

Dissemination of Plan and Policy

Internal Dissemination: In order to assure that each employee of the Oklahoma State Board of Cosmetology is aware and informed about the Affirmative Action/Equal Employment Opportunity Plan, a complete copy of this plan will be available to each employee upon request.

A copy of the Appointing Authority's AA/EEO policy will be included in the employee policy book and posted on the agency bulletin board for public viewing.

External Dissemination: External dissemination of the Oklahoma State Board of Cosmetology Affirmative Action/Equal Employment Opportunity Policy will be sent to anyone upon request.

Affirmative Action for the Disabled and Older Persons: It has been and shall remain the policy of the Oklahoma State Board of Cosmetology that there shall be no discrimination based either on physical/mental handicap or age in any personnel action including layoff, recall or adverse personnel action as long as the work does not render the employee unable to do the work for which he or she is employed.

Training and Recruitment: The previous fiscal years have remained average with personnel actions. However, a training session for all employees on the subject of Affirmative Action will be conducted.

The only training the Oklahoma State Board of Cosmetology conducts are on-the-job with the exception of AA/EEO seminars. Additionally employees are encouraged to upgrade themselves by participating in the offerings of the Human Resources Division of the Office of Personnel Management and education they may obtain on their own. Such On-the-job training programs are conducted without regard to race, sex, color, religion, political affiliation, national origin, or physical handicap. Rather, they are conducted with a view to helping employees become better able to perform with a view to potential promotion.

Evaluation of Previous Efforts/Identification and Analysis of Problem Areas:

We started out the year with 10 employees. We had one American Indian, and seven female.

Because we are a small agency we have had only three opportunities to hire this year. This included two white females and one black female in the professional category.

We had one separation classified as a termination of 1 black female in the Professional category.

The Agency finished out this reporting period with a total of twelve employees: the outcome being 10% American Indian and 70% being female.

The agency has made significant progress toward accomplishing its Affirmative Action Goals during the past fiscal year and will continue to do so when the opportunity arises. All recruitments are sent to the Tulsa World, Daily Oklahoman, and minority community newspapers and media such as the Black Chronicle. The Agency will also send recruitment notices to the Director of EOWD.

In the event that a vacancy does occur we will do all that we possibly can to ensure that minorities are included in the recruiting and the interview process.

The recruitment of employees is mostly in the Cosmetology Inspector/Examiner category. The requirements for that position are to be a Master Instructor in Cosmetology.

The Oklahoma State Board of Cosmetology will start promoting the Master Instructor course to all Minority based schools for a better chance at hiring in the future. This can be done through the current inspectors we have and all student appreciation days.

State of Oklahoma
Oklahoma State Board of Cosmetology Policy Statement
On
Equal Employment Opportunity/Affirmative Action

Support from top management is the first step in creating a strong affirmative action/equal employment opportunity program. Written policy statements evidence this by the appointing authority declaring and affirming an active commitment to the Principles of equal employment opportunity/affirmative action and a policy against sexual harassment.

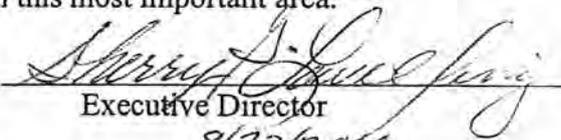
Consistent with federal and state laws and guidelines established for equal employment opportunity and affirmative action, I would like to affirm my continuing policy to provide equal employment and advancement opportunity in all job classifications of this agency without regard to political or religious opinion or affiliation, race, creed, gender, age, color, national origin, or disability, so long as the disability does not render the person unable to do the work for which employed.

The principles of equal employment opportunity apply to all employment practices and personnel actions throughout the agency, including recruiting, hiring, promotions, demotions, separations, training, transfers, layoffs (RIF), recall, compensation benefits, and all other terms and conditions of employment. I want to remind each employee that all personnel actions as well as all decisions relating to employment practices are to be made in accordance with the spirit of equal employment opportunity for all.

We have developed an affirmative action plan to help us achieve our goal of equal employment opportunity for all. Candis Ross, located at 2401 NW 23rd, Suite 84 Oklahoma City, Oklahoma telephone number 405-521-2441, has been delegated the responsibility of implementing the plan, including monitoring and evaluating our progress and reporting the results to me.

In addition, Candis Ross, is assigned to serve as the Affirmative Action/Equal Employment Opportunity Officer for this agency. She is available to any employee having questions or needing assistance in regards to affirmative action or equal employment opportunity in this agency.

My personal commitment to this policy is complete. I accept overall responsibility for equal employment opportunity and affirmative action within this agency. I expect each and every employee to perform their duties and responsibilities in a manner that will demonstrate this agency's firm commitment in this most important area.


Executive Director
8/23/2010
Date

State of Oklahoma
Oklahoma State Board of Cosmetology
Policy Against
Sexual Harassment

It is the policy of the Board of Cosmetology not to discriminate in any of its employment practices on the basis of political or religious opinion or affiliation, race, creed, gender, age, color, national origin or disability, so long as the disability does not render the employee unable to do the work for which employed. Any form of unlawful discrimination to which this policy applies is a very serious matter and will not be tolerated.

Sexual harassment is a form of unlawful discrimination based on sex. It includes, but is not limited to unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when submission to such conduct is explicitly or implicitly a requirement of the individual's employment, or used as a basis for any employment decision concerning that individual, or when such conduct has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile or offensive work environment. Such behavior is prohibited by the Civil Rights Act of 1964, by the regulatory guidelines of the Equal Employment Opportunity Commission, by applicable state laws, the State Merit Rules of Employment, and by this policy. In some circumstances it may also violate other laws (for example, criminal assault).

Sexual harassment will not be condoned or tolerated in the Board of Cosmetology. Any supervisory employee, employee with authority for personnel matters or other agent or officer of this agency who knows or should have known that any employee is being subjected to sexual harassment must take immediate corrective action or report the facts to the Affirmative Action Officer who is also the Administrative Assistant to the Director or to the Executive Director.

Appropriate disciplinary actions will be taken against any employee who causes, engages in, encourages, condones or otherwise permits unlawful sexual harassment and against any supervisory or other responsible employee who fails to take corrective action as provided above. Such conduct may be grounds for termination of employment with this agency.

Any employee who believes that he or she has been the victim of unlawful sexual harassment may complain of sex discrimination in accordance with the agency's grievance procedure.

It is the responsibility of all employees in this agency, supervisory and non-supervisory, to adhere to this policy and to use all reasonable efforts to further its goals and spirit.


Executive Director 8/23/2010
Date

Oklahoma State Board of Cosmetology Affirmative Action Responsibility

It is the responsibility of the appointing authority to exercise overall responsibility for equal employment opportunity and affirmative action within each agency.

EEO/AA Officer

This person may also be called the Civil Rights/EEO Coordinator, Affirmative Action Officer or other title appropriate to the needs of the agency. Depending on the size and structure of the organization, the duties of this individual may be the person's sole responsibility. Regardless, the person should be at a staff position with sufficient authority to ensure program implementation. Also, the person should be supervised by and report directly to the appointing authority on all matters relating to the EEO/AA program. In addition, the person should be knowledgeable of federal and state civil rights and equal opportunity legislation and regulations, of current social and economic conditions and interrelationships of majority and minority groups, of grievance investigations and interviewing techniques, and report writing.

Some general areas of responsibility appropriate for EEO/AA Officers include:

- A. Developing affirmative action programs, plans, policy statements, and internal communications.
- B. Assisting in the identification of problem areas and effecting solutions to problems.
- C. Designing and implementing audit and reporting systems to:
 - 1. Measure the effectiveness of the agency's program.
 - 2. Indicate remedial action needed to correct deficiencies.
 - 3. Determine the degree to which the agency's goals and objectives have been attained.
- D. Serving as liaison between the agency and the various state and federal compliance agencies.
- E. Serving as the agency's outreach and referral resource for minority organizations, women's organizations, organizations for disabled persons, and older persons, and community action groups concerned with employment opportunities for minorities, women, disabled persons, and older persons.
- F. Investigating cases and drafting recommendations for resolution of discrimination complaints.
- G. Keeping the agency's various organization levels informed of developments in the EEO area.

- H. Inspecting the agency's various worksites to ensure the EEO information is being disseminated and prominently displayed when appropriate.
- I. Monitoring the agency's personnel practices to ensure no discriminatory practices exist.

Additional information on the qualifications and responsibilities of the EEO/AA Officer are covered in Section 840-2.3 of Title 74 of the Oklahoma Statutes and the Office of Personnel Management Job Family Descriptors for the Civil Rights Administrator series.

Line Managers/Supervisors

Managers and supervisors should understand their roles in the EEO/AA program. The responsibilities of department heads, supervisors, personnel officers, and other key staff members should be spelled out in the written AAP. They also may be communicated by other means, such as in the performance evaluation process and/or periodically covered in the training or informational meetings. Some suggested responsibilities for managers and supervisors include:

- A. Assisting in the identification of problem areas and establishment of unit goals and objectives.
- B. Monitoring training programs and hiring and promotion patterns to eliminate any impediments to goal attainment.
- C. Conducting career counseling with employees, with special attention given to minorities, women, disabled and older workers to ensure they have full access to opportunities for career progression, i.e., transfers, promotions, training, etc.
- D. Active involvement with organizations which work with or on the behalf of minorities, women, disabled persons, and older persons, as well as community based agencies and leaders.
- E. Scheduling regular meetings and training sessions with supervisory staff and/or employees to keep them abreast of policy changes and program objectives.
- F. Regular communication with staff to emphasize the agency's EEO policies, including the policy against harassment of employees.

The appointing authority exercises overall responsibility for equal employment opportunity and affirmative action within each agency. He or she may, however, employ or designate a person to assist in the implementation and monitoring of the program.

Employees

In addition, every employee of the agency should know that they too have a responsibility to see that the EEO/AA program is faithfully executed. For example, it is desirable that the AAP contain a reminder to all employees of their responsibility to:

- A. Apply all laws, rules, regulations, policies, and procedures fairly and impartially toward all persons, without regard to race, color, sex, age, national origin, disability, religion, or political opinion, or affiliation.
- B. Exhibit an attitude of respect, courtesy, and cooperation toward fellow employees and the public.
- C. Aid supervisors and managers in carrying out their responsibilities with regard to the EEO/AA program.
- D. Be familiar with the affirmative action plan and make a good faith effort to complete their assigned responsibilities as identified in the plan.

Personnel Transactions Report

Agency Name and Code: Oklahoma State Board of Cosmetology -190

Date: June 30, 2010

Summary		Total	Minority					Total Min	Male	Female	
			White	Black	Hisp	AS/PI	AI/AN				
1. Employees at Beginning of Period (7-01-09)	#	10	9				1	1	3	7	OK
	%		90%	0%	0%	0%	10%	10%	30%	70%	
2. Employees at End of Period (6-30-10)	#	12	11	0	0	0	1	1	3	9	OK
	%		92%	0%	0%	0%	8%	8%	25%	75%	
3. Net Increase (decrease)		2	2	0	0	0	0	0	0	2	OK
4. Personnel Transaction:											
(A) New Hires	Actual	3	2	1	0	0	0	1	0	3	OK
	Goal										
(B) Promotions	Actual	0						0		0	OK
	Goal										
(C) Demotions		0						0			OK
(D) Separations		1		1				1		1	OK

OK OK OK OK OK OK OK OK OK OK

PRESENT STAFFING

Agency Name and Code: Oklahoma State Board of Cosmetology -190

EEO Coordinator: _____

As of: June 30, 2010

Job Categories	TOT EMP	MALE						FEMALE						TOT MIN
		WHITE	BLACK	HISP	AS/PI	AI/AN	TOT MALE	WHITE	BLACK	HISP	AS/PI	AI/AN	TOT FEM	
Official/ Admin	1	0	0	0	0	0	0	1	0	0	0	0	1	0
% Represented		0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		53.9	1.8	1.3	0.7	2.7	62.4	31.0	1.8	1.0	0.3	2.2	37.6	15.1
Professionals	6	0	0	0	0	0	0	6	0	0	0	0	6	0
% Represented		0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
% CLF		37.3	1.8	0.9	1.3	1.8	44.4	45.5	2.9	1.1	0.9	3.3	55.6	17.2
Technicians	5	2	0	0	0	1	3	2	0	0	0	0	2	1
% Represented		40.0	0.0	0.0	0.0	20.0	60.0	40.0	0.0	0.0	0.0	0.0	40.0	20.0
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
Protective Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
% CLF		66.2	4.5	1.7	0.3	7.1	83.3	12.2	1.8	0.5	0.2	1.3	16.7	21.6
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
% CLF		32.4	2.2	1.2	0.6	2.5	40.3	45.7	4.9	1.0	0.7	5.1	59.7	21.9
Admin Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
% CLF		23.5	2.1	0.9	0.3	1.7	29.9	55.3	5.0	2.0	0.6	4.6	70.1	21.2
Skilled Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
% CLF		73.3	3.4	5.3	0.5	7.0	93.5	4.8	0.4	0.3	0.2	0.5	6.5	21.9
Service Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
% CLF		40.5	4.8	5.2	0.8	4.8	58.5	28.4	4.1	2.6	0.9	3.7	41.5	31.1
TOTALS	12	2	0	0	0	1	3	9	0	0	0	0	9	1
% Represented		16.7	0.0	0.0	0.0	8.3	25.0	75.0	0.0	0.0	0.0	0.0	75.0	8.3
% CLF		41.7	3.0	2.8	0.7	3.5	53.8	35.4	3.4	1.7	0.6	3.3	46.2	22.9

OPM-AA/EEO-6
(06/07/2010)

Utilization Analysis* and Annual Placement Goals

Agency Name and Code: Oklahoma State Board of Cosmetology -190

June 30, 2010
Date

Job Group	Incumbents							Utilization*																											
								Black				Hispanic				Asian/Pacific Islander				American Indian/A.N.				Total Minorities				Female							
	Total	Black	Hisp.	AS/PI	AI/AN	Fem.	Total Min.	% Avail	% in Cat	Under Util	Goal	% Avail	% in Cat	Under Util	Goal	% Avail	% in Cat	Under Util	Goal	% Avail	% in Cat	Under Util	Goal	% Avail	% in Cat	Under Util	Goal	% Avail	% in Cat	Under Util	Goal				
Official / Administrator	1	0	0	0	0	1	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	100.0%	N	0
Professionals	6	0	0	0	0	6	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	100.0%	N	0
Technicians	5	0	0	0	1	2	1	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	20.0%	N	0	0.0%	20.0%	N	0	0.0%	40.0%	N	0				
Protective Services	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!
Paraprofessionals	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!
Administrative Support	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!
Skilled Craft Workers	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!
Service Maintenance	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!

OPM-AA/EEO-5
(06/07/2010)

* Significance Test: 80% Method

Utilization Analysis* and Annual Placement Goals

Agency Name and Code: Oklahoma State Board of Cosmetology -190

June 30, 2010
Date

Job Group	Incumbents							Utilization*																							
								Black				Hispanic				Asian/Pacific Islander				American Indian/A.N.				Total Minorities				Female			
	Total	Black	Hisp.	AS/PI	AI/AN	Fem.	Total Min	% Avail	% In Cat	Under Util	Goal	% Avail	% In Cat	Under Util	Goal	% Avail	% In Cat	Under Util	Goal	% Avail	% In Cat	Under Util	Goal	% Avail	% In Cat	Under Util	Goal	% Avail	% In Cat	Under Util	Goal
Official / Administrator	1	0	0	0	0	1	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	100.0%	N	0
Professionals	6	0	0	0	0	6	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	100.0%	N	0
Technicians	5	0	0	0	1	2	1	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	0.0%	N	0	0.0%	20.0%	N	0	0.0%	20.0%	N	0	0.0%	40.0%	N	0
Protective Services	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!
Paraprofessionals	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!
Administrative Support	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!
Skilled Craft Workers	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!
Service Maintenance	0	0	0	0	0	0	0	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!	0.0%	#DIV/0!	#####	#DIV/0!

OPM-AA/EEO-5
(06/07/2010)

* Significance Test: Whole Person

JOB GROUP ANALYSIS

Agency Name and Code Oklahoma State Board of Cosmetology -190

Date: As of June 30, 2010

EEO Category: Technicians

Job Group: _____

Salary or Pay Band	Job Family Title	Total Emp.	Male						Female						Total Min.
			Total Male	White	Black	Hisp.	AS/PI	AI/AN	Total Female	White	Black	Hisp.	AS/PI	AI/AN	
33,612	Technicians	1	0						1	1					0
28,172	Technicians	1	1					1	0						1
26,992	Technicians	1	0						1	1					0
24,586	Technicians	1	1	1					0						0
23,271	Technicians	1	1	1					0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
		0	0						0						0
Total for Job Group (number):		5	3	2	0	0	0	1	2	2	0	0	0	0	1
Total for Job Group (percent):			60%	40%	0%	0%	0%	20%	40%	40%	0%	0%	0%	0%	20%

Evaluation of Previous EEO Efforts (NEW HIRES)

Agency Name and Code: Oklahoma State Board of Cosmetology -190

As Of: June 30, 2010

		Total New Hires	White	Black	Hisp	AS/PI	AI/AN	Total Min	Male	Female		
Summary												
1. New Hires FY	2008	Number	1	1				0		1	OK	
2. New Hires FY	2009	Number	1	1				0		1	OK	
3. New Hires FY	2010	Number	3	2	1	0	0	0	1	0	3	OK
Total Number for Three Year Period			5	4	1	0	0	0	1	0	5	OK
Total Percent for Three Year Period		Percent	100%	80%	20%	0%	0%	0%	20%	0%	100%	
Total Percent for Current Year		%		67%	33%	0%	0%	0%	33%	0%	100%	

NEW HIRES FOR CURRENT REPORTING YEAR ONLY

EEO Categories	Total New Hires	Male					Female					Total Min		
		White	Black	Hisp	AS/PI	AI/AN	Total Male	White	Black	Hisp	AS/PI		AI/AN	Total Fem
Official/Administrator	0						0						0	0
Professionals	3						0	2	1				3	1
Technicians	0						0						0	0
Protective Services	0						0						0	0
Paraprofessionals	0						0						0	0
Administrative Support	0						0						0	0
Skilled Craft	0						0						0	0
Service Maintenance	0						0						0	0
TOTALS	3	0	0	0	0	0	0	2	1	0	0	0	3	1

