

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 3A Accountg/Finance Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	53.96	26.94	12.89	6.01	7.22	0.31	94.60	51.05	25.49	12.19	5.69	6.83	0.29
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	82.14	64.29	35.71	25.00	3.57	0.00	5.40	4.44	3.47	1.93	1.35	0.19	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								55.48	28.96	14.12	7.04	7.02	0.29

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 3B Engineers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	12.36	29.09	6.97	6.14	14.68	0.26	100.00	12.36	29.09	6.97	6.14	14.68	0.26
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								12.36	29.09	6.97	6.14	14.68	0.26

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 3C Human Resources Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	59.63	29.60	15.99	9.30	3.64	0.24	86.20	51.40	25.52	13.78	8.01	3.14	0.21
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	82.14	75.00	42.86	28.57	3.57	0.00	13.80	11.34	10.35	5.91	3.94	0.49	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								62.74	35.87	19.70	11.96	3.63	0.21

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 3D Systems/Network Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.72	28.58	10.48	6.55	10.38	0.42	12.50	4.09	3.57	1.31	0.82	1.30	0.05
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	86.82	74.42	55.04	14.73	4.65	0.00	87.50	75.97	65.12	48.16	12.89	4.07	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								80.06	68.69	49.47	13.71	5.37	0.05

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 3E Commun/Creative Arts Profess

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	67.58	28.61	15.72	7.96	3.96	0.30	94.22	63.67	26.96	14.81	7.50	3.73	0.28
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	94.27	84.98	51.98	30.43	2.37	0.00	5.78	5.45	4.91	3.00	1.76	0.14	0.00
	Source of Data: Feeder Job Titles												
100.00													
Job Group Final Availabilities (%)							69.12	31.87	17.82	9.26	3.87	0.28	

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 3F College Program Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	52.82	27.02	11.49	5.95	8.35	0.39	2.50	1.32	0.68	0.29	0.15	0.21	0.01
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	71.43	57.14	14.29	0.00	0.00	97.50	97.50	69.64	55.71	13.93	0.00	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								98.82	70.32	56.00	14.08	0.21	0.01

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 3G Medical/Lab Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	72.56	37.89	13.43	4.56	18.47	0.18	94.88	68.85	35.95	12.74	4.32	17.53	0.17
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	75.51	61.22	23.13	9.52	27.89	0.00	5.12	3.87	3.13	1.18	0.49	1.43	0.00
	Source of Data: Feeder Job Titles												
100.00													
Job Group Final Availabilities (%)								72.71	39.09	13.93	4.81	18.96	0.17

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 3H Nurses

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	93.86	39.90	19.71	3.89	14.81	0.26	98.80	92.74	39.43	19.48	3.84	14.64	0.26
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	90.76	69.27	17.65	6.00	44.90	0.36	1.20	1.09	0.83	0.21	0.07	0.54	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								93.83	40.26	19.69	3.91	15.18	0.26

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 3J Medical Health Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	72.86	34.22	14.22	4.70	14.24	0.16	92.49						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	87.73	63.19	37.42	24.54	0.61	0.00	7.51						
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								73.97	36.39	15.96	6.19	13.22	0.15

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 3K Medical Therapists

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	77.00	30.70	14.37	5.15	10.34	0.06	98.87	76.13	30.36	14.21	5.09	10.22	0.06
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	0.00	0.00	0.00	0.00	0.00	1.13	0.57	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								76.70	30.36	14.21	5.09	10.22	0.06

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 3Z Other CS Service Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	75.18	26.23	14.01	7.55	3.67	0.26	88.75	66.72	23.28	12.44	6.70	3.26	0.23
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	92.41	91.72	51.38	35.52	4.14	0.69	11.25	10.40	10.32	5.78	4.00	0.47	0.08
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								77.11	33.59	18.22	10.69	3.72	0.30

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 4A Systems/Network Technicians

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	39.37	31.16	12.70	6.54	10.60	0.42	96.97	38.18	30.22	12.32	6.34	10.28	0.40
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	0.00	0.00	0.00	0.00	0.00	3.03	1.52	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								39.69	30.22	12.32	6.34	10.28	0.40

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 4B Engineering/Science Technician

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	18.69	36.18	12.14	11.00	12.04	0.26	99.08	18.52	35.85	12.03	10.90	11.93	0.25
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	100.00	0.00	100.00	0.00	0.00	0.92	0.92	0.92	0.00	0.92	0.00	0.00
	Source of Data: Feeder Job Titles												
100.00													
Job Group Final Availabilities (%)							19.44	36.77	12.03	11.82	11.93	0.25	

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 4C Food Service Coordinators

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	40.50	36.19	10.03	14.30	9.77	0.27	100.00	40.50	36.19	10.03	14.30	9.77	0.27
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								40.50	36.19	10.03	14.30	9.77	0.27

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 4E Health Technicians

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	74.47	44.04	22.33	9.35	11.39	0.28	95.34	71.00	41.99	21.29	8.91	10.86	0.27
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	88.10	79.55	46.47	22.68	8.92	0.74	4.66	4.11	3.71	2.17	1.06	0.42	0.03
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								75.10	45.70	23.46	9.97	11.27	0.30

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 4F Health Service, Other

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	85.09	52.21	34.46	5.85	9.85	0.22	100.00	85.09	52.21	34.46	5.85	9.85	0.22
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								85.09	52.21	34.46	5.85	9.85	0.22

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 4G Protective Service Workers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	19.87	42.50	29.96	9.54	1.77	0.41	97.97						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	35.71	78.57	35.71	39.29	3.57	0.00	2.03						
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								20.19	43.23	30.07	10.15	1.80	0.41

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 4Z Other Technicians/Paraprofess

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	66.26	36.18	20.34	10.17	4.60	0.24	90.32	59.84	32.68	18.37	9.18	4.15	0.21
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	79.01	87.98	55.66	29.36	2.18	0.44	9.68	7.65	8.52	5.39	2.84	0.21	0.04
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								67.49	41.19	23.76	12.02	4.36	0.26

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 5A Accounting/Finance Clericals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	87.25	29.22	15.22	8.95	3.99	0.25	97.40	84.98	28.46	14.83	8.72	3.89	0.24
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	82.61	91.30	56.52	30.43	4.35	0.00	2.60	2.15	2.37	1.47	0.79	0.11	0.00
	Source of Data: Feeder Job Titles												
100.00													
Job Group Final Availabilities (%)							87.13	30.83	16.30	9.51	4.00	0.24	

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 5B Office Support Clericals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	94.36	27.31	15.32	8.87	2.18	0.27	98.41	92.86	26.87	15.08	8.73	2.15	0.26
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	96.00	38.40	24.80	12.00	0.80	0.80	1.59	1.53	0.61	0.39	0.19	0.01	0.01
	Source of Data: Feeder Job Titles												
100.00													
Job Group Final Availabilities (%)							94.39	27.48	15.47	8.92	2.16	0.28	

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 5C Office Machine Operators

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	70.28	42.68	23.77	11.00	7.11	0.38	100.00	70.28	42.68	23.77	11.00	7.11	0.38
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								70.28	42.68	23.77	11.00	7.11	0.38

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 5D Storekeepers/Dispatchers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	69.10	38.30	19.98	12.78	4.29	0.36	99.11	68.49	37.95	19.80	12.67	4.25	0.36
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	34.62	84.62	69.23	15.38	0.00	0.00	0.89	0.31	0.75	0.62	0.14	0.00	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								68.80	38.71	20.42	12.81	4.25	0.36

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 5Z Other Clericals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	76.06	37.79	20.32	11.04	5.10	0.29	95.39						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	87.46	66.97	45.87	18.04	2.14	0.61	4.61						
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								76.58	39.14	21.50	11.37	4.97	0.30

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 6A Auto Mechanics/Body Repair

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	1.70	39.56	11.84	23.82	2.57	0.35	100.00	1.70	39.56	11.84	23.82	2.57	0.35
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								1.70	39.56	11.84	23.82	2.57	0.35

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 6B Mechanics/Repair not Auto

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	43.63	63.84	12.81	39.04	11.34	0.10	100.00	43.63	63.84	12.81	39.04	11.34	0.10
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								43.63	63.84	12.81	39.04	11.34	0.10

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 6C Machinists

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	6.29	33.50	10.38	16.10	5.10	0.42	96.16						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	60.00	0.00	40.00	20.00	0.00	3.84						
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								6.05	34.52	9.98	17.02	5.67	0.41

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 6D Carpenters

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	1.53	23.83	5.91	15.25	0.78	0.49	100.00	1.53	23.83	5.91	15.25	0.78	0.49
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								1.53	23.83	5.91	15.25	0.78	0.49

Availability Analysis

UIC Support Staff - 5/26/2006
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Job Group: 6E Construction Crafts

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	2.04	25.46	8.16	14.92	0.69	0.46	100.00	2.04	25.46	8.16	14.92	0.69	0.46
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								2.04	25.46	8.16	14.92	0.69	0.46

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 6F Electricians

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	3.47	21.44	9.18	9.27	1.62	0.50	100.00	3.47	21.44	9.18	9.27	1.62	0.50
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								3.47	21.44	9.18	9.27	1.62	0.50

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 6G Print Trades Crafts

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	13.70	31.98	7.45	19.09	3.82	0.63	80.00	10.96	25.58	5.96	15.27	3.05	0.50
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	100.00	100.00	0.00	0.00	0.00	20.00	0.00	20.00	20.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								10.96	45.58	25.96	15.27	3.05	0.50

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 6H Painters

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	14.43	59.47	10.87	46.48	1.77	0.00	100.00	14.43	59.47	10.87	46.48	1.77	0.00
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								14.43	59.47	10.87	46.48	1.77	0.00

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 6J Plant & Systems Operators

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	10.10	39.79	25.77	10.93	3.09	0.00	98.53	9.95	39.21	25.39	10.77	3.05	0.00
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	1.83	20.18	15.60	1.83	2.75	0.00	1.47	0.03	0.30	0.23	0.03	0.04	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								9.98	39.51	25.62	10.79	3.09	0.00

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 6Z Other Craftsmen

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	8.56	35.46	12.40	19.90	2.27	0.33	90.00	7.71	31.92	11.16	17.91	2.04	0.29
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	95.12	97.56	82.93	7.32	7.32	0.00	10.00	9.51	9.76	8.29	0.73	0.73	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								17.22	41.67	19.45	18.64	2.77	0.29

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 7A Vehicle Operators

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	8.39	39.02	20.42	15.31	1.53	0.52	98.75	8.28	38.54	20.16	15.12	1.51	0.52
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	12.50	50.00	25.00	25.00	0.00	0.00	1.25	0.16	0.63	0.31	0.31	0.00	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								8.44	39.16	20.48	15.43	1.51	0.52

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 7C Cleaning Service Workers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	44.43	42.49	16.94	21.33	2.75	0.47	100.00	44.43	42.49	16.94	21.33	2.75	0.47
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								44.43	42.49	16.94	21.33	2.75	0.47

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 7D Food Service Workers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.04	43.16	21.11	18.31	2.83	0.21	96.49	61.79	41.64	20.37	17.67	2.73	0.20
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	63.64	90.91	72.73	18.18	0.00	0.00	3.51	2.23	3.19	2.55	0.64	0.00	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								64.03	44.83	22.92	18.31	2.73	0.20

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 7E Personal Service Workers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.23	38.21	23.97	9.38	3.71	0.52	100.00	50.23	38.21	23.97	9.38	3.71	0.52
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								50.23	38.21	23.97	9.38	3.71	0.52

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: 7Z Other Service/Maintenance

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	14.36	60.83	21.81	34.38	2.23	0.29	94.03	13.50	57.20	20.51	32.33	2.09	0.27
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	47.45	93.75	64.35	27.78	1.16	0.00	5.97	2.83	5.60	3.84	1.66	0.07	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								16.34	62.80	24.35	33.99	2.16	0.27

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: AA Accounting/Finance Managers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	52.58	26.47	11.27	5.50	8.91	0.13	100.00	52.58	26.47	11.27	5.50	8.91	0.13
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								52.58	26.47	11.27	5.50	8.91	0.13

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: AB Human Resources Managers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	57.25	30.46	16.19	9.66	3.94	0.22	100.00	57.25	30.46	16.19	9.66	3.94	0.22
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								57.25	30.46	16.19	9.66	3.94	0.22

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: AC Building/Housing Managers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	36.23	20.77	9.17	5.93	4.71	0.23	91.72	33.23	19.05	8.41	5.44	4.32	0.21
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	94.31	77.97	47.52	27.23	2.48	0.50	8.28	7.81	6.46	3.94	2.25	0.20	0.04
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								41.04	25.51	12.34	7.69	4.52	0.25

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: AE Health Managers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	71.44	28.36	17.19	6.06	4.39	0.09	100.00	71.44	28.36	17.19	6.06	4.39	0.09
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								71.44	28.36	17.19	6.06	4.39	0.09

Availability Analysis

UIC Support Staff - 5/26/2006
05/26/2006

Job Group: AZ Other Managers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	38.46	20.57	9.20	5.87	4.55	0.23	94.45	36.32	19.42	8.69	5.55	4.29	0.21
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	100.00	0.00	100.00	0.00	0.00	5.55	0.00	5.55	0.00	5.55	0.00	0.00
	Source of Data: Feeder Job Titles												
							100.00						
Job Group Final Availabilities (%)								36.32	24.97	8.69	11.10	4.29	0.21