|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|   |   |   |   |   |   |   |   |
|   | AFFIRMATIVE ACTION PLAN |   |
|   |   |   |   |   |   |   |   |
|   |  | **TOTAL** | **Women** | **Minorities** | **Disabilities** | **Veterans** |   |
|   | **PROFESSIONALS** | **120** | **45** | **12** | **1** | **1** |   |
|   | Current | 100.0% | 37.5% | 10.0% | 0.8% | 0.8% |   |
|   | Last review |   | 36.0% | 11.0% | 0.8% | 0.8% |   |
|   | Increase since last review |   | 1.5% | -1.0% | 0.0% | 0.0% |   |
|   | GOAL |   | 40.0% | 15.0% | 1.0% | 1.0% |   |
|   | Underutilized (%) |   | 2.5% | 5.0% | 0.2% | 0.2% |   |
|   | **Underutilized (Employees)** |  | **3** | **6** | **0** | **0** |   |
|   |   |   |   |   |   |   |   |
|   |  | **TOTAL** | **Women** | **Minorities** | **Disabilities** | **Veterans** |   |
|   | **ADMINISTRATION** | **150** | **90** | **12** | **1** | **1** |   |
|   | Current | 100.0% | 60.0% | 8.0% | 0.7% | 0.7% |   |
|   | Last review |   | 60.0% | 7.5% | 0.8% | 0.8% |   |
|   | Increase since last review |   | 0.0% | 0.5% | -0.1% | -0.1% |   |
|   | GOAL |   | 50.0% | 10.0% | 1.0% | 1.0% |   |
|   | Underutilized (%) |   | -10.0% | 2.0% | 0.3% | 0.3% |   |
|   | **Underutilized (Employees)** |  | **0** | **3** | **1** | **1** |   |
|   |   |   |   |   |   |   |   |
|   |  | **TOTAL** | **Women** | **Minorities** | **Disabilities** | **Veterans** |   |
|   | **TECHICIANS** | **40** | **5** | **5** | **1** | **0** |   |
|   | Current | 100.0% | 12.5% | 12.5% | 2.5% | 0.0% |   |
|   | Last review |   | 10.0% | 10.0% | 2.5% | 0.0% |   |
|   | Increase since last review |   | 2.5% | 2.5% | 0.0% | 0.0% |   |
|   | GOAL |   | 40.0% | 15.0% | 2.5% | 2.5% |   |
|   | Underutilized (%) |   | 27.5% | 2.5% | 0.0% | 2.5% |   |
|   | **Underutilized (Employees)** |  | **11** | **1** | **0** | **1** |   |
|   |   |   |   |   |   |   |   |
|   |  | **TOTAL** | **Women** | **Minorities** | **Disabilities** | **Veterans** |   |
|   | **IT DEPARTMENT** | **20** | **10** | **5** | **0** | **0** |   |
|   | Current | 100.0% | 50.0% | 25.0% | 0.0% | 0.0% |   |
|   | Last review |   | 40.0% | 20.0% | 0.0% | 0.0% |   |
|   | Increase since last review |   | 10.0% | 5.0% | 0.0% | 0.0% |   |
|   | GOAL |   | 50.0% | 25.0% | 0.0% | 0.0% |   |
|   | Underutilized (%) |   | 0.0% | 0.0% | 0.0% | 0.0% |   |
|   | **Underutilized (Employees)** |  | **0** | **0** | **0** | **0** |   |
|   |   |   |   |   |   |   |   |
|   | **UNDERUTILIZED EMPLOYEES SUMMARY** |   |
|   |  |  | **Women** | **Minorities** | **Disabilities** | **Veterans** |   |
|   | PROFESSIONALS |   | 3 | 6 | 0 | 0 |   |
|   | ADMINISTRATION |   | 0 | 3 | 1 | 1 |   |
|   | TECHICIANS |   | 11 | 1 | 0 | 1 |   |
|   | IT DEPARTMENT |   | 0 | 0 | 0 | 0 |   |
|   | **TOTAL UNDERUTILIZED** |  | **14** | **10** | **1** | **2** |   |
|   |   |   |   |   |   |   |   |
|   | The purpose of the Affirmative Action Plan is to establish a benchmark against which the demographic composition of the company’s employee structure can be compared. The company must separately determine the availability of protected groups for each occupation group. |   |
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