human Resources and Theresa Howell, Recruiter I represented Crothall Facilities Management, Inc. Mr. Pragasam stated that they were awarded the technology contract on April 1, 2014. He also stated that their numbers also include their head office in Wayne, Pennsylvania. He then stated that they recognize there is room for improvement and that internally they have many different management programs such as Appreciating Differences, Managing Inclusion and Inclusive Recruitment. He further explained that Managing Inclusion helps managers understand how they would manage in an inclusive environment which is a mandatory course for their managers when they recruit.

LEARNING AND MANAGEMENT DEVELOPMENT

Learners are selected through Resource Network. The Manager in Training (MIT) Program has been internally developed to provide highly talented recent college graduates with a unique fast-track learning opportunity focusing on leadership and management development. The program builds a bench of future leaders while seamlessly infusing new talent into the organization.

This Instructor led classroom is for a twelve month course and is experiential and self-directed learning with regular mentor feedback and graded assignments. Upon successful completion of the MIT Program, learners have the opportunity to assume a leadership role in the organization. The MIT Program varies in sector focus. Versions include: Support Services: EVS, PT, SCC, Laundry and PCM, Canteen and Chartwells.

EVOLVE

Learners are selected by sector leadership. The Evolve program is a 12 month development program that provides Managers an opportunity to enhance their leadership skills in order to assume a next level position. Program curriculum is aligned with the Company core competencies and includes online instructor-led classroom, e-Learning, and Self-Directed Learning. The Canteen version is customized for Customer Services Managers. The Support Services version is customized to meet the needs of current managers expecting to assume the next level position. Evolve certification is achieved after successful completion of the Program including written validation, course assignments and experiential action learning.

PROJECT READINESS

Learners are selected through Talent Management nomination process. Project Readiness is a leadership development program focused on providing developmental and leadership opportunities for high potential associates in order to create a diverse bench of strong leadership for the future growth of Compass Group. The Instructor-led classroom includes an online instructor-led classroom, experiential and self-directed learning.

Project Readiness begins with an online kick-off and learners complete prep work as a foundation for the live event. At the live event, learners network with corporate support associates to discuss organization strategies with Compass leadership and build a community. The Connect Sessions link program material in a format featuring guest speakers, discussion and group presentations. The application focuses on operational skills needed for the next level position. In the Strategic Approach, learners create, implement and report the results of their business challenge action plans to senior leadership.

ADAPT

Learners are selected through Talent Management nomination process. Adapt identifies and prepares unit level managers for promotion to multi-unit positions. The program focuses on building a bench of multi-unit level managers consistent with the growth of the business. The instructor-led and online instructor-led classrooms cover six modules of instruction, self-directed learning and project work. In addition to individual module assignments, learners are responsible for creating and implementing an action learning project during the program. The project focuses on innovation and creativity and the learner is expected to apply the knowledge acquired during the program to enhance business performance and efficiency. Learners present results to the class and company leadership during the final live event.

ACHIEVING COMMON FUTURE

Learners are selected through Talent Management nomination process. It is a facilitated forum for mid-level managers and other key personnel to increase their understanding of the business interact with compass executives and senior leaders to formulate strategic business plans. The programs focus is on using innovation and creativity to promote sector and corporate business strategies.

This is a three day instructor-led workshop with a nine month Business Challenge Action Plan (BCAP) Implementation, Measurement and results presentation sessions. Learners create two BCAPs using the innovation and creativity tools presented during the 3 day workshop. One must have financial results that will be used to create a program report.

SPOTLIGHTS PROGRAM

Learners are selected through a Talent Management nomination process. The program is the North American version of Insights. It offers an opportunity to gain greater insight into compass strategies and operations. The program is highly participative and interactive with opportunities to network with the North American leadership team and partner with an internal mentor. It is 3 ½ day with an instructor-led classroom with pre and post work.

INSIGHTS PROGRAM

Learners are selected through a Talent Management nomination process. The program is a global leadership program designed for learners to examine themselves and their business relationships. The focus is on increasing leadership capacity, concentration on career goals and opportunities to network with other senior leaders. It is a 3 ½ day instructor-led classroom with pre and post work.

2014-2015 CORPORATE M/WBE PROGRAM ANNUAL REPORT

The Senior Assistant Vice President, Affirmative Action/EEO reported on the status of the Corporation's M/WBE Program. The report showed that there was a decrease in the overall OTPS expenditures in the Corporation below the one billion dollar benchmark for the fourth time in six years.

Expenditures of MBEs increased by 10,535,065.00 or 58.56% while expenditures on WBEs increased by 17,609,642 or 2.80%. The overall utilization rate for MBEs increased from 1.93% in 2014 to 3.22% in 2015. WBE participation rates increased from 0.50% in 2014 to 1.99% in 2015.

The results also showed that overall M/WBE goals increased from 2.43% in 2014 to 5.21% in 2015.

There being no further business, the meeting was adjourned at 12:50 pm.

ASSISTANT VICE PRESIDENT'S REPORT

COMPETITIVE EDGE CONFERENCE

The 22nd Annual Competitive Edge Conference was held on July 21, 2015 from 8:00 am - 4:00 pm at the Bank of New York Mellon, located on 101 Barclay Street, New York, NY. This event attracted well over 400 vendors who attended over seven workshops, an Exhibit/Market Place, breakfast and luncheon.

The keynote speaker was James Reynolds, Chairman and Chief Executive Officer of Loop Capital.

The theme for this year's conference was "The Conference That Will Change Your Business." In addition, for the first time, there was a competition for companies to win a one year mentorship arrangement to become the next \$100 million dollar company. The Judges were Suri Kasirer, President, Kasirer Consulting, Richard Levychin, Managing Partner, KBL LLP, Carl Oliveri, Partner, Grassi & Company, Pamela Robertson, Partner, Squire Patton Boggs, LLP and Mitchell S. Rock, Senior Vice President, Wealth Advisor Morgan Stanley Smith Barney LLC. There were three candidates, Deborah Bradley, founder and President Deborah Bradley, Construction & Management Services, Inc., Robert S. Bright, Founder & President, Talson Solutions, LLC a construction risk management company and Marcial Velez, President, Xperteks Computer Consultancy, Inc. Each individual was given 15 minutes to explain why they should be chosen and the winner was Deborah Bradley, Construction & Management Services, Inc.

MCW:nei

CONDITIONALLY APPROVED CONTRACTORS

Annual Update

Sungard Availability Services, LP
Wayne, PA

Office of Information Technology
Services
(Alternate Data Center)
\$1,800,000.00

Cablevision Lightpath, Inc.
Jericho, NY

EITS IT Financial Administration
(Telecommunications)
\$9,249,235.00

Microsoft Corporation
New York, NY

EITS IT Financial Administration
(Enterprise License Agreement)
\$34,500,000.00

Hunter Roberts Construction Group, LLC
New York, NY

Materials Management
(Construction Management)
\$1,500,000.00

Action Carting Environmental Services, Inc.
Teaneck, NJ

Materials Management
(Waste Management)
\$38,990,448.00

Stericycle, Inc.
Northbrook, IL
New York, NY

Materials Management
(Waste Management)
\$38,990,448.00

SUNGARD AVAILABILITY SERVICES, LP

UNDERUTILIZATIONS

<u>JOB GROUP</u>	<u>2014</u>	<u>2015</u>
Managers JG 3	-	Minorities
Professional JG 3	Females	Females
Sales JG 5	-	Females

SUNGARD AVAILABILITY SERVICES, LP

2015 UPDATE

	<u>2014</u>	<u>2015</u>	<u>Difference</u>
Total # of Employees	378	368	10
Underutilized	YES	YES	-
# of Job Groups	20	20	-
# of Job Groups Underutilized	1	3	2
# of Underutilizations	1	3	2
# of Minority Underutilizations	0	1	1
# of Female Underutilizations	1	2	1

Sungard Availability Services, LP (Corporate)
Comparison of Incumbency to Availability

Job Group: Mgr JG 3 - Managers
Test: Standard Deviation
Total Employees: 26

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.	NH/PI	Two +
	Count	%	Count	%		Count	%	Count	%	Count	%	Count	%
Employees (#)	18		8		1	25		0	0	1		0	0
Employees (%)	69.2		30.8		3.8	96.2		0.0	0.0	3.8		0.0	0.0
Availability (%) Goal	68.0		32.0		22.8	77.2		8.4	2.2	10.4		0.0	1.7
Test: Standard Deviation	NO		NO		YES	NO		NO	NO	NO		NO	NO
Add'l Needed to Eliminate Problem Area (#)	0.13		-0.13		-2.30	2.30		-1.54	-0.76	-1.10		-0.04	-0.10
Add'l Needed to Reach Availability (#)	0		0		1	0		0	0	0		0	0
	0		1		5	0		3	1	2		0	1
Total													

**Sungard Availability Services, LP (Corporate)
Comparison of Incumbency to Availability**

Job Group: Prof JG 3 - Professional
Test: Standard Deviation
Total Employees: 59

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat Amer.	NH/PI	Two +
	NO	YES	NO	YES		NO	YES						
Employees (#)	46	13	13	15	44	4	1	10	0	0	0	0	0
Employees (%)	78.0	22.0	41.5	25.4	74.6	6.8	1.7	16.9	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	58.5	41.5	25.4	74.6	12.7	4.3	7.3	0.0	0.0	0.0	0.0	1.0	
Test: Standard Deviation	NO 3.03	YES -3.03	NO 0.01	NO -0.01	NO -1.37	NO -0.98	NO 2.85	NO -0.11	NO -0.14	NO -0.78	NO 0	NO 0	NO 1
Add'l Needed to Eliminate Problem Area (#)	0	4	0	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	12	0	1	4	2	0	0	0	0	0	0	1
Total													

**Sungard Availability Services, LP (Corporate)
Comparison of Incumbency to Availability**

Job Group: Sal JG 5 - Sales
Test: Standard Deviation
Total Employees: 38

	Males		Females		Total Min.	White		Afr. Amer.		Hispanic		Asian		Nat. Amer.		NH/PI		Two +	
	NO	YES	NO	YES		NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Employees (#)	31	7	5	5	33	2	2	2	0	0	1	0	0	0	0	0	0	0	0
Employees (%)	81.6	18.4	13.2	86.8	86.8	5.3	5.3	5.3	0.0	2.6	0.0	0.0	0.0	0.0	0.3	0.1	0.0	0.0	0.0
Availability (%) Goal	66.0	34.0	21.4	78.6	78.6	7.4	9.0	3.3	0.3	0.1	1.2	0.1	0.1	0.1	0.1	0.1	0.1	0.1	1.2
Test: Standard Deviation	NO 2.02	YES -2.02	NO -1.23	NO 1.23	NO 1.23	NO -0.50	NO -0.81	NO -1.15	NO 2.54	NO -0.18	NO -0.69	NO 0.18							
Add'l Needed to Eliminate Problem Area (#)	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	4	0	0	1	2	2	0	0	0	0	0	0	0	1	1	0	1
Total																			

CABLEVISION LIGHTPATH, INC.

UNDERUTILIZATIONS

<u>JOB GROUP</u>	<u>2014</u>	<u>2015</u>
Managers JG 1A (VPs & Executives)	-	Females
Managers JG 1B (Directors)	Females/Minorities	Females/Minorities
Managers JG 1C (Managers)	Minorities	-

CABLEVISION LIGHTPATH, INC.

2015 UPDATE

	<u>2014</u>	<u>2015</u>	<u>Difference</u>
Total # of Employees	518	521	3
Underutilized	YES	YES	-
# of Job Groups	15	15	-
# of Job Groups Underutilized	2	2	-
# of Underutilizations	3	3	-
# of Minority Underutilizations	2	1	1
# of Female Underutilizations	1	2	1

**Cablevision Lightpath, Inc.
Comparison of Incumbency to Availability**

Job Group: 1A - VPs & Executives
Test: Standard Deviation
Total Employees: 17

	Males		Females		Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	16	1	1	1	16	0	1	0	0	0	0	0
Employees (%)	94.1	5.9	5.9	5.9	94.1	0.0	5.9	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	70.5	29.5	17.0	17.0	83.0	4.4	5.5	5.6	0.4	0.1	1.1	
Test: Standard Deviation	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Add'l Needed to Eliminate Problem Area (#)	2.14	-2.14	-1.22	-1.22	1.22	-0.89	0.08	-1.00	-0.25	-0.10	-0.44	
Add'l Needed to Reach Availability (#)	0	1	0	0	0	0	0	0	0	0	0	
	0	5	2	2	0	1	0	1	1	1	1	
Total												

**Cablevision Lightpath, Inc.
Comparison of Incumbency to Availability**

Job Group: 1B - Directors
Test: Standard Deviation
Total Employees: 32

	Males		Females		Total Min.	White		Afr. Amer.		Hispanic		Asian		Nat. Amer.		NH/PI		Two +		
	NO	YES	NO	YES		NO	YES													
Employees (#)	28	4	4	2	30	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
Employees (%)	87.5	12.5	12.5	6.3	93.8	6.3	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	
Availability (%) Goal	58.9	41.1	41.1	28.5	71.5	7.5	9.6	10.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	1.4	
Test: Standard Deviation	NO 3.29	YES -3.29	YES -3.29	YES -2.79	NO 2.79	NO -0.27	NO -1.84	NO -1.89	NO -0.15	NO -0.05	NO -0.67	NO 0								
Add'l Needed to Eliminate Problem Area (#)	0	4	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	10	10	8	0	1	4	4	1	0	0	0	0	0	1	0	0	0	1	
Total																				

MICROSOFT CORPORATION

UNDERUTILIZATIONS

<u>JOB GROUP</u>	<u>2014</u>	<u>2015</u>
Professionals JG 1	Females	Females
Professionals JG 2	Females	Females
Professionals JG 3	-	Minorities
Professionals JG 6	Females	Females

MICROSOFT CORPORATION

2015 UPDATE

	<u>2014</u>	<u>2015</u>	<u>Difference</u>
Total # of Employees	593	500	93
Underutilized	YES	YES	-
# of Job Groups	16	14	2
# of Job Groups Underutilized	3	4	1
# of Underutilizations	3	4	1
# of Minority Underutilizations	-	1	1
# of Female Underutilizations	3	3	-

**Microsoft Corporation
Comparison of Incumbency to Availability**

Job Group: 200 - Professionals JG-1
Test: Standard Deviation
Total Employees: 71

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.		NHOP1	Two +
	NO	YES	NO	YES		NO	NO				NO	NO		
Employees (#)	67	4	24	47	6	5	11	0	0	0	0	0	2	
Employees (%)	94.4	5.6	33.8	66.2	8.5	7.0	15.5	0.0	0.0	0.0	0.0	0.0	2.8	
Availability (%) Goal	66.4	33.6	40.4	59.6	8.9	6.3	23.2	0.1	0.1	0.1	0.1	0.1	1.7	
Test: Standard Deviation	NO 5.00	YES -5.00	NO -1.13	NO 1.13	NO -0.15	NO 0.24	NO -1.53	NO -0.30	NO -0.26	NO 0.73	NO 0	NO 0	NO 0	
Add'l Needed to Eliminate Problem Area (#)	0	12	0	0	0	0	0	0	0	0	0	0	0	
Add'l Needed to Reach Availability (#)	0	20	5	0	1	0	6	1	1	1	1	1	0	
Total														

**Microsoft Corporation
Comparison of Incumbency to Availability**

Job Group: 208 - Professionals JG-2
Test: Standard Deviation
Total Employees: 34

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.	NH/PI	Two +
	NO	YES	NO	YES		NO	YES						
Employees (#)	33	1	18	16	4	2	11	0	0	0	0	1	
Employees (%)	97.1	2.9	52.9	47.1	11.8	5.9	32.4	0.0	0.0	0.0	0.0	2.9	
Availability (%) Goal	66.2	33.8	40.3	59.7	9.0	6.4	23.0	0.1	0.1	0.1	0.1	1.7	
Test: Standard Deviation	NO 3.81	YES -3.81	NO 1.50	NO -1.50	NO 0.56	NO -0.12	NO 1.30	NO -0.21	NO -0.18	NO 0	NO 0	NO 0.56	
Add'l Needed to Eliminate Problem Area (#)	0	5	0	0	0	0	0	0	0	0	0	0	
Add'l Needed to Reach Availability (#)	0	11	0	5	0	1	0	1	1	0	1	0	
Total													

**Microsoft Corporation
Comparison of Incumbency to Availability**

Job Group: 212 - Professionals JG-3
Test: Standard Deviation
Total Employees: 24

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.	NH/PI	Two +
	Count	%	Count	%		Count	%						
Employees (#)	12		12		6	18		2	0	2	0	0	2
Employees (%)	50.0		50.0		25.0	75.0		8.3	0.0	8.3	0.0	0.0	8.3
Availability (%) Goal	77.6		22.4		46.1	53.9		4.6	4.5	35.2	0.1	0.0	1.6
Test: Standard Deviation	YES		NO		YES	NO		NO	NO	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	-3.24		3.24		-2.07	2.07		0.87	-1.06	-2.76	-0.17	-0.10	2.58
Add'l Needed to Reach Availability (#)	7		0		6	0		0	2	7	1	0	0
Total													

**Microsoft Corporation
Comparison of Incumbency to Availability**

Job Group: 224 - Professionals JG-6
Test: Standard Deviation
Total Employees: 72

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.	NH/PI	Two +
	NO	YES	NO	YES		NO	YES						
Employees (#)	63	9	36		36		10	10	16	0	0	0	0
Employees (%)	87.5	12.5	50.0		50.0		13.9	13.9	22.2	0.0	0.0	0.0	0.0
Availability (%) Goal	72.6	27.4	43.5		56.5		6.5	5.3	29.8	0.1	0.1	0.1	1.7
Test: Standard Deviation	NO 2.84	YES -2.84	NO 1.11		NO -1.11		NO 2.52	NO 3.25	NO -1.41	NO -0.30	NO -0.22	NO 0	NO -1.11
Add'l Needed to Eliminate Problem Area (#)	0	3	0		0		0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	11	0		5		0	0	6	1	1	1	2
Total													

HUNTER ROBERTS CONSTRUCTION GROUP, LLC

UNDERUTILIZATIONS

<u>JOB GROUP</u>	<u>2014</u>	<u>2015</u>
Managers JG 11 (Front-Line Managers)	Minorities	Minorities
Managers JG 12 (Managers)	Minorities	Minorities

HUNTER ROBERTS CONSTRUCTION GROUP, LLC

2015 UPDATE

	<u>2014</u>	<u>2015</u>	<u>Difference</u>
Total # of Employees	240	278	38
Underutilized	YES	YES	-
# of Job Groups	7	7	-
# of Job Groups Underutilized	2	2	-
# of Underutilizations	2	2	-
# of Minority Underutilizations	2	2	-
# of Female Underutilizations	-	-	-

**Hunter Roberts Construction Group, LLC
Comparison of Incumbency to Availability**

Job Group: 11 - Managers JG 11
Test: Standard Deviation
Total Employees: 46

	Males		Females		Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NH/PI	Two +
Employees (#)	43	3	6.5	3	3	43	1	1	1	0	0	0
Employees (%)	93.5	6.5	15.7	6.5	26.6	93.5	2.2	2.2	2.2	0.0	0.0	0.0
Availability (%) Goal	84.3	15.7	26.6	73.4	6.6	73.4	6.6	11.0	7.6	0.0	0.0	1.3
Test: Standard Deviation	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	1.72	-1.72	-3.08	3.08	-1.21	-1.91	-1.38	-0.08	-0.05	-0.79	0	0
Add'l Needed to Reach Availability (#)	0	0	10	0	3	5	3	0	0	0	0	1
Total												

**Hunter Roberts Construction Group, LLC
Comparison of Incumbency to Availability**

Job Group: 12 - Managers JG 12
 Test: Standard Deviation
 Total Employees: 89

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat. Amer.	NH/PI	Two +
	NO	YES	NO	YES		NO	YES	NO	YES	NO	YES	NO	YES
Employees (#)	79		10		13	76	2	4	3	1	0		3
Employees (%)	88.8		11.2		14.6	85.4	2.2	4.5	3.4	1.1	0.0		3.4
Availability (%) Goal	91.4		8.6		25.4	74.6	6.3	11.3	6.4	0.0	0.0		1.4
Test: Standard Deviation	NO -0.89		NO 0.89	YES -2.33		NO 2.33	NO -1.56	YES -2.02	NO -1.18	NO 22.86	NO -0.01		NO 1.59
Add'l Needed to Eliminate Problem Area (#)	0		0	2		0	0	1	0	0	0		0
Add'l Needed to Reach Availability (#)	3		0	10		0	4	7	3	0	0		0
Total													

ACTION CARTING ENVIRONMENTAL SERVICES, INC.

UNDERUTILIZATIONS

JOB GROUP

2015

Managers JG 2

Females/Minorities

Laborers JG 1

Females

ACTION CARTING ENVIRONMENTAL SERVICES, INC.

2015 UPDATE

2015

Total # of Employees	310
Underutilized	YES
# of Job Groups	14
# of Job Groups Underutilized	2
# of Underutilizations	3
# of Minority Underutilizations	1
# of Female Underutilizations	2

Action Carting Environmental Services, Inc
Comparison of Incumbency to Availability

Job Group: Managers JG 2 - Billing Clerk
Test: Standard Deviation
Total Employees: 18

	Males		Females		Total Min.	White		Afr. Amer.	Hispanic	Asian	Nat Amer.	NH/PI	Two +
	NO	YES	NO	YES		NO	Afr. Amer.	Hispanic	Asian	Nat Amer.	NH/PI	Two +	
Employees (#)	16	2	3	15	1	2	0	0	0	0	0	0	0
Employees (%)	88.9	11.1	16.7	83.3	5.6	11.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Availability (%) Goal	67.1	32.9	42.6	57.4	13.5	18.4	8.9	0.3	0.1	1.5			
Test: Standard Deviation	NO 1.97	YES -1.97	YES -2.23	NO 2.23	NO -0.98	NO -0.80	NO -1.33	NO -0.22	NO -0.10	NO -0.53			
Add'l Needed to Eliminate Problem Area (#)	0	1	1	0	0	0	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	4	5	0	2	2	2	1	1	1	1	1	1
Total													

**Action Carting Environmental Services, Inc.
Comparison of Incumbency to Availability**

Job Group: Laborers JG 1 - Refuse and recyclable material collectors

Test: Standard Deviation

Total Employees: 87

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NH/PI	Two +
Employees (#)	87	0	80	7	42	38	0	0	0	0
Employees (%)	100.0	0.0	92.0	8.0	48.3	43.7	0.0	0.0	0.0	0.0
Availability (%) Goal	93.8	6.2	55.7	44.3	23.5	29.6	1.1	0.1	0.0	1.4
Test: Standard Deviation	NO 2.40	YES -2.40	NO 6.81	YES -6.81	NO 5.45	NO 2.88	NO -0.98	NO -0.29	NO 0.00	NO -1.12
Add'l Needed to Eliminate Problem Area (#)	0	1	0	22	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	6	0	32	0	0	1	1	0	2

STERICYCLE, INC.

UNDERUTILIZATIONS

JOB GROUP

2015

Northbrook, IL

Managers JG 1E

Minorities

New York, NY

Operatives JG 7

Females

Laborers JG 8

Females

STERICYCLE, INC. (Northbrook, IL)

2015 UPDATE

2015

Total # of Employees	558
Underutilized	YES
# of Job Groups	10
# of Job Groups Underutilized	1
# of Underutilizations	1
# of Minority Underutilizations	1
# of Female Underutilizations	-

Stericycle, Inc. (Corporate)
Comparison of Incumbency to Availability

Job Group: 1E - Mgrs - Mid Level
Test: Standard Deviation
Total Employees: 53

	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	30	23	5	48	2	2	1	0	0	0
Employees (%)	56.6	43.4	9.4	90.6	3.8	3.8	1.9	0.0	0.0	0.0
Availability (%) Goal	53.7	46.3	22.1	77.9	8.1	7.3	5.6	0.1	0.0	1.0
Test: Standard Deviation	NO 0.42	NO -0.42	YES -2.22	NO 2.22	NO -1.15	NO -0.98	NO -1.17	NO -0.24	NO -0.12	NO -0.73
Add'l Needed to Eliminate Problem Area (#)	0	0	1	0	0	0	0	0	0	0
Add'l Needed to Reach Availability (#)	0	2	7	0	3	2	2	1	0	1
Total										

STERICYCLE, INC. (New York, NY)

2015 UPDATE

2015

Total # of Employees	171
Underutilized	YES
# of Job Groups	10
# of Job Groups Underutilized	2
# of Underutilizations	2
# of Minority Underutilizations	-
# of Female Underutilizations	2

Stericycle, Inc. (New York)
Comparison of Incumbency to Availability

Job Group: 7 - Operatives
Test: Standard Deviation
Total Employees: 52

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat Amer.	NHOPI	Two +
Employees (#)	52	0	40	12	10	26	0	0	1	3
Employees (%)	100.0	0.0	76.9	23.1	19.2	50.0	0.0	0.0	1.9	5.8
Availability (%) Goal	87.0	13.0	57.0	43.0	19.6	28.4	6.9	0.3	0.1	1.7
Test: Standard Deviation	NO 2.78	YES -2.78	NO 2.90	YES -2.90	NO -0.07	NO 3.45	YES -1.96	NO -0.39	NO 3.79	NO 2.29
Add'l Needed to Eliminate Problem Area (#)	0	2	0	3	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	0	7	0	11	1	0	4	1	0	0

Stericycle, Inc. (New York)
Comparison of Incumbency to Availability

Job Group: 8 - Laborers and Helpers
Test: Standard Deviation
Total Employees: 76

	Total									
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NH/PI	Two +
Employees (#)	75	1	71	5	26	42	0	0	0	3
Employees (%)	98.7	1.3	93.4	6.6	34.2	55.3	0.0	0.0	0.0	3.9
Availability (%) Goal	82.0	18.0	70.4	29.6	21.9	42.2	5.0	0.1	0.0	1.2
Test: Standard Deviation	NO 3.79	YES -3.79	NO 4.40	YES -4.40	NO 2.60	NO 2.31	YES -2.00	NO -0.30	NO -0.06	NO 2.22
Add'l Needed to Eliminate Problem Area (#)	0	6	0	10	0	0	1	0	0	0
Add'l Needed to Reach Availability (#)	0	13	0	18	0	0	4	1	0	0

NEW YORK CITY HEALTH & HOSPITALS CORPORATION

AFFIRMATIVE ACTION PLAN

2015

UPDATE

USING THE 2010 CENSUS DATA



AFFIRMATIVE ACTION PLAN 2015 UPDATE

USING THE 2010 CENSUS DATA

CORPORATE ANALYSIS

The Corporation's percentage of minority employees (82.8%) decreased by 0.1% as compared to 2014 while the percentage of female employees decreased by 0.2 % from 68.6 % in 2014 to 68.4% in 2015.

Of the 44 job groups which characterize the corporate workforce, 16 or 36% indicate an underutilization of total minorities, specific minorities and females which is two more than 2014. This year, there are 21 instances of underutilizations which is two higher than last year.

AFFIRMATIVE ACTION PLAN 2015 UPDATE
USING THE 2010 CENSUS DATA
CORPORATE WORKFORCE SUMMARIZED BY %

	<u>2014</u>	<u>2015</u>	<u>CHANGE</u>
Males	31.4%	31.6%	+0.2%
Females	68.6%	68.4%	-0.2%
Minorities	82.9%	82.8%	-0.1%
Whites	17.1%	17.2%	+0.1%
African Americans/Blacks	44%	43.3%	-0.7%
Hispanics	19.3%	19.3%	No Change
Asians	19.4%	20%	+0.6%
Native Americans	0.2%	0.2%	No Change

AFFIRMATIVE ACTION PLAN - 2015 UPDATE
USING THE 2010 CENSUS DATA
CORPORATE ANALYSIS - SUMMARY

# of Underutilized Job Groups 2014		14	
# of Underutilized Job Groups 2015		16	
Comparison		+2	
# of Underutilizations 2014		19	
# of Underutilizations 2015		21	
Comparison		+2	

AFFIRMATIVE ACTION PLAN 2015 UPDATE
USING THE 2010 CENSUS DATA
CORPORATE ANALYSIS
UNDERUTILIZATIONS BY GENDER AND RACE/ETHNICITY

<u>GENDER/RACE/ETHNICITY</u>	<u>2014</u>	<u>2015</u>	<u>Difference</u>
FEMALES	6	6	0
TOTAL MINORITIES	3	3	0
AFRICAN AMERICANS	0	0	0
HISPANICS	7	8	+1
ASIANS	3	4	+1
NATIVE AMERICANS	0	0	0
TOTAL	19	21	+2



AFFIRMATIVE ACTION PLAN 2015 UPDATE USING THE 2010 CENSUS DATA COMPARISON OF JOB GROUPS WITH UNDERUTILIZATIONS 2014/2015

Corporation Underutilizations

JOB GROUP	2014	CHANGE	2015
1A Senior Staff	Hispanics/Females	Same	Hispanics/Females
2B Other Health Diagnosing Prof	None	NEW	Hispanics
2C Pharmacists	Hispanics	Same	Hispanics
2N Math Mgmt & Computer Analysts	Asian	Same	Asian
5B Computer Operators	Asian	Same	Asian
5C Secretaries Steno Office Clerk	None	NEW	Asian
6A Supervisors-Skilled Craft	Minority/Females	Same	Minority/Females
6B Mechanics and Repairers	Females	Same	Females
6C Construction Trades	Minority	Same	Minority
6D Precision Production Occup.	Hispanics	Same	Hispanics
7A Motor Vehicle Operators	Hispanics/Females	Same	Hispanics/Females
8A Helper Construction Trades	Minority	Same	Minority
8B Laborers	Females	Same	Females
9B Health Service Occupation	Hispanics	Same	Hispanics
9D Food Preparer	Hispanics	Same	Hispanics
9F Cleaning & Building Services	Hispanics/Asians/Females	Same	Hispanics/Asians/Females
2014 14 Underutilized JG's		2015 16 Underutilized JG's	
2014 19 Underutilizations		2015 21 Underutilizations	
2014 6 Females, 3 Minorities, 7 Hispanics, 3 Asians		2015 6 Females, 3 Minorities, 8 Hispanics, 4 Asians +1 Hispanics, +1 Asian	

Note: Seven of the eight Hispanic Underutilizations are identical to last year. Minorities and Females remained the same group in the aggregate. Three of the four Asian Underutilizations are identical to last year.

AFFIRMATIVE ACTION PLAN 2015 UPDATE
USING THE 2010 CENSUS DATA
CORPORATE ANALYSIS

This year's analysis of the Corporation's workforce, again identified an overall underutilization of minorities for Supervisors Skilled Crafts, Construction Trades, and Helpers Construction Trades which is identical to 2014.

STATUS OF JOB GROUPS WITH UNDERUTILIZATION OF MINORITIES

<u>Job Group</u>	<u>Underutilization</u>		<u>Representation Status</u>		<u>Representation Change</u>
	<u>2014</u>	<u>2015</u>	<u>2014</u>	<u>2015</u>	
6A Supervisors - Skilled Crafts	Yes	Yes	22 *87	19 *88	-3 +1
6C Construction Trades	Yes	Yes	71 *268	81 *288	+10 +20
8A Helpers Construction Trades	Yes	Yes	6 *15	6 *14	0 -1

*Total Employees in Job Group



AFFIRMATIVE ACTION PLAN 2015 UPDATE
CORPORATE ANALYSIS - USING THE 2010 CENSUS DATA

In 2015, Females have six underutilizations in the identical job groups as 2014.
 Other than Females in Senior Staff, the remaining five job groups are traditionally dominated by males.
 These are: Supervisor Skilled Crafts, Mechanics and Repairers, Motor Vehicle Operators,
 Laborers and Cleaning and Building Services.

STATUS OF JOB GROUPS WITH UNDERUTILIZATION OF WOMEN

<u>JOB GROUP</u>	<u>Utilization Status</u>		<u>Representation Status</u>		<u>Representation Change</u>
	<u>2014</u>	<u>2015</u>	<u>2014</u>	<u>2015</u>	
1A Senior Staff***	Yes	Yes	169 *374	169 *379	0 +5
6A Supervisor Skilled Crafts	Yes	Yes	0 *87	0 *88	0 +1
6B Mechanics and Repairers	Yes	Yes	2 *135	2 *141	0 +6
7A Motor Vehicle Operators	Yes	Yes	11 *140	14 *142	+3 +2
8B Laborers	Yes	Yes	0 *41	0 *39	0 -2
9F Cleaning and Building Services	Yes	Yes	915 *2,658	929 *2,674	+14 -16
*Corporate (Total Workforce)					

*** Fifty-six additional female Managers in Senior Staff positions would eliminate the underutilization.



AFFIRMATIVE ACTION PLAN 2015 UPDATE
USING THE 2010 CENSUS DATA
CORPORATE ANALYSIS

This year, Hispanics have eight underutilizations which is one more than 2014 and remains the highest number of any specific minority groups.

For 2015, one underutilization was added for Other Health Diagnosing Professionals.

Seven of the underutilized job groups are identical to last year. They are Senior Staff, Pharmacists, Precision Production Occupations, Motor Vehicle Operators, Health Service Occupations, Food Preparer and Cleaning and Building Services.

AFFIRMATIVE ACTION PLAN 2015 UPDATE - USING THE 2010 CENSUS DATA
CORPORATE ANALYSIS
STATUS OF JOB GROUPS WITH AN UNDERUTILIZATION OF HISPANICS (Cont'd)

JOB GROUP	Utilization Status		Representation Status		Representation Change
	2014	2015	2014	2015	
1A Senior Staff	Yes	Yes	32 *374	32 *379	0 +5
2B Other Health Diagnosing Professionals	No	Yes	4 *136	4 *186	0 +50
2C Pharmacists	Yes	Yes	10 426	11 444	+1 +18
6D Motor Vehicle Operators	Yes	Yes	23 *254	21 *248	-2 -6
7A Motor Vehicle Operators	Yes	Yes	37 *140	38 *142	+1 +2
9B Health Service Occupation	Yes	Yes	929 *5485	1031 *5930	+102 +445
9D Food Preparers	Yes	Yes	9 *84	9 *83	0 -1
9F Cleaning and Building Services	Yes	Yes	888 *2,658	886 *2,674	-2 +16

*Corporate (Total Workforce)



AFFIRMATIVE ACTION PLAN 2015 UPDATE
USING THE 2010 CENSUS DATA

CORPORATE ANALYSIS

Asians are again underutilized in three of the same job groups as last year: Math Mgmt. & Computer Analysts, Computer Operators, and Cleaning Building Services. There was a new underutilization for Secretaries Steno Office Clerks.

STATUS OF JOB GROUPS WITH AN UNDERUTILIZATION OF ASIANS

<u>Job Group</u>	<u>Underutilization Status</u>		<u>Representation Status</u>		<u>Representation Change</u>
	<u>2014</u>	<u>2015</u>	<u>2014</u>	<u>2015</u>	
2N Math Mgmt. & Computer Analysts	Yes	Yes	106	77	- 29
			777	519	- 258
5B Computer Operators	Yes	Yes	62	64	+ 2
			745	723	- 22
5C Secretaries Steno Office Clerks	No	Yes	251	237	- 14
			*2843	*2744	- 99
9F Cleaning Building Services	Yes	Yes	206	218	+ 12
			*2,658	*2,674	+ 16

* Corporate (Total Workforce)



AFFIRMATIVE ACTION PLAN 2015 UPDATE USING THE 2010 CENSUS DATA

CONCLUSIONS

1. The Corporation's workforce continues to show a high level of representation of minorities (82.8%) and females (68.4%) at all levels of the organization with some pockets of underutilization that need to be addressed to reach full utilization.

2. The Corporation needs to continue to focus on improving the representation of females in Senior Staff. This year, their representation remained the same at 169. Five additional new male employees were hired which resulted in a slight decrease of .06 percent in female representation (from 45.2 percent in 2014 to 44.6 percent in 2015).

AFFIRMATIVE ACTION PLAN 2015 UPDATE USING THE 2010 CENSUS DATA CONCLUSIONS Continued

- 3. Minorities continue to be underutilized in Supervisors-Skilled Crafts, Construction Trades and Helpers Construction Trades. The underrepresentation of specific minorities, Hispanics and Asians, remains a priority of the Corporation.**

We will continue to build our outreach by having more concentrated and targeted outreach to these communities whenever vacancies are available in the underutilized job groups, as well as when any new hiring initiatives are undertaken.

AFFIRMATIVE ACTION PLAN 2015 UPDATE **USING THE 2010 CENSUS DATA**

- **Continue to track and monitor applicant data by specific race/ethnic/gender groups and to measure effectiveness of outreach and availability using new established automated PeopleSoft system.**