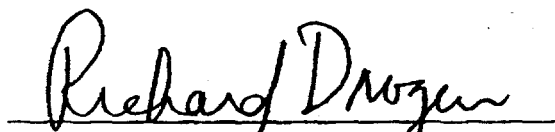


**STATISTICAL ANALYSIS OF
RACIAL PATTERNS
IN LUFKIN WORKFORCE**

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June 2003



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A. INTRODUCTION

1. I hold a Ph.D. in statistics from the University of California at Berkeley, earned in 1970. I am currently an Emeritus Professor in the Department of Statistics at California State University, Hayward, where I have taught graduate and undergraduate courses in data analysis, non-parametric methods, regression analysis, sample surveys, probability theory, queuing theory, simulation methods, and design of statistical software. I have been employed at California State University, Hayward, since 1973, and became an Emeritus Professor in 1996.

2. I am a partner in the statistical consulting firm of Drogin, Kakigi & Associates. This firm provides consulting services and computerized database management. We have experience in designing sample surveys, supplying census demographic data, organizing and managing large database systems, stochastic modeling, and performing advanced statistical analysis. Our firm has served as statistical consultants to both governmental agencies and the private sector for over twenty years. I have testified as an expert witness (statistical analysis, computer processing) in numerous state, and federal courts. A copy of my curriculum vitae is attached as Appendix I

3. I have been retained by Plaintiffs' counsel to analyze statistical questions raised in the McLain v. Lufkin Industries litigation. The purpose of my study was to obtain descriptive summaries of computer data, and prepare various statistical analyses relevant to the issues in the case. I examined statistics pertaining to workforce summaries, job assignment and advancement patterns, and compensation levels.

4. In order to conduct my study, I was provided with computer-readable personnel and compensation data received through discovery as well as documentation and clarification regarding this data, contained in letters, depositions, and telephonic conferences with Lufkin personnel familiar with their personnel and payroll systems. The first data files turned over by defendants were received in August 2000.

5. This report will describe the data provided to me, how it was processed, the statistical methodology, and the results of my analysis

Data Sources

6. Lufkin has maintained their personnel database in computerized form in two systems, referred to as the *Mainframe system*, and *Cyborg system*. Initially Lufkin used the Mainframe system, and then in 1998 the company changed over to a Cyborg system. In August 2000, I received electronic copies of both Mainframe and Cyborg personnel and payroll data from plaintiffs' counsel. Cyborg personnel and payroll updates were received in June 2001, and March 2003. Various documentation files and record layouts were also received with the raw data. Other databases received in August 2000, were HRMS, HRDATA, and Attendance data. An update of the Attendance data was received June 2003. In September 2001, I received electronic bid data from plaintiffs counsel.¹

7. The Mainframe history data had records from before 1950 through records in 1998. Cyborg history data covers the period 1998 through March 9, 2003, and also has earlier data, which was input from the Mainframe during the conversion period. When combined, and adjustments are made for redundant data, the Mainframe and Cyborg personnel data provides complete work history data² for approximately 11,500 distinct Lufkin employees. For each person, the database includes basic identification information such as employee ID, social security number, name, address, phone number, gender, and race, as well as extensive information on the person's job history. The job history gives a chronological account of the jobs held, departments where the person worked, salary changes, personnel actions such as promotion or transfers, status changes indicating whether the person was active or on leave or terminated, and whether the person was full-time or part-time, and whether the person was salaried or hourly.

8. Mainframe and Cyborg payroll data consisted of earnings per pay period for each employee. The Mainframe earnings data covered years 1983 through 1998. The Cyborg earnings data covered years 1998 through March 9, 2003. Annual earnings, hours worked and number of pay periods were computed from the payroll data.

9. My understanding of the data is based on a number of conference calls with defendant and its computer database specialists; a meeting with defendant's counsel and consulting statistician, defendant's written responses to questions submitted by plaintiffs; and Rule 30(b)(6) depositions of persons most knowledgeable regarding the data. Based

¹ I understand that this bid database was constructed from paper records by defendant's expert, during the mediation period.

² Based on the Rule 30(b)(6) depositions of Stephen Conway and John Havard.

on this information, the Mainframe and Cyborg personnel data contains complete work history information for Lufkin employees. Both the Mainframe and Cyborg personnel data consists of various segments. Each segment contains specific work history information. For example, the ZF segment in the Cyborg data contains pay rate change information. Information from the payroll data and relevant segments in the personnel data were extracted and merged to create a combined Mainframe-Cyborg history file, year-end file containing snapshots of the workforce as of December 31, a promotion file including one record for each promotion with information about the positions promoted from and to, and a hires file containing one record for each hire giving the job and status at time of hire. There are 184,475 records in the history file. The year-end file includes 24,455 records covering the years 1993 through March 9, 2003.

10. I have proposed to Plaintiff's counsel that experts on both sides confer and agree upon a common database created from relevant portions of the Mainframe-Cyborg data to be used by both sides during this litigation. Such a common database would lead to more accurate use of the available data for both sides, and eliminate data interpretation issues at trial. There might be differences in opinion between the parties regarding the proper analysis of the raw data, but there would be no disagreement about the contents of the raw data and the correct way to merge the Mainframe and Cyborg data. I am informed by Plaintiff's counsel that Defendant's counsel has refused to participate in the creation of a common database.

B. DESCRIPTION OF WORKFORCE

Size

11. For all Lufkin departments, companywide, there were approximately 4900 individuals employed by Lufkin during the period 1994 through March 2003, including approximately 780 black employees. The total workforce at Lufkin at any particular time varied between approximately 1550 and 2250 employees during 1994-2002. The percentage of black employees in the workforce has varied between 14% and 16% during 1994-2002.

Distribution of Employees

12. Lufkin reports employees in numerous worksites or departments. Each department is coded with a four letter code. A list of these departments with the composition of employees by race in each department is shown in Appendix 5b to this report. As reflected in Appendix 5b blacks have been primarily employed in the following

departments: Foundry (LUFF), Gear Repair (LUFG), Oilfield Division (LUFO), Power Transmission (LUFP), Trailer Division (LUFT), and Corporate office (LUFC) locations in Lufkin, Texas. I refer to these as the "LUF" departments.

13. Table 1 below shows the distribution of employees by department for employees active at year-end 2000. More detailed tables showing results for all years 1994-2002 are given in Appendices 5a and 5b. Table 1 below shows that 89% of black employees worked in LUF departments in 2000.

Table 1
Workforce Distribution by Department³
Year-End 2000

<u>Department</u>	<u>Total</u>	<u>White</u>	<u>Black</u>	
			<u>Nbr</u>	<u>%</u>
Total, Companywide	1723	1111	257	14.9
LUFF	345	124	89	25.8
LUFT	230	161	48	20.9
LUFP	279	235	26	9.3
LUFO	234	150	57	24.4
LUFG	105	93	7	6.7
LUFC	38	34	3	7.9
Lufkin Depts				
Outside "LUF" Depts	492	314	27	5.5

Overall Pay Differences

14. The summary tables in this section are restricted to the 6 "LUF" departments. In addition, in calculating pay differences, I removed the highly paid executives of the Company".⁴ It should be noted that, with one exception, all of these positions are held by whites, and no blacks have been in any of these positions at any time during the period covered by the data.

15. Table 2 below shows the racial composition of the workforce at year-end for each year 1994-2002⁵, and the average hourly rates by race. The average hourly rate for blacks was about \$1.50 to \$4/hour less than the average for whites during 1994-2002. As

³ Non-Production includes all departments other than those starting with 'LUF'.

⁴ A list of all the job codes which were excluded from the summary tables and analysis is given in Appendix 2

⁵ I am advised by Plaintiffs' counsel that the period covered by the lawsuit, as certified by the Court, commences on March 6, 1994. For ease of analysis, I have used a start date of January 1, 1994 for the descriptive summaries shown in this section.

shown in Table 3, the hourly pay rate gap results in an gross earnings shortfall for blacks compared to whites of between about \$1250 and \$10500 per year during 1994-2002, among the full-time employees working the entire year.

Table 2

Summary of Workforce and Average Pay Rate, by Year⁶

Restricted to Employees Active at Year-End

Year	Workforce				Average \$/Hour			Diff
	Tot	Wht	Black		Tot	White	Black	
1994	1569	1085	266	17.0	10.79	11.31	9.74	1.57
1995	1645	1118	282	17.1	11.00	11.54	9.93	1.60
1996	1489	994	258	17.3	11.93	12.64	10.67	1.97
1997	1766	1157	332	18.8	11.89	12.55	10.71	1.84
1998	1504	991	279	18.6	12.87	13.65	11.51	2.14
1999	1184	796	209	17.7	13.66	14.49	12.24	2.25
2000	1231	797	230	18.7	14.18	15.28	12.39	2.89
2001	1107	737	197	17.8	15.23	16.25	13.43	2.82
2002	1181	798	201	17.0	16.31	17.69	13.50	4.18

Table 3

Summary of Workforce and Average Total Earnings, by Year⁷

Restricted to Full-Time Employees Working All Year

Year	Workforce				Average Earnings			
	Tot	Wht	Black		Tot	White	Black	Diff
1994	1252	900	202	16.1	29832.	30160.	28916.	1244.
1995	1394	951	235	16.9	29865.	30792.	28635.	2156.
1996	1387	930	241	17.4	29833.	31322.	27237.	4085.
1997	1350	886	246	18.2	32810.	33807.	31349.	2458.
1998	1455	962	268	18.4	31140.	32904.	28431.	4473.
1999	1169	782	208	17.8	33265.	35002.	30837.	4165.
2000	1143	738	212	18.5	35509.	37406.	32147.	5259.
2001	1085	721	194	17.9	38684.	40587.	35579.	5008.
2002	1162	782	200	17.2	38173.	41562.	30888.	10674.

Workforce Stratification by Race

16. The difference in pay rates and earnings between black and white employees is primarily due to differences in distribution of employees among different levels of the

⁶ Extracted from Appendix 3.

⁷ Extracted from Appendix 4.

company. Table 4 below compares the average pay rates among EEO categories⁸, and shows that higher pay rates occur in EEO categories with relatively lower percentage of blacks⁹.

Table 4
Workforce by EEO Category and Average Pay Rate - Year 2000¹⁰
 Restricted to Those Active at Year-End

EEO	Workforce			Average	
	Tot	Wht	Black	\$ / Hour	
Total	1231	797	230	18.7	14.18
6-8	928	527	206	22.2	12.56
8	44	13	14	31.8	9.06
7	267	120	84	31.5	11.42
6	617	394	108	17.5	13.30
5	28	23	4	14.3	11.58
4	17	17	0	0.0	18.87
3	86	77	5	5.8	15.70
2	56	55	1	1.8	21.42
1	114	97	13	11.4	22.73

Pay Rate Differences within EEO Category

17. The difference in distribution of blacks and whites in EEO categories only partly explains gross salary and earnings disparities. In each of the 8 EEO categories the average pay rate of blacks is below the average pay rate of whites in the same category, for almost every year during 1994-2002. The following table summarizes this pattern for the year 2000. A more detailed chart showing results for all years is given in Appendix 6.

⁸ The federal government requires employers to report annually the race, gender and ethnic composition of their workforces in each of nine "EEO" categories:

- 1 Officials and Managers
- 2 Professionals
- 3 Technicians
- 4 Sales
- 5 Office and Clerical
- 6 Craft workers (skilled)
- 7 Operatives (semi-skilled)
- 8 Laborers (unskilled)
- 9 Service workers

Lufkin's workforce database includes a designation of the EEO category of each job held by its employees. Employees in EEO 9 comprise less than 1% of Lufkin employees and are excluded from the tables in this section.

⁹ The Office and Clerical category, EEO 5, is an exception, but this category includes only about 3% of the workforce.

¹⁰ Extracted from Appendix 5a.

Table 5**Pay Rate Differences Within EEO Category – Year 2000**

Restricted to Those Active at Year-End

<u>EEO</u>	<u>White</u>	<u>Black</u>	<u>Diff</u>
Total	15.28	12.39	2.89
6-8	13.07	12.01	1.06
8	9.09	9.01	0.08
7	11.55	11.33	0.21
6	13.67	12.93	0.74
5	11.91	10.40	1.51
4	18.87	0.00	0.00
3	15.87	14.42	1.45
2	21.54	15.00	6.54
1	23.46	18.31	5.15

18. Within EEO category 6 there are certain desirable higher paying jobs in which blacks are under-represented in comparison with their representation in that EEO category and the "LUF" department in which the job is located. Table 6 below lists these higher paying jobs, and shows the number of employees by race and the average pay rate. At the bottom of the table, the total for all EEO 6 jobs is shown for comparison. A more detailed chart is given in Appendix 7.

Table 6**Racial Composition Pay Rate of Desirable EEO 6 Jobs, Year 2000**

Job	Tot	Wht	Blk	Average \$/Hr
4681 ELECTRICAL DEPT SPEC	2	2	0	0.0 14.68
6766 FDRY MECHANIC A	25	20	2	8.0 13.33
3661 INSPECTOR SPECIALIST	5	5	0	0.0 14.34
3642 MACHINIST	85	74	2	2.4 14.60
3656 MAINT MECH SPECIALIST	6	6	0	0.0 15.11
9919 MAINT, MECHANIC-CLASS A	5	5	0	0.0 13.37
4706 MASTER ASSEMBLY	1	1	0	0.0 15.14
6818 MASTER MAINT SPEC	1	1	0	0.0 18.75
Total Selected jobs (above)	130	114	4	3.1 14.36
Total All Jobs in EEO 6	617	394	108	17.5 13.30

The average hourly rate of pay of employees in these selected positions is \$14.36 compared to an average pay rate of \$13.30 for all employees in EEO 6 positions, and an average pay rate of \$12.93 for blacks in EEO 6 positions.

Pay Rate Differences within Seniority Groupings

19. Pay rate differences between white and black employees persist across seniority groupings of both newer and longer term employees. The following tables show whites and blacks active at year-end 2000 broken down by number of years since hire. The first chart includes all Lufkin employees, and the second chart is restricted to employees in EEO categories 6, 7, and 8. Both charts are restricted to "LUF" employees. A more detailed chart showing results for all years, by EEO category, is given in Appendix 6.

Table 7

Pay Rate Differences Within Seniority Grouping – Year 2000

All Employees in "LUF"

Restricted to Those Active at Year-End

Nbr Years Since Hire	Nbr Employees		Average Pay Rate		
	White	Black	White	Black	Diff
< 1	54	18	13.43	9.58	3.85
1	10	2	21.58	10.58	11.00
2	14	6	18.67	10.62	8.05
3	42	12	12.90	10.97	1.93
4	8	5	16.29	12.39	3.91
5- 9	79	17	15.23	11.17	4.07
10-14	75	12	14.71	12.45	2.26
15-19	99	27	15.43	12.30	3.13
20-24	188	51	15.20	12.95	2.25
>25	228	80	15.83	13.34	2.50
Total	797	230	15.28	12.39	2.89

Table 8

Pay Rate Differences Within Seniority Grouping – Year 2000

Restricted to Employees in EEO 6, 7, and 8

Restricted to Those Active at Year-End

Nbr Years Since Hire	Nbr Employees		Average Pay Rate		
	White	Black	White	Black	Diff
< 1	33	16	10.78	9.68	1.10
1	0	0	0.00	0.00	0.00
2	6	5	11.06	9.74	1.32
3	37	12	12.47	10.97	1.50
4	5	4	13.64	11.86	1.78
5- 9	49	16	12.88	10.98	1.90

10-14	45	12	13.59	12.45	1.15
15-19	69	21	13.01	11.63	1.38
20-24	125	47	13.28	12.65	0.62
>25	158	73	13.53	12.71	0.82
Total	527	206	13.07	12.01	1.06

C. INFERENCE STATISTICS

Statistical Methodology

20. In statistics a distinction is made between *descriptive* and *inferential* statistics. Descriptive statistics simply report or summarize counts, percentages, or averages, based upon some given data set. Descriptive statistics speak for themselves, they make no assumptions about the underlying population or how the data was selected; there is no probability model assumed. Inferential statistics attempt to measure whether certain disparities, calculated from descriptive statistics, are within the range of what might be expected if variation were due simply to random fluctuation.

21. Inferential statistics ask the question, "Is the observed disparity consistent with what would be expected from random fluctuation?" To answer this question requires some definition of random fluctuation. Random fluctuation is usually represented by a random selection process, where all individuals in a certain pool are assumed to have the same chance of selection. The probability model determines which results are expected and which results are unlikely.

22. The likelihood that a disparity as big as the one actually observed will occur by random fluctuation is called the *significance probability*. If this probability is very low then doubt is raised as to whether the disparity is the result of random fluctuation expected from the model.

23. The significance probability of an observed result can be expressed in terms of a *Z-value*, which gives the size of the disparity in terms of standard deviations. Significance probabilities and Z-values are equivalent. That is, one can be determined from the other. A Z-value of 1.96 indicates that a disparity has 1 chance in 20 of occurring by random fluctuation. A Z-value of 2.58 (+ or -) indicates that a disparity has 1 chance in 100 of occurring by random fluctuation. The following table summarizes the appropriate correspondence between Z-values and significance probabilities:

Table 9
Z-Values and Probability of Occurrence

<u>Z-Value</u>	<u>Probability of Occurrence</u>
1.96	1 chance in 20 (.05)
2.58	1 chance in 100 (.01)
3.08	1 chance in 500 (.002)
3.3	1 chance in 1,000 (.001)
3.9	1 chance in 10,000 (.0001)
5.0	1 chance in 1,000,000 (.000001)
6.0	1 chance in 100,000,000 (.00000001)

D. INITIAL ASSIGNMENT

24. Nearly all entry level new hires into Lufkin production jobs begin as either General Foundryman in the Foundry department or Helper outside the Foundry department¹¹. Once employees start in a particular department, it is rare that they will subsequently change departments, since the union contracts require a loss of seniority after a change in department seniority roster. Most of the desirable jobs listed in Table 6 are outside the Foundry department,¹² so entry level hires placed in the Foundry department have no access to a majority of desirable job positions. If blacks are disproportionately placed in the Foundry department, they have practically no chance of obtaining one of these desirable job positions outside of the Foundry department. To determine if black entry level hires are disproportionately placed in the Foundry department, black hires were compared to

¹¹ During the period March 6, 1994, through March 9, 2003, there were 2185 EEO 6-8 new hires into Lufkin production departments, and of these, 1,235 were entry EEO level 8 jobs. Forty-four percent of these entry level hires were placed in the Foundry department (LUFF) almost exclusively as General Foundryman (job code 6796). Ninety-two percent of the remaining entry level hires were into Helper (job code 9906). Details are in Appendix 12.

¹² In Table 5, only 106766 FDRY MECHANIC A and 106818 MASTER MAINT SPEC are Foundry department jobs, comprising 26 of the 130 desirable job positions in year 2000.

white and also to non-black hires into Lufkin production departments¹³ during March 6, 1994-March 9, 2003. The analysis is summarized in Table 10 below.

Table 10
Disproportionate Initial Assignment
of Black New Hires into Foundry Department
 Restricted to Hires during March 6, 1994- March 9, 2003
 Restricted to Hires with EEO Code = 8 into Lufkin production departments

Subgroup	Total	White	Black	Hisp.	nonBlk
Tot Hires	1213	592	353	256	860
n Into nonLUFF	671	430	163	69	508
n Into LUFF	542	162	90	187	352
% Into LUFF	44.7	27.4	53.8	73.0	40.9

25. The analysis shows that 53.8% of black new hires were assigned to the Foundry department compared to only 27.4% of white new hires, resulting in a disparity of 58.94 more blacks than expected assigned to the Foundry department. The Z-value for this disparity is 8.14. This disparity is statistically significant, and would occur less than one time in 100 trillion by random fluctuation alone.

26. The analysis also shows that 53.8% of black new hires were assigned to the Foundry department compared to only 40.9% of non-black new hires, resulting a disparity of 32.69 more blacks than expected assigned to the Foundry department. The Z-value for this disparity is 3.76. This disparity is statistically significant, and would occur less than 2 times in 10,000 by random fluctuation alone.

27. It is my understanding that entry level hire candidates are submitted to Lufkin by the Texas Workforce Commission on a per job demand basis. Thus it is theoretically possible that black candidates were submitted by the Commission only on days when Foundry department jobs were available. To control for this possibility, I have repeated my analysis of assignment of entry level hires to the Foundry department only comparing candidates with exactly the same start date. The analysis computes a separate disparity for each start date, and accumulates these disparities over all start dates to obtain an overall measure of disparity. My analyses shows that blacks compared to whites are significantly

¹³ New hire dates were defined as the effective date of the first Cyborg ZC record with activity code beginning with "00", or else the hire date on the first Mainframe F record, or else the earliest effective data. Job, department, EEO level at hire were as of the hire date. Entry level hires are those with EEO level 8. Lufkin production departments are LUFF, LUFT, LUFF, LUFO, LUFG.

over assigned to the Foundry with an overall Z score of 5.33, which would occur less than 2 times in one million. I repeated the same analysis, except comparing assignment rates of blacks and non-blacks to Foundry, finding that blacks are significantly over assigned to the Foundry with an overall Z score of 3.45, which would occur less than 8 times in 10,000. Details of this analysis is contained in Appendix 11a and 11b.

E. ANALYSIS OF PROMOTIONS

Methodology

28. As described above, blacks are under-represented in higher paid EEO 6 and EEO 1 positions¹⁴, compared to their representation in the workforce. Most hourly employees start in entry level positions and reach higher level positions through promotion. The disparity between the percentage of black employees in higher paid EEO 6 and EEO 1 positions, and their percentage in the workforce is a result of Lufkin's failure to promote blacks at the same rate it promotes similarly situated non-blacks. The following sections will describe my analysis of this pattern.

29. The promotion analysis is restricted to moves where the feeder job¹⁵ is in EEO categories 6-8, the hourly blue collar jobs. The analysis determines an availability pool for each promotion, based on factors determined from the prior position of the person promoted. From the availability pools, the expected number of black promotions is computed and compared to the actual number of black promotions.¹⁶ To perform this analysis, it is first necessary to identify the percentage of blacks in the availability pool for the promotions.

Determining the Availability Pool for Promotions

30. There are two methods that are often used for determining the availability pool for a promotion. One method is to use applicant flow (or bid) data, and a second method is to determine the availability pool from the incumbents who were similarly situated to the

¹⁴ EEO 6 includes skilled crafts workers, and EEO 1 includes officials and managers. As of year-end 2000, there were 114 employees in EEO 1 positions in the "LUF" departments, including 13 blacks (11%) and 97 whites (85%), as shown in Appendix 5a.

¹⁵ "Feeder Job" is defined as the job held by the person promoted immediately prior to the promotion.

¹⁶ A disparity is computed for each promotion, giving the difference between the number of blacks actually promoted (i.e. 0 or 1) and the number expected (i.e. the proportion of blacks in the availability pool). These disparities are computed for each promotion can then be accumulated by year, department, or target job, in order to determine subgroups of years or jobs where disparities may be greater.

promotee prior to the promotion. Using applicant flow data to determine availability is useful when all job vacancies are posted, complete data is maintained on applicants and selections, and the fairness of the job posting system is not contested. If these criteria are not met, then it may be impossible to use applicant flow data, or using applicant flow data to determine availability pools will not give useful results.

31. Lufkin has used a job posting system to collect some applicant data, pursuant to union contracts. However, the available bid data is of no value for accurately determining applicant flow and analyzing promotions, because the bid and selection data was maintained in some instances in largely illegible hand-written paper record form and has been incompletely retained. Accordingly, it is impossible to accurately identify who is on the retained bid lists, and the pool of bidders for promotions where there is no corresponding bid list retained. In addition, there are allegations by class members that they are discouraged from entering their names on bid lists, even when they are qualified, and that they are sometimes discouraged from actually accepting promotions they have been awarded.¹⁷

32. Due to the limitations of the bid data described in the previous paragraph, availability pools for the promotion analysis presented in this report are determined from the incumbents who are similarly situated to those promoted, based on the computerized personnel data contained in the Mainframe and Cyborg systems.

33. In particular, the pool for each promotion included all employees in the same job, department and seniority roster as the promotee, at year-end in the year prior to the year of the promotion, restricted to include only those who had the same or earlier seniority date as the person promoted. Stated in statistics parlance, the promotion analysis controls for the job, department, seniority roster of the feeder job, and seniority.

34. By using prior job held by person promoted in determining the feeder pool for that promotion, any discrimination by Lufkin in selecting the job positions from which promotions are made would not be reflected in the promotion analysis. To illustrate this point, consider a hypothetical example where there were two jobs, one with all whites and one with all blacks. Assume that employees in each of these jobs were equally qualified for promotion. If Lufkin always selected from the job with all whites, then the availability pool

¹⁷ I am informed by Plaintiff's Counsel that they sought to discover a bid database Lufkin created for the litigation, but that Lufkin refused to produce the database.

would be 100% white, and there would be no disparities observed in the promotion analysis controlling for job.

35. Overall, during March 6, 1994 through 2002 there were 2311 promotions, including 1312 to whites and 472 to blacks. Blacks received fewer promotions than expected from their representation in the availability pool in each year during 1994-2002. In total, blacks received 113 promotions less than expected. This disparity has a Z-value of -6.94, indicating a statistically significant under-promotion of blacks. The results are shown in the following table. A detailed summary of results broken down by EEO category, Department, and year is given in Appendix 8.

Table 11

Summary of Promotion Analysis, by Year

For Promotions out of jobs in EEO categories 6-8

Controlling for Year, Department, Job, Seniority, and Roster

Comparing Blacks to Non-Black

Year	Promotions				Ave % Blk in Pool	Diff	Z-Val
	Tot	Wht	Blk	% Blk			
1994	191	111	29	15.2	16.4	-2.27	-0.56
1995	303	193	54	17.8	24.8	-21.16	-3.48
1996	338	180	66	19.5	21.8	-7.67	-1.23
1997	455	285	92	20.2	25.0	-21.72	-3.08
1998	318	194	63	19.8	27.2	-23.61	-3.41
1999	197	109	46	23.4	36.6	-26.09	-4.69
2000	207	96	48	23.2	24.4	-2.51	-0.70
2001	219	90	62	28.3	29.8	-3.17	-0.57
2002	83	54	12	14.5	21.3	-5.65	-2.49
Tot	2311	1312	472			-113.86	-6.94

36. The pattern of black shortfalls in promotions is consistent across years. There was a shortfall of black promotions each year during 1994 through 2002. The disparities are statistically significant in 5 out of the 8 years for which complete year data is shown.¹⁸

37. These promotion results were also accumulated over EEO level in order to see whether there was under-promotion of blacks out of jobs at different EEO levels and departments. The analysis summarized in the following table shows that there were

¹⁸ Data from 1994 includes partial year from March 6 through December 31.

statistically significant shortfalls in black promotions out of jobs at EEO levels 6, 7, and 8. Over 90% of black employees hold jobs in these EEO categories.

Table 12

Summary of Promotion Analysis, by EEO and Department¹⁹

For Promotions out of jobs in EEO categories 6-8

Controlling for Year, Department, Job, Seniority, and Roster

Comparing Blacks to Non-Blacks

From EEO Dept	Promotions			Diff	Z-Val
Tot	Wht	Blk			
8 Tot	929	436	236	-66.67	-5.41
8 LUFF	304	69	77	-9.74	-1.40
8 LUFT	568	328	150	-55.60	-5.56
8 LUFFP	37	30	3	-1.33	-0.71
7 Tot	901	501	183	-22.14	-2.49
7 LUFF	227	51	41	-0.72	-0.16
7 LUFT	222	142	47	-7.18	-1.50
7 LUFO	185	100	54	2.11	0.73
7 LUFFP	245	189	39	-16.36	-3.19
6 Tot	481	375	53	-25.04	-4.02
6 LUFF	87	45	18	-7.32	-2.55
6 LUFT	61	50	6	-9.19	-3.25
6 LUFO	99	79	7	-7.60	-2.51
6 LUFFP	228	197	21	-1.77	-0.49

38. Table 12 shows there was a statistically significant shortfall in promotion of black employees out of jobs in each of the EEO categories 6, 7, and 8. Blacks received 66.67 fewer promotions out of EEO 8 positions than expected, 22.14 fewer promotions from EEO 7 jobs, and 25.04 promotions fewer than expected out of EEO 6 jobs, for a total of 113.86 less promotions than expected. There were 60 promotions out of EEO 6 into EEO 1 level jobs.²⁰

39. Most of the shortfall in black promotions comes from the failure to promote blacks who worked in the LUFF, and LUFT departments in EEO 8 jobs, blacks who work in the LUFFP department at EEO level 7, and blacks who work in the LUFF, LUFT, and LUFO departments at EEO level 6.

¹⁹ Only EEO/Department combinations with 25 or more promotions during March 6, 1994 through 2002 are shown in this table. Total row includes all promotions from that EEO level. Complete results by EEO, Department, and year are given in Appendix 8.

²⁰ A listing of the complete histories for these 60 employees is given in Appendix 13.

40. Table 13 below shows the promotion disparities broken out by feeder jobs, for the jobs from which most promotions were made from EEO 6-8. This table shows that there was a statistically significant shortfall of promotions to blacks holding the jobs of Machine Operator Class A (3643) and Welder-Specialist (9903) in EEO 6, Machinist Helper (3619) in EEO 7, and Helper (9906) and General Foundryman (6796) in EEO 8.

Table 13

Summary of Promotion Analysis, by From Job

For Promotions in EEO categories 6-8

Controlling for Year, Department, Job, Seniority, and Roster

Comparing Blacks to Non-Black

EEO	From Job Code	Job Title	Promotions				Ave %		Diff	Z-Val
			Tot	Wht	Blk	%Blk	Blk in Pool			
6	3643	MACHINE OPERATOR-CL A	125	101	6	4.8	11.8	-8.72	-2.72	
6	3642	MACHINIST	48	45	0	0.0	0.8	-0.37	-0.62	
6	3644	MACHINE OPERATOR-CL B	31	23	5	16.1	13.7	0.75	0.48	
6	9903	WELDER-SPECIALIST	22	20	2	9.1	35.0	-5.71	-2.73	
7	3648	MACH OP TRAINEE	164	110	33	20.1	21.0	-1.48	-0.41	
7	3619	MACHINIST HELPER	113	81	19	16.8	30.4	-15.39	-3.87	
7	9901	TRAILER BUILDER-CL A	65	48	12	18.5	20.0	-0.99	-0.32	
7	9904	WELDER-CLASS A	65	47	8	12.3	13.9	-1.00	-0.38	
7	6754	CHIPPER GRINDER	51	7	7	13.7	17.8	-2.06	-0.82	
7	6741	CRANE OP LEARNER-FDR	39	8	5	12.8	14.0	-0.45	-0.30	
8	9906	HELPER	567	325	147	25.9	35.2	-52.43	-5.33	
8	6796	GENERAL FOUNDRYMAN	285	62	72	25.3	28.7	-9.74	-1.40	
8	3629	LABORER	30	23	4	13.3	17.8	-1.33	-0.71	
8	9922	CLEANER GRINDER	29	15	9	31.0	42.0	-3.17	-1.79	

41. Table 14 shows the promotion results broken out for the ten jobs with the largest number of promotions into them. There is a shortfall in black promotions into 8 out of these 10 jobs, and the shortfall is statistically significant for 5 of the 10 jobs

Table 14**Summary of Promotion Analysis, by Target Job²¹**

For Promotions in EEO categories 6-8

Controlling for Year, Department, Job, Seniority, and Roster

Comparing Blacks to Non-Black

EEO Code	Into Job Job Title	Promotions				Ave % Blk in Pool	Diff	Z-Val
		Tot	Wht	Blk	%Blk			
6 3642	MACHINIST	106	87	5	4.7	11.1	-6.76	-2.38
6 3643	MACHINE OPERATOR-CLA	117	86	18	15.4	18.3	-3.44	-1.06
6 3644	MACHINE OPERATOR-CLA	52	29	15	28.8	23.5	2.78	1.22
6 6784	CHIP GRINDER FINISHER	73	13	13	17.8	30.1	-8.94	-2.43
6 9903	WELDER-SPECIALIST	63	45	8	12.7	16.1	-2.12	-0.77
7 3648	MACH OP TRAINEE	112	87	13	11.6	22.2	-11.89	-3.37
7 6754	CHIPPER GRINDER	120	17	30	25.0	27.7	-3.29	-0.70
7 9901	TRAILER BUILDER-CLAS	374	226	93	24.9	36.4	-43.07	-5.51
7 9904	WELDER-CLASS A	76	53	16	21.1	34.7	-10.40	-2.98
8 9922	CLEANER GRINDER	52	24	17	32.7	31.2	0.78	0.26

F. ANALYSIS OF COMPENSATION**Pay Rate Regressions**

42. Descriptive statistics of the Lufkin workforce indicate that blacks are paid less than whites, on the average. These pay differences could be due to extraneous factors such as how much seniority a person has. Regression analyses were conducted to make comparisons between black and white salary rates and between black and non-black salary rates, taking into account various possible neutral explanatory variables

43. Regression analysis is widely used by statisticians to make comparisons between pay rates for two groups, while accounting for the effects of any extraneous factors. In a regression model, pay rates are assumed to be a function of the independent variables plus a random error. The basic steps in this procedure are outlined as follows:

²¹ The table shows only the results for the jobs with 50 or more promotions into them during the liability period. Complete results for all jobs promoted into is given in Appendix 9.

- a. Use all the data to estimate the function of the independent variables, including a variable for black or non-black.
- b. Determine the 'race coefficient' of the resulting regression function.
- c. Determine if the race coefficient is statistically significant.

44. Race coefficients for these regressions are expressed in dollars and represent the dollar difference in hourly rates between blacks and whites. For example, if the race coefficient is -0.30, then this means that blacks earn 30 cents per hour less than similarly situated whites. Statistical significance is determined by a t-value, which measures the size of the race coefficient in standard deviation units, and t-values larger than 2.00 are considered statistically significant. If the race coefficient is statistically significant, the disparity cannot be explained by chance variation and the coefficient indicates a real difference between black and non-black pay rates.

45. The neutral explanatory variables are selected to represent factors that could account for pay differences, but were not controlled by the employer during the liability period. These factors are referred to as *control factors*, or *independent variables* in regression analysis. The independent variables used in the regressions include race, year of hire, part-time or full-time status, the EEO category of the employee, and whether the employee was active or non-active at the end of the year of the regression. These controls account for the effects of tenure at Lufkin, whether someone terminated or not, their part-time or full-time status and EEO category during the liability period.

46. Separate regressions comparing hourly pay rates of blacks and whites were performed for each year 1994-2002 for Lufkin production department²² hourly employees in EEO level 6-8 jobs. The results are summarized in Table 15a below. The regressions show that the black hourly pay rate is, on average, between 16 to 60 cents per hour less than for whites during 1994-2002, after taking into account the explanatory factors. These salary rate shortfalls were statistically significant in each year, with p-values indicating results which are highly unlikely to occur by random fluctuation.

²² Departments LUFF, LUFT, LUFP, LUFG or LUFO.

Table 15a**Pay Rate Regressions - Black v. White**

<u>Year</u>	<u>Nbr Total</u>	<u>Nbr Black</u>	<u>Coeff</u>	<u>F ratio</u>	<u>p-value</u>	<u>R-squared</u>	<u>tscore</u>
2002	737	200	-0.60	39.55	<.0001	0.5261	-6.29
2001	891	276	-0.51	40.44	<.0001	0.7008	-6.36
2000	888	251	-0.46	37.40	<.0001	0.6528	-6.12
1999	992	270	-0.37	35.41	<.0001	0.6701	-5.95
1998	1273	341	-0.31	33.68	<.0001	0.7594	-5.80
1997	1481	393	-0.20	17.00	<.0001	0.8102	-4.12
1996	1215	314	-0.16	8.88	0.0029	0.7569	-2.98
1995	1342	319	-0.16	12.49	0.0004	0.8074	-3.53
1994	1300	303	-0.17	14.61	0.0001	0.8281	-3.82

47. Regressions comparing pay rates of blacks and non-blacks were performed for each year 1994-2002 using the same constraints and control factors described in the previous paragraph comparing pay rates of black and white employees. The results are summarized in Table 15b below. The regressions show that the black hourly pay rate is, on average, between 9 to 36 cents per hour less than for non-blacks during 1994-2002, after taking into account the explanatory factors. These salary rate shortfalls were statistically significant in each year except 1996, with p-values indicating results which are highly unlikely to occur by random fluctuation.

Table 15b**Pay Rate Regressions - Black v. non-Black**

<u>Year</u>	<u>Nbr Total</u>	<u>Nbr Black</u>	<u>Coeff</u>	<u>F ratio</u>	<u>p-value</u>	<u>R-squared</u>	<u>tscore</u>
2002	923	200	-0.36	13.58	0.0002	0.4797	-3.69
2001	1142	276	-0.30	13.57	0.0002	0.6508	-3.68
2000	1109	251	-0.32	18.48	<.0001	0.6241	-4.30
1999	1234	270	-0.25	16.51	<.0001	0.6434	-4.06
1998	1570	341	-0.25	23.52	<.0001	0.7503	-4.85
1997	1804	393	-0.12	6.94	0.0085	0.7987	-2.63
1996	1487	314	-0.09	3.09	0.0790	0.7490	-1.76
1995	1605	319	-0.11	6.41	0.0114	0.7977	-2.53
1994	1559	303	-0.12	7.39	0.0066	0.8236	-2.72

G. CONCLUSIONS

48. The discussion above gives a descriptive comparison of the distribution of whites and blacks in the Lufkin workforce, and summarizes pay differences. A detailed statistical analysis was also performed, focusing on initial assignment, promotions, and pay disparities. Based on my review and analysis of the Lufkin workforce data, I conclude

- a) Among active employees at year-end 2000, 89% of all blacks were employed in Lufkin production departments²³ in Lufkin, Texas, compared to only 72% of all whites.
- b) Among all active employees at year-end 2000, 88% of all blacks concentrated in three EEO categories, 6 (skilled craft workers), 7 (semi-skilled operatives) and 8 (unskilled laborers), compared to only 58% of whites.
- c) Among active employees at year-end 2000 in Lufkin production departments and in EEO category 6 (skilled craft workers), 17.5% are black, compared to only 3.1% black among the desirable EEO category 6 jobs of Electrical Department Specialist, Foundry Mechanic A, Inspector Specialist, Master Assembly, Machinist, Maintenance Mechanic Class A, Maintenance Mechanic Specialist, Master Maintenance Specialist.²⁴ The average hourly rate of pay for these desirable jobs in 2000 was \$14.36 per hour compared to an average of \$13.30 per hour for all EEO 6 jobs.
- d) Among year-end active employees company wide, during years 1994-2002, the percentage of blacks among those in EEO category 1 jobs (officials and managers) ranged from 5% to 8%. On the other hand, the percentage of whites among those in EEO category 1 jobs (officials and managers) ranged from 88% to 92%.
- e) Among year-end active employees, company-wide, during years 1994-2002 there has never been more than 2 blacks in EEO category 2 (professionals). At year-end 2002 there was only 1 black in EEO category 2, who was a "Buyer" in Lufkin's Oilfield Division with a hire date of January 19, 1998.

²³ Lufkin production departments are Foundry (LUFF), Oil (LUFO), Power Transmission (LUFP), Trailer (LUFT), and Gear (LUGG).

²⁴ See Table 6.

Appendix 1

DECLARATIONS and TESTIMONY

since 1990

**Dr. Richard Drogin
as of June, 2003**

RICHISON v. AMERICAN CEMWOOD, Case No. 005532, San Jouquin County Superior Court, State of California; declarations, deposition, 2002-3.

DUKES v. WAL-MART, INC., C-01-2252 MJJ, , U.S. District Court, Northern District, California, various declaration and deposition, 2003.

SALGADU v. MABUBANI, et. al, No, CV01-04360 FMC, Central District of California, declaration 2002, deposition January, 2003.

MITCHELL, et. al. v. **METROPOLITAN LIFE INSURANCE CO.**, 01 Civ.2112 (WHP) declaration December 2002 and deposition January, 2003.

SAVAGLIO V. WAL-MART STORES, CASE NO. 835687-7 Superior Court of The State of California, County of Alameda; declaration and deposition, December 2002.

STONE V. FIRST UNION CORP., NO. 94-6932-CIV-GOLD, U.S. District Court, Southern District of Florida, Miami Division, declaration, 2002.

BELL V. FARMERS INSURANCE, NO.774013-0, Alameda County Superior Court, State of California; declarations, deposition, 1999-2001, trial testimony 2001;

YBARRA et al V. CALIFORNIA REDI-DATE COMPANY, No. CV 00-7043/7044 U.S. District Court, Northern District, California, declaration and deposition, 2001;

AGUARDO et al. V. PIZZA HUT, San Francisco County Superior Court, State of California, Case No. 994947; declaration February 2001;

BROOKS V. FIRST UNION, Superior Court of New Jersey, Middlesex Country, No. L-2401-99; declaration February 2001;

SINGLETON V. REGENTS OF THE UNIVERSITY OF CALIFORNIA, No. 807233-1, Alameda County Superior Court, State of California; declarations and deposition 2000-2;

BECKMANN V. WCCO et. al., File No. 3-96 Civ. 1172, declaration and deposition, 1999;

CHARLES V. SECRETARY OF NAVY, C 91-2153 MHP, declaration, 1998;

JARVAISE V. RAND Corp, NO 1:96CV02680 (HHG); declaration and deposition, 1998;

TURNER V. TOROTEL, INC., No. 96-0646-CV-W-5, declaration and deposition, 1998;

Appendix I

BUTLER v. HOME DEPOT U.S.A., INC., No. C 95-2182 SI, U.S. District Court, Northern District, California, various declaration and deposition, 1997;

CANADY V. ALLSTATE INSURANCE COMPANY, ET AL., NO. 96-0174-CV-W-2, U.S. District Court, Western District of Missouri, Western Division; declaration 1997;

BYRD v. SPRINT CORPORATION, ET AL., No. CV92-18979, Circuit Court of Jackson County, Missouri at Kansas City; declaration 1996;

SHORES v. PUBLIX SUPER MARKETS, INC., No. 95-1162-CIV-T-25E, U.S. District Court, Middle District of Florida, Tampa Division; declarations submitted for class certification, 1995; presentation to mediator in settlement talks 1996;

PLUMMER v. DON COTE, ALAMEDA COUNTY, C-94-0838 EFL, Superior Court, Alameda County, California; declaration submitted, February, 1996;

JONES v. FORD MOTOR COMPANY, No. 95-MD-1044, 95-71123, 3-93-370, Eastern District of Michigan, Southern Division; declarations submitted for class certification, deposition, 1995-1996, 1998;

APPLETON, v. DELOITTE & TOUCHE, No. 3-95-0483 (Middle District of Tennessee); declaration submitted for class certification, deposition, 1995, 1996;

FRANK V. UNITED AIRLINES, INC., N.D. Cal. Case No C92 0692 CAL declarations and deposition, 1995-96;

ROBERT ADAMS, JR. v. PINOLE POINT STEEL COMPANY, NO. C-92-1962 MHP, U.S. District Court, Northern District, California; declaration submitted for class certification, deposition 1993, 1994, 1995;

SONDRA W. HYMAN v. FIRST UNION CORPORATON, Civil No. 94-1043 (EGS), U.S. District Court, District of Columbia; various declarations, 1994, 1995, 1997;

WHITING v. HUNTER, MO. 676752-50H, Alameda Country Superior Court, California; deposition and trial testimony, 1995, 1996;

BABBITT v. ALBERTSON'S INC., No. C92 1883 SBA (PJH), Northern District of California; declarations, 1994;

TAYLOR v. O'CHARLEY'S, No. 3:94-0489, U.S. District Court, Middle District of Tennessee; declarations, 1994;

BARBARA JEAN HERRING v. SAVE MART, No. C-90-3571 BAC, U.S. District Court,

Appendix 1

Northern District, California, December 17, 1993;

NANCY J. STENDER v. LUCKY STORES, Inc, No. C-88-1467 MHP, U.S. District Court, Northern District, California, 1991 & 1992, deposed and submitted reports for liability and damage trials;

HAYNES v. SHONEY, No. PCA 89-30093-RV, U.S. District Court, Northern District of Florida; declaration submitted for class certification, 1991;

PINES v. STATE FARM, SA CV 89 - 631 AHS (RWRx), U.S. District Court, central District of California; declaration submitted for class certification, 1991;

SIBI SOROKA, SUE URRY, and WILLIAM D'ARCANGELO v. DAYTON HUDSON CORP., dba TARGET STORES, No. H-143579-3, Superior Court, County of Alameda, California; declaration 1990;

Appendix 1

DROGIN, KAKIGI & ASSOCIATES
Statistical Consultants
3104 Shattuck Avenue
Berkeley, CA 94705
(510) 540-5071
www.dkstat.com

FEE SCHEDULE as of June, 2003

- | | |
|--------------------------------------|------------|
| 1. Consulting, analysis, development | |
| Partners | \$250/hour |
| Staff programmer | \$125/hour |
| 2. Deposition/Testimony | \$350/hour |

Appendix 2

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List of Higher Level EEO 1 Mgmt Jobs
Excluded from Analysis

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Job Code	Title
100280	President, CEO
100300	VP MSAL
100308	VP Eng.
100309	Secretary-Treasurer
100402	VP Trailer Div.
100711	Vice-President, HR
100714	Sr. VP
100778	VP Machine Div.
100787	FD GM FDRY Div.
100788	GM Fabrication
100796	Gen Mgr. Mach.
100797	VP/GM Gear Repair
100798	VP Gear Sales
100807	GM Trailer Div.
100815	VP OF Mfg./Foundry
100816	VP OF Sales/Mkt'g
100817	GM Gear Mfg.
100818	VP Eur. Gears
100819	VP Gear Repair
100820	GM Ind. Supply Div.
100830	VP/GM Power Transmission
100834	VP/GM Trailer Div.
100888	FD GM FDRY Div.
100889	VP/GM OF Products Div.
100941	VP Business Devel.
101020	Treasurer/Dir. Finan Opr.
101038	OF GM Lufkin Automation
102609	GM Nabla
102854	GM OF Service
260011	GM Nabla
280102	GM OF Service

Appendix 3

Page 1

Summary of Workforce and Average Salary
 Restricted to Those Active at Year-End, and
 With Positive Earnings for Year
 Restricted to 'LUF' Departments
 Excludes employees in upper level Mgmt jobs

Year	EEO	Workforce				Average Salary			
		Tot	Wht	Black		Total	White	Black	Diff
1994	Tot	1569	1085	266	17.0	10.79	11.31	9.74	1.57
1994	6-8	1260	799	249	19.8	9.91	10.19	9.64	0.56
1994	7-8	618	331	140	22.7	8.85	9.02	8.76	0.26
1994	1	125	112	10	8.0	16.36	16.32	12.49	3.83
1994	2	44	43	1	2.3	16.73	16.84	11.83	5.01
1994	3	76	72	3	3.9	12.50	12.61	10.10	2.51
1994	4	23	23	0	0.0	13.78	13.78	0.00	0.00
1994	5	38	33	3	7.9	9.81	10.07	8.08	1.99
1994	6	642	468	109	17.0	10.92	11.02	10.77	0.26
1994	7	468	268	95	20.3	9.38	9.43	9.53	-0.10
1994	8	150	63	45	30.0	7.21	7.28	7.14	0.13
1995	Tot	1645	1118	282	17.1	11.00	11.54	9.93	1.60
1995	6-8	1314	816	261	19.9	9.98	10.22	9.77	0.45
1995	7-8	666	356	155	23.3	9.00	9.08	9.01	0.07
1995	1	123	107	13	10.6	17.56	17.75	12.65	5.09
1995	2	62	57	2	3.2	17.05	17.08	12.62	4.46
1995	3	85	81	3	3.5	12.64	12.67	11.85	0.82
1995	4	17	17	0	0.0	15.28	15.28	0.00	0.00
1995	5	41	37	3	7.3	10.08	10.25	8.33	1.92
1995	6	648	460	106	16.4	10.99	11.11	10.89	0.21
1995	7	523	299	117	22.4	9.45	9.43	9.55	-0.12
1995	8	143	57	38	26.6	7.32	7.24	7.34	-0.11
1996	Tot	1489	994	258	17.3	11.93	12.64	10.67	1.97
1996	6-8	1161	688	242	20.8	10.80	11.09	10.56	0.53
1996	7-8	457	214	120	26.3	9.74	9.88	9.73	0.15
1996	1	121	110	10	8.3	18.53	18.88	12.89	5.98
1996	2	59	56	2	3.4	18.50	18.71	13.60	5.10
1996	3	85	81	2	2.4	13.30	13.40	12.46	0.94
1996	4	20	20	0	0.0	16.62	16.62	0.00	0.00
1996	5	40	36	2	5.0	10.12	10.27	7.93	2.34
1996	6	704	474	122	17.3	11.48	11.63	11.37	0.26
1996	7	411	195	106	25.8	9.93	10.06	9.96	0.10
1996	8	46	19	14	30.4	8.03	8.07	7.97	0.10
1997	Tot	1766	1157	332	18.8	11.89	12.55	10.71	1.84
1997	6-8	1462	875	315	21.5	10.77	11.00	10.48	0.52
1997	7-8	694	364	172	24.8	9.57	9.58	9.47	0.11
1997	1	117	105	10	8.5	20.26	20.45	16.87	3.58
1997	2	52	50	1	1.9	19.75	19.87	15.68	4.19
1997	3	85	81	3	3.5	14.49	14.52	13.92	0.60
1997	4	14	14	0	0.0	17.06	17.06	0.00	0.00
1997	5	36	32	3	8.3	10.73	10.87	9.41	1.46
1997	6	768	511	143	18.6	11.86	12.00	11.69	0.31
1997	7	514	267	119	23.2	10.25	10.29	10.24	0.04
1997	8	180	97	53	29.4	7.65	7.64	7.75	-0.11
1998	Tot	1504	991	279	18.6	12.87	13.65	11.51	2.14
1998	6-8	1194	708	259	21.7	11.57	11.83	11.25	0.58
1998	7-8	527	264	129	24.5	10.51	10.57	10.33	0.24
1998	1	126	111	12	9.5	20.97	21.59	16.86	4.73
1998	2	48	48	0	0.0	20.43	20.43	0.00	0.00
1998	3	94	86	5	5.3	14.60	14.77	12.42	2.34
1998	4	12	12	0	0.0	16.85	16.85	0.00	0.00

Appendix 3

Page 2

1998	5	30	26	3	10.0	11.43	11.63	10.63	1.01
1998	6	667	444	130	19.5	12.40	12.58	12.17	0.41
1998	7	467	238	106	22.7	10.75	10.76	10.73	0.03
1998	8	60	26	23	38.3	8.70	8.84	8.49	0.35
1999	Tot	1184	796	209	17.7	13.66	14.49	12.24	2.25
1999	6-8	896	536	188	21.0	12.20	12.50	11.93	0.57
1999	7-8	288	142	75	26.0	11.14	11.17	11.12	0.05
1999	1	115	100	13	11.3	21.15	21.84	17.02	4.82
1999	2	44	44	0	0.0	21.36	21.36	0.00	0.00
1999	3	88	81	3	3.4	15.11	15.22	15.55	-0.33
1999	4	15	15	0	0.0	16.05	16.05	0.00	0.00
1999	5	25	19	5	20.0	11.32	11.85	9.83	2.02
1999	6	608	394	113	18.6	12.71	12.98	12.46	0.52
1999	7	265	128	69	26.0	11.30	11.36	11.31	0.05
1999	8	23	14	6	26.1	9.29	9.37	8.90	0.47
2000	Tot	1231	797	230	18.7	14.18	15.28	12.39	2.89
2000	6-8	928	527	206	22.2	12.56	13.07	12.01	1.06
2000	7-8	311	133	98	31.5	11.09	11.31	11.00	0.31
2000	1	114	97	13	11.4	22.73	23.46	18.31	5.15
2000	2	56	55	1	1.8	21.42	21.54	15.00	6.54
2000	3	86	77	5	5.8	15.70	15.87	14.42	1.45
2000	4	17	17	0	0.0	18.87	18.87	0.00	0.00
2000	5	28	23	4	14.3	11.58	11.91	10.40	1.51
2000	6	617	394	108	17.5	13.30	13.67	12.93	0.74
2000	7	267	120	84	31.5	11.42	11.55	11.33	0.21
2000	8	44	13	14	31.8	9.06	9.09	9.01	0.08
2001	Tot	1107	737	197	17.8	15.23	16.25	13.43	2.82
2001	6-8	813	479	171	21.0	13.47	13.90	13.05	0.85
2001	7-8	202	92	61	30.2	12.28	12.37	12.36	0.01
2001	1	109	91	14	12.8	23.68	24.64	18.52	6.12
2001	2	52	51	1	1.9	22.64	22.78	15.58	7.20
2001	3	80	73	4	5.0	16.10	16.13	15.82	0.30
2001	4	21	20	0	0.0	22.74	22.63	0.00	0.00
2001	5	28	20	6	21.4	12.56	12.97	11.38	1.59
2001	6	611	387	110	18.0	13.86	14.26	13.43	0.83
2001	7	200	90	61	30.5	12.30	12.41	12.36	0.06
2001	8	2	2	0	0.0	10.31	10.31	0.00	0.00
2002	Tot	1181	798	201	17.0	16.31	17.69	13.50	4.18
2002	6-8	811	467	175	21.6	13.53	14.04	13.06	0.97
2002	7-8	215	92	63	29.3	12.09	12.32	12.25	0.07
2002	1	137	120	12	8.8	28.11	28.74	20.31	8.43
2002	2	69	67	1	1.4	24.34	24.42	17.88	6.54
2002	3	90	83	4	4.4	16.89	16.93	16.35	0.58
2002	4	22	21	0	0.0	25.58	25.58	0.00	0.00
2002	5	42	34	5	11.9	13.57	13.84	12.04	1.80
2002	6	596	375	112	18.8	14.05	14.46	13.52	0.94
2002	7	196	86	58	29.6	12.34	12.50	12.49	0.01
2002	8	19	6	5	26.3	9.56	9.72	9.51	0.21

Appendix 4

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Summary of Workforce and Average Earnings
 Restricted to Those Active at Year-End, and
 With Positive Earnings for Year
 Restricted to 'LUF' Departments
 Excludes employees in upper level Mgmt jobs

Year	EEO	Workforce				Average Earnings			
		Tot	Wht	Black		Total	White	Black	Diff
1994	Tot	1252	900	202	16.1	29832.	30160.	28916.	1244.
1994	6-8	965	635	185	19.2	27845.	27595.	28414.	-818.
1994	7-8	358	194	79	22.1	24631.	23743.	25254.	-1511.
1994	1	121	108	10	8.3	42736.	41982.	42002.	-20.
1994	2	39	38	1	2.6	36144.	36190.	34423.	1767.
1994	3	71	67	3	4.2	32620.	32928.	23570.	9358.
1994	4	21	21	0	0.0	37555.	37555.	0.	0
1994	5	33	29	3	9.1	22768.	23257.	19798.	3459.
1994	6	607	441	106	17.5	29740.	29290.	30769.	-1478.
1994	7	336	184	73	21.7	25248.	23970.	26333.	-2363.
1994	8	22	10	6	27.3	15216.	19548.	12116.	7432.
1995	Tot	1394	951	235	16.9	29865.	30792.	28635.	2156.
1995	6-8	1095	677	215	19.6	27600.	27928.	27846.	81.
1995	7-8	473	233	113	23.9	23855.	23578.	24703.	-1125.
1995	1	122	106	13	10.7	44894.	44341.	42650.	1691.
1995	2	43	42	1	2.3	38360.	38432.	35346.	3085.
1995	3	79	75	3	3.8	33719.	33635.	30238.	3397.
1995	4	16	16	0	0.0	44161.	44161.	0.	0.
1995	5	38	34	3	7.9	23538.	23929.	20600.	3329.
1995	6	622	444	102	16.4	30448.	30210.	31329.	-1119.
1995	7	418	218	96	23.0	24583.	24061.	25654.	-1593.
1995	8	55	15	17	30.9	18321.	16558.	19331.	-2773.
1996	Tot	1387	930	241	17.4	29833.	31322.	27237.	4085.
1996	6-8	1088	649	226	20.8	27160.	27743.	26600.	1143.
1996	7-8	411	192	109	26.5	23137.	23415.	22936.	479.
1996	1	118	107	10	8.5	47477.	47652.	42706.	4945.
1996	2	50	48	2	4.0	38338.	38525.	33857.	4668.
1996	3	75	73	1	1.3	36477.	36433.	21459.	14974.
1996	4	19	19	0	0.0	38221.	38221.	0.	0.
1996	5	35	32	2	5.7	22842.	23212.	18048.	5164.
1996	6	677	457	117	17.3	29602.	29561.	30014.	-453.
1996	7	376	176	99	26.3	23940.	24186.	24044.	142.
1996	8	35	16	10	28.6	14512.	14939.	11963.	2976.
1997	Tot	1350	886	246	18.2	32810.	33807.	31349.	2458.
1997	6-8	1074	630	230	21.4	30778.	30873.	30991.	-119.
1997	7-8	368	170	92	25.0	26873.	26482.	27275.	-793.
1997	1	114	102	10	8.8	46950.	47465.	42557.	4908.
1997	2	45	44	1	2.2	41327.	41521.	32776.	8745.
1997	3	77	73	3	3.9	36338.	36484.	29908.	6576.
1997	4	11	11	0	0.0	46666.	46666.	0.	0.
1997	5	29	26	2	6.9	24673.	25318.	17888.	7429.
1997	6	706	460	138	19.5	32813.	32496.	33469.	-974.
1997	7	351	162	86	24.5	27414.	26913.	28085.	-1172.
1997	8	17	8	6	35.3	15720.	17757.	15669.	2088.
1998	Tot	1455	962	268	18.4	31140.	32904.	28431.	4473.
1998	6-8	1156	688	249	21.5	28286.	28929.	27991.	937.
1998	7-8	489	244	119	24.3	24849.	24473.	25406.	-933.
1998	1	123	108	12	9.8	48287.	49808.	39015.	10793.
1998	2	43	43	0	0.0	43847.	43847.	0.	0.
1998	3	94	86	5	5.3	36869.	37317.	27634.	9683.
1998	4	12	12	0	0.0	49104.	49104.	0.	0.

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1998	5	27	25	2	7.4	27052.	27487.	21618.	5868.
1998	6	667	444	130	19.5	30805.	31378.	30358.	1019.
1998	7	439	219	102	23.2	25432.	25164.	26345.	-1182.
1998	8	50	25	17	34.0	19737.	18418.	19768.	-1350.
1999	Tot	1169	782	208	17.8	33265.	35002.	30837.	4165.
1999	6-8	894	534	188	21.0	30189.	30836.	30160.	676.
1999	7-8	286	140	75	26.2	26702.	26329.	27423.	-1094.
1999	1	113	98	13	11.5	49670.	50965.	41591.	9374.
1999	2	40	40	0	0.0	45937.	45937.	0.	0.
1999	3	85	78	3	3.5	37271.	37309.	35155.	2154.
1999	4	14	14	0	0.0	46594.	46594.	0.	0.
1999	5	22	17	4	18.2	27221.	28362.	24473.	3888.
1999	6	608	394	113	18.6	31828.	32437.	31977.	460.
1999	7	263	126	69	26.2	27237.	27027.	28055.	-1028.
1999	8	23	14	6	26.1	20585.	20044.	20157.	-112.
2000	Tot	1143	738	212	18.5	35509.	37406.	32147.	5259.
2000	6-8	865	491	190	22.0	32822.	33716.	31645.	2071.
2000	7-8	259	108	82	31.7	27398.	26787.	27948.	-1161.
2000	1	114	97	13	11.4	51315.	53020.	42200.	10820.
2000	2	44	43	1	2.3	44095.	44457.	28562.	15895.
2000	3	79	71	4	5.1	40247.	40504.	34732.	5772.
2000	4	15	15	0	0.0	37101.	37101.	0.	0.
2000	5	25	20	4	16.0	25526.	26661.	21642.	5019.
2000	6	606	383	108	17.8	35141.	35670.	34452.	1217.
2000	7	234	99	74	31.6	28268.	27318.	29314.	-1996.
2000	8	25	9	8	32.0	19253.	20946.	15313.	5633.
2001	Tot	1085	721	194	17.9	38684.	40587.	35579.	5008.
2001	6-8	800	470	168	21.0	35712.	36643.	35247.	1396.
2001	7-8	191	84	58	30.4	33004.	32808.	34435.	-1627.
2001	1	109	91	14	12.8	56764.	58845.	45235.	13610.
2001	2	50	49	1	2.0	46520.	46819.	31846.	14973.
2001	3	80	73	4	5.0	41016.	40725.	36863.	3862.
2001	4	17	17	0	0.0	48149.	48149.	0.	0.
2001	5	25	18	6	24.0	28015.	29347.	25197.	4150.
2001	6	609	386	110	18.1	36561.	37477.	35675.	1802.
2001	7	189	82	58	30.7	33113.	33052.	34435.	-1382.
2001	8	2	2	0	0.0	22772.	22772.	0.	0.
2002	Tot	1162	782	200	17.2	38173.	41562.	30888.	10674.
2002	6-8	800	459	174	21.8	31555.	33022.	29900.	3122.
2002	7-8	205	85	62	30.2	25994.	26897.	26152.	745.
2002	1	137	120	12	8.8	69639.	71039.	46979.	24060.
2002	2	65	63	1	1.5	50518.	50728.	34914.	15815.
2002	3	90	83	4	4.4	41970.	41919.	37675.	4243.
2002	4	19	18	0	0.0	56107.	55879.	0.	0.
2002	5	41	33	5	12.2	29378.	30187.	25529.	4658.
2002	6	595	374	112	18.8	33471.	34413.	31974.	2439.
2002	7	190	80	58	30.5	27002.	27563.	27176.	388.
2002	8	15	5	4	26.7	13226.	16246.	11310.	4936.

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and

With Positive Earnings for Year

Restricted to 'LUF' Departments

'nonF' includes 'LUF' Departments excluding Foundry

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1994	Tot	Tot	1569	1085	266	17.0	10.79	11.31	9.74	1.57
1994	Tot	LUFF	407	173	106	26.0	10.23	11.58	9.71	1.87
1994	Tot	LUFT	544	382	102	18.8	10.07	10.28	9.47	0.81
1994	Tot	LUFFP	480	410	47	9.8	11.66	11.86	10.41	1.45
1994	Tot	LUFO	57	47	6	10.5	10.93	11.20	9.66	1.54
1994	Tot	LUFG	52	46	4	7.7	11.25	11.42	10.35	1.07
1994	Tot	LUFC	29	27	1	3.4	16.63	15.83	7.36	8.47
1994	Tot	nonF	1162	912	160	13.8	10.99	11.26	9.76	1.50
1994	6-8	Tot	1260	799	249	19.8	9.91	10.19	9.64	0.56
1994	6-8	LUFF	343	118	98	28.6	9.45	10.02	9.57	0.45
1994	6-8	LUFT	451	296	98	21.7	9.55	9.65	9.37	0.28
1994	6-8	LUFFP	374	308	44	11.8	10.69	10.77	10.26	0.51
1994	6-8	LUFO	49	39	6	12.2	10.22	10.36	9.66	0.70
1994	6-8	LUFG	38	33	3	7.9	10.37	10.36	11.35	-0.99
1994	6-8	LUFC	5	5	0	0.0	8.76	8.76	0.00	0.00
1994	6-8	nonF	917	681	151	16.5	10.08	10.22	9.68	0.54
1994	7-8	Tot	618	331	140	22.7	8.85	9.02	8.76	0.26
1994	7-8	LUFF	181	46	44	24.3	8.36	8.49	8.33	0.17
1994	7-8	LUFT	308	195	69	22.4	8.96	9.04	8.75	0.29
1994	7-8	LUFFP	98	67	23	23.5	9.35	9.26	9.56	-0.30
1994	7-8	LUFO	24	17	4	16.7	9.41	9.53	9.02	0.51
1994	7-8	LUFG	2	1	0	0.0	6.61	5.97	0.00	0.00
1994	7-8	LUFC	5	5	0	0.0	8.76	8.76	0.00	0.00
1994	7-8	nonF	437	285	96	22.0	9.06	9.10	8.96	0.15
1994	1	Tot	125	112	10	8.0	16.36	16.32	12.49	3.83
1994	1	LUFF	27	20	6	22.2	15.47	16.84	11.73	5.11
1994	1	LUFT	51	48	2	3.9	14.14	13.71	14.29	-0.58
1994	1	LUFFP	36	34	2	5.6	17.67	17.95	12.97	4.98
1994	1	LUFO	3	3	0	0.0	17.93	17.93	0.00	0.00
1994	1	LUFG	2	2	0	0.0	17.59	17.59	0.00	0.00
1994	1	LUFC	6	5	0	0.0	30.19	26.72	0.00	0.00
1994	1	nonF	98	92	4	4.1	16.61	16.21	13.63	2.58
1994	2	Tot	44	43	1	2.3	16.73	16.84	11.83	5.01
1994	2	LUFF	12	11	1	8.3	16.91	17.38	11.83	5.55
1994	2	LUFT	1	1	0	0.0	15.14	15.14	0.00	0.00
1994	2	LUFFP	15	15	0	0.0	17.38	17.38	0.00	0.00
1994	2	LUFO	3	3	0	0.0	14.91	14.91	0.00	0.00
1994	2	LUFG	1	1	0	0.0	7.40	7.40	0.00	0.00
1994	2	LUFC	12	12	0	0.0	17.10	17.10	0.00	0.00
1994	2	nonF	32	32	0	0.0	16.66	16.66	0.00	0.00
1994	3	Tot	76	72	3	3.9	12.50	12.61	10.10	2.51
1994	3	LUFF	20	19	1	5.0	12.15	12.33	8.83	3.50
1994	3	LUFT	9	8	1	11.1	11.22	11.46	9.35	2.11
1994	3	LUFFP	35	33	1	2.9	12.94	12.99	12.12	0.87
1994	3	LUFO	1	1	0	0.0	13.20	13.20	0.00	0.00
1994	3	LUFG	9	9	0	0.0	13.43	13.43	0.00	0.00
1994	3	LUFC	2	2	0	0.0	9.64	9.64	0.00	0.00
1994	3	nonF	56	53	2	3.6	12.63	12.71	10.74	1.98

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1994	4	Tot	23	23	0	0.0	13.78	13.78	0.00	0.00
1994	4	LUFF	2	2	0	0.0	15.07	15.07	0.00	0.00
1994	4	LUFT	14	14	0	0.0	11.19	11.19	0.00	0.00
1994	4	LUFP	6	6	0	0.0	18.39	18.39	0.00	0.00
1994	4	LUFG	1	1	0	0.0	19.88	19.88	0.00	0.00
1994	4	nonF	21	21	0	0.0	13.66	13.66	0.00	0.00
1994	5	Tot	38	33	3	7.9	9.81	10.07	8.08	1.99
1994	5	LUFF	3	3	0	0.0	9.58	9.58	0.00	0.00
1994	5	LUFT	17	14	1	5.9	9.91	10.18	9.52	0.66
1994	5	LUFP	13	13	0	0.0	10.13	10.13	0.00	0.00
1994	5	LUFO	1	1	0	0.0	10.65	10.65	0.00	0.00
1994	5	LUFG	1	0	1	100.0	7.36	0.00	7.36	0.00
1994	5	LUFC	3	2	1	33.3	8.66	9.31	7.36	1.95
1994	5	nonF	35	30	3	8.6	9.84	10.12	8.08	2.04
1994	6	Tot	642	468	109	17.0	10.92	11.02	10.77	0.26
1994	6	LUFF	162	72	54	33.3	10.66	11.00	10.59	0.41
1994	6	LUFT	143	101	29	20.3	10.83	10.83	10.84	-0.01
1994	6	LUFP	276	241	21	7.6	11.17	11.19	11.03	0.16
1994	6	LUFO	25	22	2	8.0	11.00	11.00	10.92	0.08
1994	6	LUFG	36	32	3	8.3	10.58	10.49	11.35	-0.85
1994	6	nonF	480	396	55	11.5	11.01	11.03	10.94	0.09
1994	7	Tot	468	268	95	20.3	9.38	9.43	9.53	-0.10
1994	7	LUFF	110	31	23	20.9	9.11	9.04	9.43	-0.39
1994	7	LUFT	237	151	47	19.8	9.48	9.56	9.49	0.07
1994	7	LUFP	92	63	22	23.9	9.49	9.38	9.68	-0.29
1994	7	LUFO	23	17	3	13.0	9.52	9.53	9.70	-0.17
1994	7	LUFG	1	1	0	0.0	5.97	5.97	0.00	0.00
1994	7	LUFC	5	5	0	0.0	8.76	8.76	0.00	0.00
1994	7	nonF	358	237	72	20.1	9.46	9.48	9.56	-0.08
1994	8	Tot	150	63	45	30.0	7.21	7.28	7.14	0.13
1994	8	LUFF	71	15	21	29.6	7.20	7.36	7.12	0.24
1994	8	LUFT	71	44	22	31.0	7.23	7.25	7.18	0.07
1994	8	LUFP	6	4	1	16.7	7.23	7.28	7.00	0.28
1994	8	LUFO	1	0	1	100.0	7.00	0.00	7.00	0.00
1994	8	LUFG	1	0	0	0.0	7.25	0.00	0.00	0.00
1994	8	nonF	79	48	24	30.4	7.22	7.25	7.17	0.09

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Summary of Workforce and Average Pay Rates

=====

Restricted to Those Active at Year-End, and
With Positive Earnings for Year

Restricted to 'LUF' Departments

'nonF' includes 'LUF' Departments excluding Foundry

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1995	Tot	Tot	1645	1118	282	17.1	11.00	11.54	9.93	1.60
1995	Tot	LUFF	439	184	107	24.4	10.37	11.79	9.75	2.05
1995	Tot	LUFT	545	370	114	20.9	10.35	10.56	9.82	0.74
1995	Tot	LUFFP	525	448	51	9.7	11.76	11.90	10.43	1.47
1995	Tot	LUFO	46	34	5	10.9	12.15	12.72	11.52	1.20
1995	Tot	LUFG	59	53	4	6.8	11.14	11.25	10.51	0.74
1995	Tot	LUFC	31	29	1	3.2	16.72	15.89	7.59	8.30
1995	Tot	nonF	1206	934	175	14.5	11.23	11.49	10.05	1.44
1995	6-8	Tot	1314	816	261	19.9	9.98	10.22	9.77	0.45
1995	6-8	LUFF	363	118	99	27.3	9.52	10.07	9.56	0.52
1995	6-8	LUFT	464	297	108	23.3	9.75	9.80	9.69	0.11
1995	6-8	LUFFP	406	335	48	11.8	10.59	10.64	10.26	0.38
1995	6-8	LUFO	33	23	3	9.1	10.50	10.68	10.57	0.11
1995	6-8	LUFG	45	40	3	6.7	10.25	10.20	11.48	-1.28
1995	6-8	LUFC	3	3	0	0.0	8.48	8.48	0.00	0.00
1995	6-8	nonF	951	698	162	17.0	10.16	10.25	9.91	0.34
1995	7-8	Tot	666	356	155	23.3	9.00	9.08	9.01	0.07
1995	7-8	LUFF	192	46	48	25.0	8.43	8.44	8.37	0.07
1995	7-8	LUFT	336	209	80	23.8	9.30	9.32	9.23	0.10
1995	7-8	LUFFP	121	89	26	21.5	9.03	8.85	9.50	-0.64
1995	7-8	LUFO	12	7	1	8.3	9.42	9.54	9.85	-0.31
1995	7-8	LUFG	2	2	0	0.0	7.56	7.56	0.00	0.00
1995	7-8	LUFC	3	3	0	0.0	8.48	8.48	0.00	0.00
1995	7-8	nonF	474	310	107	22.6	9.22	9.17	9.30	-0.12
1995	1	Tot	123	107	13	10.6	17.56	17.75	12.65	5.09
1995	1	LUFF	30	22	7	23.3	16.02	17.50	12.15	5.35
1995	1	LUFT	47	42	4	8.5	15.65	15.40	13.30	2.09
1995	1	LUFFP	34	33	1	2.9	19.16	19.32	13.76	5.56
1995	1	LUFO	4	3	1	25.0	17.23	18.82	12.46	6.36
1995	1	LUFG	2	2	0	0.0	18.25	18.25	0.00	0.00
1995	1	LUFC	6	5	0	0.0	31.07	27.28	0.00	0.00
1995	1	nonF	93	85	6	6.5	18.05	17.81	13.24	4.57
1995	2	Tot	62	57	2	3.2	17.05	17.08	12.62	4.46
1995	2	LUFF	18	16	1	5.6	15.66	16.50	11.83	4.67
1995	2	LUFT	2	2	0	0.0	13.37	13.37	0.00	0.00
1995	2	LUFFP	20	18	0	0.0	19.02	18.23	0.00	0.00
1995	2	LUFO	7	6	1	14.3	17.04	17.64	13.41	4.23
1995	2	LUFG	1	1	0	0.0	10.71	10.71	0.00	0.00
1995	2	LUFC	14	14	0	0.0	17.03	17.03	0.00	0.00
1995	2	nonF	44	41	1	2.3	17.62	17.31	13.41	3.90
1995	3	Tot	85	81	3	3.5	12.64	12.67	11.85	0.82
1995	3	LUFF	22	22	0	0.0	12.11	12.11	0.00	0.00
1995	3	LUFT	10	9	1	10.0	11.01	11.17	9.63	1.54
1995	3	LUFFP	43	40	2	4.7	13.26	13.30	12.95	0.34
1995	3	LUFO	1	1	0	0.0	13.78	13.78	0.00	0.00
1995	3	LUFG	7	7	0	0.0	13.39	13.39	0.00	0.00
1995	3	LUFC	2	2	0	0.0	9.93	9.93	0.00	0.00

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1995	3	nonF	63	59	3	4.8	12.82	12.88	11.85	1.03
1995	4	Tot	17	17	0	0.0	15.28	15.28	0.00	0.00
1995	4	LUFF	2	2	0	0.0	15.36	15.36	0.00	0.00
1995	4	LUFT	8	8	0	0.0	12.05	12.05	0.00	0.00
1995	4	LUFF	6	6	0	0.0	18.67	18.67	0.00	0.00
1995	4	LUFG	1	1	0	0.0	20.57	20.57	0.00	0.00
1995	4	nonF	15	15	0	0.0	15.26	15.26	0.00	0.00
1995	5	Tot	41	37	3	7.3	10.08	10.25	8.33	1.92
1995	5	LUFF	4	4	0	0.0	8.84	8.84	0.00	0.00
1995	5	LUFT	14	12	1	7.1	10.42	10.57	9.81	0.76
1995	5	LUFF	15	15	0	0.0	10.15	10.15	0.00	0.00
1995	5	LUFO	1	1	0	0.0	10.65	10.65	0.00	0.00
1995	5	LUFG	3	2	1	33.3	11.46	13.40	7.59	5.81
1995	5	LUFC	4	3	1	25.0	8.70	9.07	7.59	1.48
1995	5	nonF	37	33	3	8.1	10.22	10.42	8.33	2.09
1995	6	Tot	648	460	106	16.4	10.99	11.11	10.89	0.21
1995	6	LUFF	171	72	51	29.8	10.75	11.12	10.68	0.45
1995	6	LUFT	128	88	28	21.9	10.93	10.92	11.02	-0.10
1995	6	LUFF	285	246	22	7.7	11.26	11.28	11.15	0.13
1995	6	LUFO	21	16	2	9.5	11.11	11.18	10.93	0.25
1995	6	LUFG	43	38	3	7.0	10.37	10.34	11.48	-1.14
1995	6	nonF	477	388	55	11.5	11.08	11.10	11.09	0.01
1995	7	Tot	523	299	117	22.4	9.45	9.43	9.55	-0.12
1995	7	LUFF	119	33	26	21.8	9.10	8.89	9.28	-0.39
1995	7	LUFT	281	176	66	23.5	9.69	9.71	9.60	0.11
1995	7	LUFF	106	78	24	22.6	9.30	9.10	9.70	-0.59
1995	7	LUFO	12	7	1	8.3	9.42	9.54	9.85	-0.31
1995	7	LUFG	2	2	0	0.0	7.56	7.56	0.00	0.00
1995	7	LUFC	3	3	0	0.0	8.48	8.48	0.00	0.00
1995	7	nonF	404	266	91	22.5	9.56	9.50	9.63	-0.13
1995	8	Tot	143	57	38	26.6	7.32	7.24	7.34	-0.11
1995	8	LUFF	73	13	22	30.1	7.34	7.29	7.29	0.00
1995	8	LUFT	55	33	14	25.5	7.34	7.27	7.48	-0.20
1995	8	LUFF	15	11	2	13.3	7.13	7.07	7.07	0.00
1995	8	nonF	70	44	16	22.9	7.29	7.22	7.43	-0.20

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and

With Positive Earnings for Year

Restricted to 'LUF' Departments

'nonF' includes 'LUF' Departments excluding Foundry

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1996	Tot	Tot	1489	994	258	17.3	11.93	12.64	10.67	1.97
1996	Tot	LUFF	435	174	109	25.1	11.22	12.97	10.35	2.62
1996	Tot	LUFT	425	280	95	22.4	11.36	11.62	10.72	0.90
1996	Tot	LUPF	448	386	38	8.5	12.75	12.97	11.27	1.70
1996	Tot	LUFO	82	64	10	12.2	12.24	12.51	11.67	0.84
1996	Tot	LUFG	67	59	5	7.5	11.67	11.89	10.38	1.51
1996	Tot	LUFC	32	31	1	3.1	17.25	17.56	7.79	9.77
1996	Tot	nonF	1054	820	149	14.1	12.22	12.57	10.89	1.68
1996	6-8	Tot	1161	688	242	20.8	10.80	11.09	10.56	0.53
1996	6-8	LUFF	357	105	101	28.3	10.25	10.88	10.19	0.69
1996	6-8	LUFT	354	213	93	26.3	10.70	10.71	10.70	0.02
1996	6-8	LUPF	333	276	35	10.5	11.42	11.48	11.04	0.44
1996	6-8	LUFO	67	51	9	13.4	11.24	11.28	11.26	0.02
1996	6-8	LUFG	49	42	4	8.2	10.64	10.68	10.95	-0.27
1996	6-8	LUFC	1	1	0	0.0	10.34	10.34	0.00	0.00
1996	6-8	nonF	804	583	141	17.5	11.04	11.12	10.82	0.30
1996	7-8	Tot	457	214	120	26.3	9.74	9.88	9.73	0.15
1996	7-8	LUFF	190	40	54	28.4	9.32	9.42	9.25	0.17
1996	7-8	LUFT	171	104	47	27.5	10.03	10.03	10.02	0.01
1996	7-8	LUPF	77	55	17	22.1	9.97	9.83	10.32	-0.49
1996	7-8	LUFO	18	14	2	11.1	10.40	10.34	11.07	-0.73
1996	7-8	LUFC	1	1	0	0.0	10.34	10.34	0.00	0.00
1996	7-8	nonF	267	174	66	24.7	10.04	9.99	10.13	-0.14
1996	1	Tot	121	110	10	8.3	18.53	18.88	12.89	5.98
1996	1	LUFF	32	25	7	21.9	16.87	18.08	12.57	5.50
1996	1	LUFT	38	36	1	2.6	17.29	16.85	13.88	2.97
1996	1	LUPF	39	37	2	5.1	19.64	19.97	13.51	6.45
1996	1	LUFO	3	3	0	0.0	20.54	20.54	0.00	0.00
1996	1	LUFG	2	2	0	0.0	18.78	18.78	0.00	0.00
1996	1	LUFC	7	7	0	0.0	25.70	25.70	0.00	0.00
1996	1	nonF	89	85	3	3.4	19.12	19.11	13.64	5.48
1996	2	Tot	59	56	2	3.4	18.50	18.71	13.60	5.10
1996	2	LUFF	16	15	1	6.2	18.95	19.42	11.83	7.59
1996	2	LUFT	2	2	0	0.0	16.51	16.51	0.00	0.00
1996	2	LUPF	17	16	0	0.0	20.04	20.24	0.00	0.00
1996	2	LUFO	7	6	1	14.3	16.74	16.97	15.38	1.59
1996	2	LUFC	17	17	0	0.0	17.51	17.51	0.00	0.00
1996	2	nonF	43	41	1	2.3	18.34	18.45	15.38	3.07
1996	3	Tot	85	81	2	2.4	13.30	13.40	12.46	0.94
1996	3	LUFF	22	21	0	0.0	13.23	13.53	0.00	0.00
1996	3	LUFT	10	9	1	10.0	11.55	11.73	9.92	1.81
1996	3	LUPF	38	36	1	2.6	13.87	13.88	15.00	-1.12
1996	3	LUFO	2	2	0	0.0	13.53	13.53	0.00	0.00
1996	3	LUFG	11	11	0	0.0	13.53	13.53	0.00	0.00
1996	3	LUFC	2	2	0	0.0	10.30	10.30	0.00	0.00
1996	3	nonF	63	60	2	3.2	13.32	13.36	12.46	0.90

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1996	4	Tot	20	20	0	0.0	16.62	16.62	0.00	0.00
1996	4	LUFF	1	1	0	0.0	19.47	19.47	0.00	0.00
1996	4	LUFT	8	8	0	0.0	12.21	12.21	0.00	0.00
1996	4	LUFP	6	6	0	0.0	20.86	20.86	0.00	0.00
1996	4	LUFO	1	1	0	0.0	23.94	23.94	0.00	0.00
1996	4	LUFG	4	4	0	0.0	16.55	16.55	0.00	0.00
1996	4	nonF	19	19	0	0.0	16.47	16.47	0.00	0.00
1996	5	Tot	40	36	2	5.0	10.12	10.27	7.93	2.34
1996	5	LUFF	6	6	0	0.0	9.74	9.74	0.00	0.00
1996	5	LUFT	13	12	0	0.0	10.62	10.70	0.00	0.00
1996	5	LUFP	14	14	0	0.0	10.27	10.27	0.00	0.00
1996	5	LUFO	2	1	0	0.0	10.26	11.00	0.00	0.00
1996	5	LUFG	1	0	1	100.0	8.08	0.00	8.08	0.00
1996	5	LUFC	4	3	1	25.0	9.00	9.41	7.79	1.62
1996	5	nonF	34	30	2	5.9	10.19	10.38	7.93	2.44
1996	6	Tot	704	474	122	17.3	11.48	11.63	11.37	0.26
1996	6	LUFF	167	65	47	28.1	11.30	11.77	11.26	0.51
1996	6	LUFT	183	109	46	25.1	11.33	11.37	11.39	-0.02
1996	6	LUFP	256	221	18	7.0	11.86	11.89	11.72	0.18
1996	6	LUFO	49	37	7	14.3	11.55	11.63	11.31	0.32
1996	6	LUFG	49	42	4	8.2	10.64	10.68	10.95	-0.27
1996	6	nonF	537	409	75	14.0	11.54	11.60	11.43	0.17
1996	7	Tot	411	195	106	25.8	9.93	10.06	9.96	0.10
1996	7	LUFF	162	33	46	28.4	9.56	9.70	9.53	0.17
1996	7	LUFT	153	92	41	26.8	10.24	10.28	10.25	0.03
1996	7	LUFP	77	55	17	22.1	9.97	9.83	10.32	-0.49
1996	7	LUFO	18	14	2	11.1	10.40	10.34	11.07	-0.73
1996	7	LUFC	1	1	0	0.0	10.34	10.34	0.00	0.00
1996	7	nonF	249	162	60	24.1	10.17	10.14	10.30	-0.16
1996	8	Tot	46	19	14	30.4	8.03	8.07	7.97	0.10
1996	8	LUFF	28	7	8	28.6	7.94	8.09	7.61	0.48
1996	8	LUFT	18	12	6	33.3	8.18	8.05	8.44	-0.39
1996	8	nonF	18	12	6	33.3	8.18	8.05	8.44	-0.39

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and

With Positive Earnings for Year

Restricted to 'LUF' Departments

'nonF' includes 'LUF' Departments excluding Foundry

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1997	Tot	Tot	1766	1157	332	18.8	11.89	12.55	10.71	1.84
1997	Tot	LUFF	464	172	124	26.7	11.38	12.99	10.77	2.22
1997	Tot	LUFT	586	393	126	21.5	10.87	11.13	10.18	0.96
1997	Tot	LUPF	433	366	43	9.9	13.28	13.54	11.69	1.85
1997	Tot	LUFO	154	112	29	18.8	11.93	12.12	11.52	0.60
1997	Tot	LUFG	104	92	8	7.7	12.67	12.94	10.63	2.31
1997	Tot	LUFC	25	22	2	8.0	17.85	18.77	8.05	10.72
1997	Tot	nonF	1302	985	208	16.0	12.08	12.48	10.67	1.80
1997	6-8	Tot	1462	875	315	21.5	10.77	11.00	10.48	0.52
1997	6-8	LUFF	403	118	117	29.0	10.42	10.75	10.43	0.32
1997	6-8	LUFT	512	325	122	23.8	10.14	10.15	10.07	0.08
1997	6-8	LUPF	336	274	40	11.9	11.92	12.02	11.24	0.77
1997	6-8	LUFO	137	96	28	20.4	11.18	11.13	11.37	-0.24
1997	6-8	LUFG	72	61	7	9.7	11.07	11.12	10.94	0.19
1997	6-8	LUFC	2	1	1	50.0	11.17	14.42	7.92	6.50
1997	6-8	nonF	1059	757	198	18.7	10.91	11.03	10.51	0.52
1997	7-8	Tot	694	364	172	24.8	9.57	9.58	9.47	0.11
1997	7-8	LUFF	231	61	63	27.3	9.50	9.41	9.40	0.01
1997	7-8	LUFT	332	210	80	24.1	9.31	9.30	9.19	0.11
1997	7-8	LUPF	66	45	18	27.3	10.38	10.29	10.40	-0.12
1997	7-8	LUFO	62	46	10	16.1	10.35	10.32	10.72	-0.39
1997	7-8	LUFG	1	1	0	0.0	8.74	8.74	0.00	0.00
1997	7-8	LUFC	2	1	1	50.0	11.17	14.42	7.92	6.50
1997	7-8	nonF	463	303	109	23.5	9.61	9.61	9.52	0.10
1997	1	Tot	117	105	10	8.5	20.26	20.45	16.87	3.58
1997	1	LUFF	28	21	7	25.0	19.73	20.81	16.49	4.32
1997	1	LUFT	43	40	2	4.7	18.47	18.09	16.63	1.46
1997	1	LUPF	32	31	1	3.1	22.25	22.32	20.01	2.31
1997	1	LUFO	6	6	0	0.0	19.51	19.51	0.00	0.00
1997	1	LUFG	4	4	0	0.0	22.07	22.07	0.00	0.00
1997	1	LUFC	4	3	0	0.0	26.71	29.84	0.00	0.00
1997	1	nonF	89	84	3	3.4	20.43	20.36	17.76	2.61
1997	2	Tot	52	50	1	1.9	19.75	19.87	15.68	4.19
1997	2	LUFF	11	11	0	0.0	20.12	20.12	0.00	0.00
1997	2	LUFT	2	2	0	0.0	16.69	16.69	0.00	0.00
1997	2	LUPF	20	19	0	0.0	20.21	20.33	0.00	0.00
1997	2	LUFO	6	5	1	16.7	18.51	19.07	15.68	3.39
1997	2	LUFG	1	1	0	0.0	22.10	22.10	0.00	0.00
1997	2	LUFC	12	12	0	0.0	19.60	19.60	0.00	0.00
1997	2	nonF	41	39	1	2.4	19.65	19.80	15.68	4.12
1997	3	Tot	85	81	3	3.5	14.49	14.52	13.92	0.60
1997	3	LUFF	18	18	0	0.0	14.06	14.06	0.00	0.00
1997	3	LUFT	10	8	2	20.0	11.76	12.15	10.20	1.95
1997	3	LUPF	31	29	1	3.2	15.22	15.06	21.35	-6.29
1997	3	LUFO	2	2	0	0.0	14.49	14.49	0.00	0.00
1997	3	LUFG	22	22	0	0.0	15.17	15.17	0.00	0.00
1997	3	LUFC	2	2	0	0.0	13.25	13.25	0.00	0.00

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1997	3	nonF	67	63	3	4.5	14.61	14.66	13.92	0.74
1997	4	Tot	14	14	0	0.0	17.06	17.06	0.00	0.00
1997	4	LUFF	1	1	0	0.0	20.84	20.84	0.00	0.00
1997	4	LUFT	7	7	0	0.0	13.61	13.61	0.00	0.00
1997	4	LUFP	2	2	0	0.0	20.57	20.57	0.00	0.00
1997	4	LUFO	1	1	0	0.0	27.12	27.12	0.00	0.00
1997	4	LUFG	3	3	0	0.0	18.15	18.15	0.00	0.00
1997	4	nonF	13	13	0	0.0	16.76	16.76	0.00	0.00
1997	5	Tot	36	32	3	8.3	10.73	10.87	9.41	1.46
1997	5	LUFF	3	3	0	0.0	10.99	10.99	0.00	0.00
1997	5	LUFT	12	11	0	0.0	11.46	11.57	0.00	0.00
1997	5	LUFP	12	11	1	8.3	9.79	9.63	11.54	-1.91
1997	5	LUFO	2	2	0	0.0	10.49	10.49	0.00	0.00
1997	5	LUFG	2	1	1	50.0	10.96	13.42	8.50	4.92
1997	5	LUFC	5	4	1	20.0	11.08	11.81	8.18	3.62
1997	5	nonF	33	29	3	9.1	10.71	10.86	9.41	1.45
1997	6	Tot	768	511	143	18.6	11.86	12.00	11.69	0.31
1997	6	LUFF	172	57	54	31.4	11.66	12.18	11.62	0.56
1997	6	LUFT	180	115	42	23.3	11.68	11.71	11.76	-0.05
1997	6	LUFP	270	229	22	8.1	12.30	12.36	11.93	0.43
1997	6	LUFO	75	50	18	24.0	11.86	11.87	11.73	0.14
1997	6	LUFG	71	60	7	9.9	11.10	11.16	10.94	0.23
1997	6	nonF	596	454	89	14.9	11.91	11.98	11.73	0.25
1997	7	Tot	514	267	119	23.2	10.25	10.29	10.24	0.04
1997	7	LUFF	177	44	46	26.0	10.06	10.01	10.06	-0.04
1997	7	LUFT	207	130	45	21.7	10.32	10.34	10.27	0.07
1997	7	LUFP	66	45	18	27.3	10.38	10.29	10.40	-0.12
1997	7	LUFO	62	46	10	16.1	10.35	10.32	10.72	-0.39
1997	7	LUFG	1	1	0	0.0	8.74	8.74	0.00	0.00
1997	7	LUFC	1	1	0	0.0	14.42	14.42	0.00	0.00
1997	7	nonF	337	223	73	21.7	10.34	10.34	10.36	-0.02
1997	8	Tot	180	97	53	29.4	7.65	7.64	7.75	-0.11
1997	8	LUFF	54	17	17	31.5	7.66	7.86	7.64	0.21
1997	8	LUFT	125	80	35	28.0	7.64	7.59	7.79	-0.20
1997	8	LUFC	1	0	1	100.0	7.92	0.00	7.92	0.00
1997	8	nonF	126	80	36	28.6	7.65	7.59	7.80	-0.20

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and

With Positive Earnings for Year

Restricted to 'LUF' Departments

'nonF' includes 'LUF' Departments excluding Foundry

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1998	Tot	Tot	1504	991	279	18.6	12.87	13.65	11.51	2.14
1998	Tot	LUFF	368	145	91	24.7	12.57	14.36	11.92	2.44
1998	Tot	LUFT	539	346	124	23.0	11.73	12.24	10.78	1.45
1998	Tot	LUFFP	370	312	37	10.0	13.78	14.02	12.58	1.43
1998	Tot	LUFO	87	61	19	21.8	13.06	13.30	12.10	1.20
1998	Tot	LUFG	112	101	7	6.2	14.32	14.63	11.54	3.09
1998	Tot	LUFC	28	26	1	3.6	20.33	21.12	11.54	9.58
1998	Tot	nonF	1136	846	188	16.5	12.97	13.53	11.30	2.23
1998	6-8	Tot	1194	708	259	21.7	11.57	11.83	11.25	0.58
1998	6-8	LUFF	303	89	83	27.4	11.37	11.74	11.51	0.23
1998	6-8	LUFT	459	273	119	25.9	10.88	11.00	10.68	0.32
1998	6-8	LUFFP	285	232	33	11.6	12.57	12.68	12.00	0.68
1998	6-8	LUFO	77	52	19	24.7	12.17	12.13	12.10	0.03
1998	6-8	LUFG	70	62	5	7.1	12.15	12.22	12.32	-0.11
1998	6-8	nonF	891	619	176	19.8	11.64	11.84	11.13	0.71
1998	7-8	Tot	527	264	129	24.5	10.51	10.57	10.33	0.24
1998	7-8	LUFF	152	39	34	22.4	10.62	10.49	10.70	-0.20
1998	7-8	LUFT	312	184	78	25.0	10.26	10.39	9.91	0.48
1998	7-8	LUFFP	41	25	12	29.3	11.47	11.51	11.34	0.17
1998	7-8	LUFO	22	16	5	22.7	11.52	11.38	11.90	-0.52
1998	7-8	nonF	375	225	95	25.3	10.47	10.59	10.20	0.39
1998	1	Tot	126	111	12	9.5	20.97	21.59	16.86	4.73
1998	1	LUFF	31	23	7	22.6	20.13	21.42	17.10	4.32
1998	1	LUFT	46	42	3	6.5	18.99	19.37	15.27	4.10
1998	1	LUFFP	29	27	2	6.9	22.32	22.60	18.42	4.19
1998	1	LUFO	6	5	0	0.0	20.18	20.62	0.00	0.00
1998	1	LUFG	9	9	0	0.0	24.99	24.99	0.00	0.00
1998	1	LUFC	5	5	0	0.0	30.34	30.34	0.00	0.00
1998	1	nonF	95	88	5	5.3	21.25	21.63	16.53	5.10
1998	2	Tot	48	48	0	0.0	20.43	20.43	0.00	0.00
1998	2	LUFF	11	11	0	0.0	20.66	20.66	0.00	0.00
1998	2	LUFT	4	4	0	0.0	18.40	18.40	0.00	0.00
1998	2	LUFFP	12	12	0	0.0	20.20	20.20	0.00	0.00
1998	2	LUFO	3	3	0	0.0	19.10	19.10	0.00	0.00
1998	2	LUFG	3	3	0	0.0	20.47	20.47	0.00	0.00
1998	2	LUFC	15	15	0	0.0	21.24	21.24	0.00	0.00
1998	2	nonF	37	37	0	0.0	20.36	20.36	0.00	0.00
1998	3	Tot	94	86	5	5.3	14.60	14.77	12.42	2.34
1998	3	LUFF	16	15	1	6.2	13.91	14.15	10.38	3.77
1998	3	LUFT	15	12	2	13.3	12.36	12.68	10.01	2.67
1998	3	LUFFP	35	33	1	2.9	15.29	15.14	21.35	-6.21
1998	3	LUFG	25	23	1	4.0	15.76	16.10	10.38	5.72
1998	3	LUFC	3	3	0	0.0	11.89	11.89	0.00	0.00
1998	3	nonF	78	71	4	5.1	14.75	14.90	12.94	1.96
1998	4	Tot	12	12	0	0.0	16.85	16.85	0.00	0.00
1998	4	LUFF	3	3	0	0.0	19.83	19.83	0.00	0.00

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1998	4	LUFT	6	6	0	0.0	14.09	14.09	0.00	0.00
1998	4	LUFO	1	1	0	0.0	20.36	20.36	0.00	0.00
1998	4	LUFG	2	2	0	0.0	18.92	18.92	0.00	0.00
1998	4	nonF	9	9	0	0.0	15.86	15.86	0.00	0.00
1998	5	Tot	30	26	3	10.0	11.43	11.63	10.63	1.01
1998	5	LUFF	4	4	0	0.0	11.45	11.45	0.00	0.00
1998	5	LUFT	9	9	0	0.0	12.01	12.01	0.00	0.00
1998	5	LUFP	9	8	1	11.1	10.13	9.95	11.54	-1.59
1998	5	LUFO	3	2	1	33.3	11.55	12.93	8.80	4.13
1998	5	LUFC	5	3	1	20.0	12.62	14.35	11.54	2.81
1998	5	nonF	26	22	3	11.5	11.42	11.67	10.63	1.04
1998	6	Tot	667	444	130	19.5	12.40	12.58	12.17	0.41
1998	6	LUFF	151	50	49	32.5	12.13	12.71	12.07	0.65
1998	6	LUFT	147	89	41	27.9	12.21	12.26	12.16	0.10
1998	6	LUFP	244	207	21	8.6	12.76	12.82	12.37	0.44
1998	6	LUFO	55	36	14	25.5	12.43	12.46	12.18	0.29
1998	6	LUFG	70	62	5	7.1	12.15	12.22	12.32	-0.11
1998	6	nonF	516	394	81	15.7	12.48	12.56	12.23	0.34
1998	7	Tot	467	238	106	22.7	10.75	10.76	10.73	0.03
1998	7	LUFF	141	33	32	22.7	10.70	10.64	10.77	-0.14
1998	7	LUFT	263	164	57	21.7	10.59	10.61	10.47	0.14
1998	7	LUFP	41	25	12	29.3	11.47	11.51	11.34	0.17
1998	7	LUFO	22	16	5	22.7	11.52	11.38	11.90	-0.52
1998	7	nonF	326	205	74	22.7	10.76	10.78	10.71	0.08
1998	8	Tot	60	26	23	38.3	8.70	8.84	8.49	0.35
1998	8	LUFF	11	6	2	18.2	9.60	9.70	9.49	0.21
1998	8	LUFT	49	20	21	42.9	8.50	8.58	8.40	0.18
1998	8	nonF	49	20	21	42.9	8.50	8.58	8.40	0.18

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year

Restricted to 'LUF' Departments

'nonF' includes 'LUF' Departments excluding Foundry

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1999	Tot	Tot	1184	796	209	17.7	13.66	14.49	12.24	2.25
1999	Tot	LUFF	284	112	69	24.3	13.22	15.25	12.58	2.68
1999	Tot	LUFT	396	259	85	21.5	12.60	13.08	11.81	1.27
1999	Tot	LUFF	282	239	29	10.3	14.52	14.80	12.97	1.83
1999	Tot	LUFO	87	66	16	18.4	13.02	13.27	12.19	1.08
1999	Tot	LUFG	102	91	7	6.9	14.57	14.82	12.34	2.49
1999	Tot	LUFC	33	29	3	9.1	21.61	23.27	9.84	13.43
1999	Tot	nonF	900	684	140	15.6	13.80	14.37	12.08	2.28
1999	6-8	Tot	896	536	188	21.0	12.20	12.50	11.93	0.57
1999	6-8	LUFF	233	69	61	26.2	11.95	12.63	12.04	0.59
1999	6-8	LUFT	317	189	80	25.2	11.65	11.72	11.62	0.10
1999	6-8	LUFF	206	166	27	13.1	13.04	13.17	12.35	0.82
1999	6-8	LUFO	79	58	16	20.3	12.56	12.67	12.19	0.48
1999	6-8	LUFG	61	54	4	6.6	12.75	12.80	12.29	0.51
1999	6-8	nonF	663	467	127	19.2	12.29	12.48	11.87	0.61
1999	7-8	Tot	288	142	75	26.0	11.14	11.17	11.12	0.05
1999	7-8	LUFF	74	19	18	24.3	11.17	11.05	11.34	-0.29
1999	7-8	LUFT	166	94	41	24.7	10.95	11.01	10.83	0.18
1999	7-8	LUFF	26	15	8	30.8	11.67	11.61	11.57	0.04
1999	7-8	LUFO	22	14	8	36.4	11.80	11.90	11.62	0.28
1999	7-8	nonF	214	123	57	26.6	11.13	11.18	11.05	0.14
1999	1	Tot	115	100	13	11.3	21.15	21.84	17.02	4.82
1999	1	LUFF	25	18	7	28.0	21.00	22.36	17.52	4.84
1999	1	LUFT	42	36	4	9.5	18.63	19.22	15.88	3.34
1999	1	LUFF	26	25	1	3.8	23.03	23.12	20.68	2.44
1999	1	LUFO	4	4	0	0.0	19.83	19.83	0.00	0.00
1999	1	LUFG	10	9	1	10.0	20.93	21.65	14.41	7.24
1999	1	LUFC	8	8	0	0.0	29.69	29.69	0.00	0.00
1999	1	nonF	90	82	6	6.7	21.19	21.73	16.44	5.29
1999	2	Tot	44	44	0	0.0	21.36	21.36	0.00	0.00
1999	2	LUFF	9	9	0	0.0	20.82	20.82	0.00	0.00
1999	2	LUFT	5	5	0	0.0	19.06	19.06	0.00	0.00
1999	2	LUFF	12	12	0	0.0	20.75	20.75	0.00	0.00
1999	2	LUFO	1	1	0	0.0	14.98	14.98	0.00	0.00
1999	2	LUFG	1	1	0	0.0	19.33	19.33	0.00	0.00
1999	2	LUFC	16	16	0	0.0	23.37	23.37	0.00	0.00
1999	2	nonF	35	35	0	0.0	21.50	21.50	0.00	0.00
1999	3	Tot	88	81	3	3.4	15.11	15.22	15.55	-0.33
1999	3	LUFF	12	11	1	8.3	14.62	14.98	10.69	4.29
1999	3	LUFT	15	13	0	0.0	13.13	13.42	0.00	0.00
1999	3	LUFF	31	29	1	3.2	15.69	15.50	21.98	-6.48
1999	3	LUFO	2	2	0	0.0	14.81	14.81	0.00	0.00
1999	3	LUFG	25	23	1	4.0	16.19	16.42	13.97	2.45
1999	3	LUFC	3	3	0	0.0	12.21	12.21	0.00	0.00
1999	3	nonF	76	70	2	2.6	15.19	15.25	17.98	-2.72
1999	4	Tot	15	15	0	0.0	16.05	16.05	0.00	0.00

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1999	4	LUFF	2	2	0	0.0	22.47	22.47	0.00	0.00
1999	4	LUFT	9	9	0	0.0	13.94	13.94	0.00	0.00
1999	4	LUFO	1	1	0	0.0	16.91	16.91	0.00	0.00
1999	4	LUFG	3	3	0	0.0	17.80	17.80	0.00	0.00
1999	4	nonF	13	13	0	0.0	15.06	15.06	0.00	0.00
1999	5	Tot	25	19	5	20.0	11.32	11.85	9.83	2.02
1999	5	LUFF	3	3	0	0.0	12.38	12.38	0.00	0.00
1999	5	LUFT	8	7	1	12.5	12.16	12.36	10.81	1.55
1999	5	LUFP	7	7	0	0.0	10.67	10.67	0.00	0.00
1999	5	LUFO	2	1	1	50.0	10.53	12.26	8.80	3.46
1999	5	LUFC	5	1	3	60.0	10.55	14.48	9.84	4.64
1999	5	nonF	22	16	5	22.7	11.18	11.75	9.83	1.92
1999	6	Tot	608	394	113	18.6	12.71	12.98	12.46	0.52
1999	6	LUFF	159	50	43	27.0	12.31	13.23	12.33	0.90
1999	6	LUFT	151	95	39	25.8	12.41	12.42	12.45	-0.03
1999	6	LUFP	180	151	19	10.6	13.24	13.33	12.69	0.64
1999	6	LUFO	57	44	8	14.0	12.85	12.91	12.76	0.16
1999	6	LUFG	61	54	4	6.6	12.75	12.80	12.29	0.51
1999	6	nonF	449	344	70	15.6	12.85	12.94	12.54	0.40
1999	7	Tot	265	128	69	26.0	11.30	11.36	11.31	0.05
1999	7	LUFF	72	17	18	25.0	11.21	11.20	11.34	-0.14
1999	7	LUFT	145	82	35	24.1	11.20	11.26	11.16	0.09
1999	7	LUFP	26	15	8	30.8	11.67	11.61	11.57	0.04
1999	7	LUFO	22	14	8	36.4	11.80	11.90	11.62	0.28
1999	7	nonF	193	111	51	26.4	11.33	11.39	11.30	0.09
1999	8	Tot	23	14	6	26.1	9.29	9.37	8.90	0.47
1999	8	LUFF	2	2	0	0.0	9.72	9.72	0.00	0.00
1999	8	LUFT	21	12	6	28.6	9.25	9.31	8.90	0.41
1999	8	nonF	21	12	6	28.6	9.25	9.31	8.90	0.41

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and

With Positive Earnings for Year

Restricted to 'LUF' Departments

'nonF' includes 'LUF' Departments excluding Foundry

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
2000	Tot	Tot	1231	797	230	18.7	14.18	15.28	12.39	2.89
2000	Tot	LUFF	345	124	89	25.8	12.95	15.12	12.17	2.95
2000	Tot	LUFT	230	161	48	20.9	14.02	14.66	12.68	1.97
2000	Tot	LUFFP	279	235	26	9.3	15.37	15.66	13.37	2.29
2000	Tot	LUFO	234	150	57	24.4	13.15	13.80	11.97	1.83
2000	Tot	LUFG	105	93	7	6.7	15.66	15.85	14.47	1.39
2000	Tot	LUFC	38	34	3	7.9	19.81	21.11	8.83	12.28
2000	Tot	nonF	886	673	141	15.9	14.66	15.31	12.53	2.78
2000	6-8	Tot	928	527	206	22.2	12.56	13.07	12.01	1.06
2000	6-8	LUFF	293	82	81	27.6	11.75	12.43	11.64	0.80
2000	6-8	LUFT	169	106	44	26.0	12.47	12.54	12.44	0.10
2000	6-8	LUFFP	198	158	24	12.1	13.60	13.77	12.61	1.15
2000	6-8	LUFO	204	125	53	26.0	12.37	12.68	11.83	0.86
2000	6-8	LUFG	64	56	4	6.2	13.88	13.94	13.74	0.20
2000	6-8	nonF	635	445	125	19.7	12.93	13.19	12.26	0.94
2000	7-8	Tot	311	133	98	31.5	11.09	11.31	11.00	0.31
2000	7-8	LUFF	122	29	37	30.3	10.53	10.35	10.48	-0.13
2000	7-8	LUFT	52	32	15	28.8	11.68	11.78	11.56	0.22
2000	7-8	LUFFP	34	20	10	29.4	11.42	11.44	11.24	0.19
2000	7-8	LUFO	103	52	36	35.0	11.34	11.50	11.23	0.26
2000	7-8	nonF	189	104	61	32.3	11.45	11.57	11.31	0.26
2000	1	Tot	114	97	13	11.4	22.73	23.46	18.31	5.15
2000	1	LUFF	25	16	7	28.0	22.11	24.57	18.52	6.05
2000	1	LUFT	32	28	3	9.4	20.68	21.30	16.65	4.65
2000	1	LUFFP	27	25	1	3.7	24.78	24.61	22.07	2.54
2000	1	LUFO	11	10	1	9.1	18.51	18.95	14.13	4.82
2000	1	LUFG	10	9	1	10.0	24.07	24.27	22.29	1.98
2000	1	LUFC	9	9	0	0.0	29.28	29.28	0.00	0.00
2000	1	nonF	89	81	6	6.7	22.91	23.25	18.07	5.17
2000	2	Tot	56	55	1	1.8	21.42	21.54	15.00	6.54
2000	2	LUFF	8	8	0	0.0	22.08	22.08	0.00	0.00
2000	2	LUFT	5	5	0	0.0	20.15	20.15	0.00	0.00
2000	2	LUFFP	18	18	0	0.0	21.38	21.38	0.00	0.00
2000	2	LUFO	8	7	1	12.5	20.91	21.76	15.00	6.76
2000	2	LUFG	1	1	0	0.0	21.80	21.80	0.00	0.00
2000	2	LUFC	16	16	0	0.0	21.76	21.76	0.00	0.00
2000	2	nonF	48	47	1	2.1	21.31	21.45	15.00	6.45
2000	3	Tot	86	77	5	5.8	15.70	15.87	14.42	1.45
2000	3	LUFF	15	14	1	6.7	15.40	15.71	11.04	4.67
2000	3	LUFT	8	7	0	0.0	13.35	13.89	0.00	0.00
2000	3	LUFFP	28	26	1	3.6	16.17	15.95	22.75	-6.80
2000	3	LUFO	6	4	1	16.7	15.68	16.28	14.28	2.00
2000	3	LUFG	25	22	2	8.0	16.44	16.88	12.02	4.86
2000	3	LUFC	4	4	0	0.0	13.54	13.54	0.00	0.00
2000	3	nonF	71	63	4	5.6	15.76	15.91	15.27	0.65
2000	4	Tot	17	17	0	0.0	18.87	18.87	0.00	0.00

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2000	4	LUFF	1	1	0	0.0	25.94	25.94	0.00	0.00
2000	4	LUFT	10	10	0	0.0	16.85	16.85	0.00	0.00
2000	4	LUFO	3	3	0	0.0	22.44	22.44	0.00	0.00
2000	4	LUFG	3	3	0	0.0	19.67	19.67	0.00	0.00
2000	4	nonF	16	16	0	0.0	18.43	18.43	0.00	0.00
2000	5	Tot	28	23	4	14.3	11.58	11.91	10.40	1.51
2000	5	LUFF	3	3	0	0.0	13.21	13.21	0.00	0.00
2000	5	LUFT	6	5	1	16.7	13.27	13.63	11.47	2.16
2000	5	LUFF	8	8	0	0.0	11.10	11.10	0.00	0.00
2000	5	LUFO	2	1	1	50.0	10.73	9.81	11.64	-1.83
2000	5	LUFG	2	2	0	0.0	11.81	11.81	0.00	0.00
2000	5	LUFC	7	4	2	28.6	10.16	10.97	9.25	1.72
2000	5	nonF	25	20	4	16.0	11.39	11.71	10.40	1.31
2000	6	Tot	617	394	108	17.5	13.30	13.67	12.93	0.74
2000	6	LUFF	171	53	44	25.7	12.62	13.57	12.60	0.96
2000	6	LUFT	117	74	29	24.8	12.82	12.87	12.90	-0.03
2000	6	LUFF	164	138	14	8.5	14.05	14.11	13.59	0.51
2000	6	LUFO	101	73	17	16.8	13.43	13.53	13.09	0.44
2000	6	LUFG	64	56	4	6.2	13.88	13.94	13.74	0.20
2000	6	nonF	446	341	64	14.3	13.56	13.69	13.15	0.53
2000	7	Tot	267	120	84	31.5	11.42	11.55	11.33	0.21
2000	7	LUFF	84	19	25	29.8	11.22	11.05	11.21	-0.16
2000	7	LUFT	47	29	14	29.8	11.94	12.03	11.72	0.32
2000	7	LUFF	33	20	9	27.3	11.49	11.44	11.46	-0.03
2000	7	LUFO	103	52	36	35.0	11.34	11.50	11.23	0.26
2000	7	nonF	183	101	59	32.2	11.52	11.64	11.38	0.26
2000	8	Tot	44	13	14	31.8	9.06	9.09	9.01	0.08
2000	8	LUFF	38	10	12	31.6	9.02	9.03	8.96	0.07
2000	8	LUFT	5	3	1	20.0	9.27	9.27	9.27	0.00
2000	8	LUFF	1	0	1	100.0	9.27	0.00	9.27	0.00
2000	8	nonF	6	3	2	33.3	9.27	9.27	9.27	0.00

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year

Restricted to 'LUF' Departments

'nonF' includes 'LUF' Departments excluding Foundry

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
2001	Tot	Tot	1107	737	197	17.8	15.23	16.25	13.43	2.82
2001	Tot	LUFF	283	105	70	24.7	14.19	16.61	13.46	3.15
2001	Tot	LUFT	162	118	34	21.0	14.86	15.55	13.15	2.39
2001	Tot	LUFFP	293	245	27	9.2	16.01	16.27	14.03	2.24
2001	Tot	LUFO	224	141	56	25.0	14.24	14.78	13.28	1.49
2001	Tot	LUFG	104	92	6	5.8	16.60	16.84	15.51	1.34
2001	Tot	LUFC	41	36	4	9.8	20.18	21.58	10.20	11.38
2001	Tot	nonF	824	632	127	15.4	15.58	16.19	13.41	2.77
2001	6-8	Tot	813	479	171	21.0	13.47	13.90	13.05	0.85
2001	6-8	LUFF	230	63	61	26.5	12.71	13.40	12.79	0.61
2001	6-8	LUFT	116	76	31	26.7	12.99	13.09	12.94	0.16
2001	6-8	LUFFP	209	168	24	11.5	14.20	14.36	13.23	1.12
2001	6-8	LUFO	195	118	51	26.2	13.43	13.57	13.18	0.39
2001	6-8	LUFG	63	54	4	6.3	14.79	14.89	14.98	-0.09
2001	6-8	nonF	583	416	110	18.9	13.77	13.97	13.19	0.78
2001	7-8	Tot	202	92	61	30.2	12.28	12.37	12.36	0.01
2001	7-8	LUFF	71	17	18	25.4	11.74	11.28	12.08	-0.80
2001	7-8	LUFT	28	17	9	32.1	12.37	12.48	12.13	0.35
2001	7-8	LUFFP	31	21	7	22.6	12.13	12.35	11.19	1.16
2001	7-8	LUFO	72	37	27	37.5	12.85	12.82	12.91	-0.09
2001	7-8	nonF	131	75	43	32.8	12.57	12.61	12.47	0.14
2001	1	Tot	109	91	14	12.8	23.68	24.64	18.52	6.12
2001	1	LUFF	26	16	8	30.8	22.75	25.63	18.79	6.84
2001	1	LUFT	27	24	2	7.4	21.90	22.56	17.13	5.43
2001	1	LUFFP	27	25	1	3.7	25.21	25.00	22.77	2.23
2001	1	LUFO	10	8	2	20.0	18.50	19.53	14.38	5.16
2001	1	LUFG	11	10	1	9.1	25.37	25.59	23.19	2.40
2001	1	LUFC	8	8	0	0.0	31.71	31.71	0.00	0.00
2001	1	nonF	83	75	6	7.2	23.97	24.43	18.16	6.27
2001	2	Tot	52	51	1	1.9	22.64	22.78	15.58	7.20
2001	2	LUFF	9	9	0	0.0	22.50	22.50	0.00	0.00
2001	2	LUFT	1	1	0	0.0	18.95	18.95	0.00	0.00
2001	2	LUFFP	17	17	0	0.0	21.70	21.70	0.00	0.00
2001	2	LUFO	7	6	1	14.3	23.82	25.19	15.58	9.61
2001	2	LUFG	1	1	0	0.0	24.81	24.81	0.00	0.00
2001	2	LUFC	17	17	0	0.0	23.25	23.25	0.00	0.00
2001	2	nonF	43	42	1	2.3	22.67	22.84	15.58	7.26
2001	3	Tot	80	73	4	5.0	16.10	16.13	15.82	0.30
2001	3	LUFF	15	15	0	0.0	16.31	16.31	0.00	0.00
2001	3	LUFT	6	6	0	0.0	14.46	14.46	0.00	0.00
2001	3	LUFFP	27	24	2	7.4	16.57	16.39	19.28	-2.90
2001	3	LUFO	7	5	1	14.3	15.86	16.08	14.77	1.31
2001	3	LUFG	22	20	1	4.5	16.24	16.56	9.95	6.61
2001	3	LUFC	3	3	0	0.0	13.67	13.67	0.00	0.00
2001	3	nonF	65	58	4	6.2	16.05	16.08	15.82	0.26
2001	4	Tot	21	20	0	0.0	22.74	22.63	0.00	0.00

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2001	4	LUFF	1	1	0	0.0	26.98	26.98	0.00	0.00
2001	4	LUFT	6	6	0	0.0	20.12	20.12	0.00	0.00
2001	4	LUFF	5	4	0	0.0	25.32	25.38	0.00	0.00
2001	4	LUFO	4	4	0	0.0	23.53	23.53	0.00	0.00
2001	4	LUFG	5	5	0	0.0	21.84	21.84	0.00	0.00
2001	4	nonF	20	19	0	0.0	22.53	22.40	0.00	0.00
2001	5	Tot	28	20	6	21.4	12.56	12.97	11.38	1.59
2001	5	LUFF	2	1	1	50.0	13.73	15.84	11.61	4.23
2001	5	LUFT	6	5	1	16.7	13.91	14.32	11.88	2.44
2001	5	LUFF	8	7	0	0.0	12.41	12.19	0.00	0.00
2001	5	LUFO	1	0	1	100.0	12.23	0.00	12.23	0.00
2001	5	LUFG	2	2	0	0.0	12.30	12.30	0.00	0.00
2001	5	LUFC	9	5	3	33.3	11.62	12.41	10.85	1.57
2001	5	nonF	26	19	5	19.2	12.47	12.82	11.33	1.49
2001	6	Tot	611	387	110	18.0	13.86	14.26	13.43	0.83
2001	6	LUFF	159	46	43	27.0	13.14	14.18	13.09	1.10
2001	6	LUFT	88	59	22	25.0	13.18	13.27	13.26	0.00
2001	6	LUFF	178	147	17	9.6	14.56	14.64	14.07	0.57
2001	6	LUFO	123	81	24	19.5	13.78	13.91	13.49	0.42
2001	6	LUFG	63	54	4	6.3	14.79	14.89	14.98	-0.09
2001	6	nonF	452	341	67	14.8	14.11	14.27	13.65	0.62
2001	7	Tot	200	90	61	30.5	12.30	12.41	12.36	0.06
2001	7	LUFF	69	15	18	26.1	11.78	11.41	12.08	-0.67
2001	7	LUFT	28	17	9	32.1	12.37	12.48	12.13	0.35
2001	7	LUFF	31	21	7	22.6	12.13	12.35	11.19	1.16
2001	7	LUFO	72	37	27	37.5	12.85	12.82	12.91	-0.09
2001	7	nonF	131	75	43	32.8	12.57	12.61	12.47	0.14
2001	8	Tot	2	2	0	0.0	10.31	10.31	0.00	0.00
2001	8	LUFF	2	2	0	0.0	10.31	10.31	0.00	0.00

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year

Restricted to 'LUF' Departments

'nonF' includes 'LUF' Departments excluding Foundry

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
2002	Tot	Tot	1181	798	201	17.0	16.31	17.69	13.50	4.18
2002	Tot	LUFF	272	101	64	23.5	14.44	17.02	13.73	3.29
2002	Tot	LUFT	202	124	55	27.2	13.92	15.01	12.59	2.42
2002	Tot	LUFFP	300	257	22	7.3	18.10	18.49	14.89	3.60
2002	Tot	LUFO	233	163	47	20.2	16.12	17.13	13.69	3.44
2002	Tot	LUFFG	102	90	6	5.9	17.35	17.61	16.08	1.53
2002	Tot	LUFC	72	63	7	9.7	21.71	22.30	10.79	11.51
2002	Tot	nonF	909	697	137	15.1	16.86	17.78	13.40	4.39
2002	6-8	Tot	811	467	175	21.6	13.53	14.04	13.06	0.97
2002	6-8	LUFF	225	63	57	25.3	12.85	13.63	12.91	0.72
2002	6-8	LUFT	170	94	53	31.2	12.48	12.82	12.43	0.39
2002	6-8	LUFFP	177	142	20	11.3	14.57	14.68	13.98	0.70
2002	6-8	LUFO	177	114	42	23.7	13.74	13.84	13.46	0.38
2002	6-8	LUFFG	61	53	3	4.9	15.35	15.42	15.54	-0.12
2002	6-8	LUFC	1	1	0	0.0	11.03	11.03	0.00	0.00
2002	6-8	nonF	586	404	118	20.1	13.79	14.10	13.14	0.96
2002	7-8	Tot	215	92	63	29.3	12.09	12.32	12.25	0.07
2002	7-8	LUFF	69	18	15	21.7	11.88	11.86	12.09	-0.23
2002	7-8	LUFT	74	30	24	32.4	11.50	11.87	11.52	0.34
2002	7-8	LUFFP	17	13	3	17.6	12.63	12.67	12.39	0.28
2002	7-8	LUFO	54	30	21	38.9	13.04	12.93	13.17	-0.24
2002	7-8	LUFC	1	1	0	0.0	11.03	11.03	0.00	0.00
2002	7-8	nonF	146	74	48	32.9	12.20	12.43	12.30	0.13
2002	1	Tot	137	120	12	8.8	28.11	28.74	20.31	8.43
2002	1	LUFF	23	14	7	30.4	24.62	27.95	20.38	7.57
2002	1	LUFT	19	18	1	5.3	24.92	25.14	21.02	4.12
2002	1	LUFFP	37	34	1	2.7	29.92	30.28	23.63	6.65
2002	1	LUFO	26	24	2	7.7	28.45	29.47	16.23	13.25
2002	1	LUFFG	11	10	1	9.1	26.39	26.62	24.00	2.62
2002	1	LUFC	21	20	0	0.0	32.08	30.07	0.00	0.00
2002	1	nonF	114	106	5	4.4	28.81	28.84	20.22	8.62
2002	2	Tot	69	67	1	1.4	24.34	24.42	17.88	6.54
2002	2	LUFF	9	9	0	0.0	23.69	23.69	0.00	0.00
2002	2	LUFT	2	2	0	0.0	22.32	22.32	0.00	0.00
2002	2	LUFFP	29	28	0	0.0	25.24	25.23	0.00	0.00
2002	2	LUFO	7	6	1	14.3	22.70	23.50	17.88	5.62
2002	2	LUFC	22	22	0	0.0	24.14	24.14	0.00	0.00
2002	2	nonF	60	58	1	1.7	24.44	24.54	17.88	6.66
2002	3	Tot	90	83	4	4.4	16.89	16.93	16.35	0.58
2002	3	LUFF	12	12	0	0.0	16.97	16.97	0.00	0.00
2002	3	LUFT	4	4	0	0.0	15.56	15.56	0.00	0.00
2002	3	LUFFP	33	31	1	3.0	17.31	17.13	24.26	-7.13
2002	3	LUFO	15	13	1	6.7	16.62	16.68	15.29	1.39
2002	3	LUFFG	22	19	2	9.1	17.05	17.51	12.93	4.58
2002	3	LUFC	4	4	0	0.0	14.62	14.62	0.00	0.00
2002	3	nonF	78	71	4	5.1	16.88	16.92	16.35	0.57

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2002	4	Tot	22	21	0	0.0	25.58	25.58	0.00	0.00
2002	4	LUFF	1	1	0	0.0	22.12	22.12	0.00	0.00
2002	4	LUFT	1	1	0	0.0	22.52	22.52	0.00	0.00
2002	4	LUFF	9	8	0	0.0	27.05	27.22	0.00	0.00
2002	4	LUFO	5	5	0	0.0	26.41	26.41	0.00	0.00
2002	4	LUFG	6	6	0	0.0	23.78	23.78	0.00	0.00
2002	4	nonF	21	20	0	0.0	25.75	25.75	0.00	0.00
2002	5	Tot	42	34	5	11.9	13.57	13.84	12.04	1.80
2002	5	LUFF	2	2	0	0.0	15.05	15.05	0.00	0.00
2002	5	LUFT	6	5	1	16.7	14.42	14.80	12.49	2.31
2002	5	LUFF	15	14	0	0.0	13.12	13.01	0.00	0.00
2002	5	LUFO	3	1	1	33.3	14.63	17.03	12.72	4.31
2002	5	LUFG	2	2	0	0.0	12.74	12.74	0.00	0.00
2002	5	LUFC	14	10	3	21.4	13.36	14.17	11.67	2.50
2002	5	nonF	40	32	5	12.5	13.49	13.76	12.04	1.72
2002	6	Tot	596	375	112	18.8	14.05	14.46	13.52	0.94
2002	6	LUFF	156	45	42	26.9	13.28	14.34	13.20	1.14
2002	6	LUFT	96	64	29	30.2	13.24	13.26	13.18	0.09
2002	6	LUFF	160	129	17	10.6	14.78	14.89	14.27	0.62
2002	6	LUFO	123	84	21	17.1	14.05	14.17	13.74	0.43
2002	6	LUFG	61	53	3	4.9	15.35	15.42	15.54	-0.12
2002	6	nonF	440	330	70	15.9	14.32	14.47	13.71	0.76
2002	7	Tot	196	86	58	29.6	12.34	12.50	12.49	0.01
2002	7	LUFF	64	15	14	21.9	12.00	12.18	12.22	-0.04
2002	7	LUFT	60	27	20	33.3	12.02	12.17	11.96	0.20
2002	7	LUFF	17	13	3	17.6	12.63	12.67	12.39	0.28
2002	7	LUFO	54	30	21	38.9	13.04	12.93	13.17	-0.24
2002	7	LUFC	1	1	0	0.0	11.03	11.03	0.00	0.00
2002	7	nonF	132	71	44	33.3	12.51	12.56	12.57	-0.01
2002	8	Tot	19	6	5	26.3	9.56	9.72	9.51	0.21
2002	8	LUFF	5	3	1	20.0	10.29	10.28	10.31	-0.03
2002	8	LUFT	14	3	4	28.6	9.30	9.17	9.32	-0.15
2002	8	nonF	14	3	4	28.6	9.30	9.17	9.32	-0.15

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year
Includes All Departments

'Oth' includes all Departments other than 'LUF'

'nonF' includes all Departments other than LUFF

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1994	Tot	Tot	1925	1372	310	16.1	11.17	11.77	9.80	1.97
1994	Tot	LUFF	407	173	106	26.0	10.23	11.58	9.71	1.87
1994	Tot	LUFT	544	382	102	18.8	10.07	10.28	9.47	0.81
1994	Tot	LUFF	480	410	47	9.8	11.66	11.86	10.41	1.45
1994	Tot	LUFO	57	47	6	10.5	10.93	11.20	9.66	1.54
1994	Tot	LUFG	52	46	4	7.7	11.25	11.42	10.35	1.07
1994	Tot	LUFC	29	27	1	3.4	16.63	15.83	7.36	8.47
1994	Tot	Oth	356	287	44	12.4	12.83	13.48	10.13	3.35
1994	Tot	nonF	1518	1199	204	13.4	11.42	11.79	9.84	1.95
1994	6-8	Tot	1406	895	285	20.3	9.94	10.21	9.73	0.48
1994	6-8	LUFF	343	118	98	28.6	9.45	10.02	9.57	0.45
1994	6-8	LUFT	451	296	98	21.7	9.55	9.65	9.37	0.28
1994	6-8	LUFF	374	308	44	11.8	10.69	10.77	10.26	0.51
1994	6-8	LUFO	49	39	6	12.2	10.22	10.36	9.66	0.70
1994	6-8	LUFG	38	33	3	7.9	10.37	10.36	11.35	-0.99
1994	6-8	LUFC	5	5	0	0.0	8.76	8.76	0.00	0.00
1994	6-8	Oth	146	96	36	24.7	10.21	10.38	10.35	0.02
1994	6-8	nonF	1063	777	187	17.6	10.10	10.24	9.81	0.43
1994	7-8	Tot	689	377	158	22.9	8.93	9.12	8.89	0.23
1994	7-8	LUFF	181	46	44	24.3	8.36	8.49	8.33	0.17
1994	7-8	LUFT	308	195	69	22.4	8.96	9.04	8.75	0.29
1994	7-8	LUFF	98	67	23	23.5	9.35	9.26	9.56	-0.30
1994	7-8	LUFO	24	17	4	16.7	9.41	9.53	9.02	0.51
1994	7-8	LUFG	2	1	0	0.0	6.61	5.97	0.00	0.00
1994	7-8	LUFC	5	5	0	0.0	8.76	8.76	0.00	0.00
1994	7-8	Oth	71	46	18	25.4	9.61	9.84	9.91	-0.07
1994	7-8	nonF	508	331	114	22.4	9.14	9.21	9.11	0.10
1994	1	Tot	196	179	11	5.6	17.26	17.40	12.52	4.88
1994	1	LUFF	27	20	6	22.2	15.47	16.84	11.73	5.11
1994	1	LUFT	51	48	2	3.9	14.14	13.71	14.29	-0.58
1994	1	LUFF	36	34	2	5.6	17.67	17.95	12.97	4.98
1994	1	LUFO	3	3	0	0.0	17.93	17.93	0.00	0.00
1994	1	LUFG	2	2	0	0.0	17.59	17.59	0.00	0.00
1994	1	LUFC	6	5	0	0.0	30.19	26.72	0.00	0.00
1994	1	Oth	71	67	1	1.4	18.85	19.20	12.81	6.39
1994	1	nonF	169	159	5	3.0	17.55	17.47	13.46	4.00
1994	2	Tot	69	67	1	1.4	17.08	17.16	11.83	5.33
1994	2	LUFF	12	11	1	8.3	16.91	17.38	11.83	5.55
1994	2	LUFT	1	1	0	0.0	15.14	15.14	0.00	0.00
1994	2	LUFF	15	15	0	0.0	17.38	17.38	0.00	0.00
1994	2	LUFO	3	3	0	0.0	14.91	14.91	0.00	0.00
1994	2	LUFG	1	1	0	0.0	7.40	7.40	0.00	0.00
1994	2	LUFC	12	12	0	0.0	17.10	17.10	0.00	0.00
1994	2	Oth	25	24	0	0.0	17.71	17.73	0.00	0.00
1994	2	nonF	57	56	0	0.0	17.12	17.12	0.00	0.00
1994	3	Tot	116	111	4	3.4	12.65	12.72	10.82	1.90
1994	3	LUFF	20	19	1	5.0	12.15	12.33	8.83	3.50

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1994	3	LUFT	9	8	1	11.1	11.22	11.46	9.35	2.11
1994	3	LUFF	35	33	1	2.9	12.94	12.99	12.12	0.87
1994	3	LUFO	1	1	0	0.0	13.20	13.20	0.00	0.00
1994	3	LUFG	9	9	0	0.0	13.43	13.43	0.00	0.00
1994	3	LUFC	2	2	0	0.0	9.64	9.64	0.00	0.00
1994	3	Oth	40	39	1	2.5	12.93	12.93	12.98	-0.05
1994	3	nonF	96	92	3	3.1	12.75	12.80	11.48	1.32
1994	4	Tot	31	29	0	0.0	14.06	14.04	0.00	0.00
1994	4	LUFF	2	2	0	0.0	15.07	15.07	0.00	0.00
1994	4	LUFT	14	14	0	0.0	11.19	11.19	0.00	0.00
1994	4	LUFFP	6	6	0	0.0	18.39	18.39	0.00	0.00
1994	4	LUFG	1	1	0	0.0	19.88	19.88	0.00	0.00
1994	4	Oth	8	6	0	0.0	14.84	15.03	0.00	0.00
1994	4	nonF	29	27	0	0.0	13.99	13.96	0.00	0.00
1994	5	Tot	94	82	5	5.3	10.25	10.44	8.79	1.64
1994	5	LUFF	3	3	0	0.0	9.58	9.58	0.00	0.00
1994	5	LUFT	17	14	1	5.9	9.91	10.18	9.52	0.66
1994	5	LUFFP	13	13	0	0.0	10.13	10.13	0.00	0.00
1994	5	LUFO	1	1	0	0.0	10.65	10.65	0.00	0.00
1994	5	LUFG	1	0	1	100.0	7.36	0.00	7.36	0.00
1994	5	LUFC	3	2	1	33.3	8.66	9.31	7.36	1.95
1994	5	Oth	56	49	2	3.6	10.54	10.69	9.86	0.82
1994	5	nonF	91	79	5	5.5	10.27	10.47	8.79	1.68
1994	6	Tot	717	518	127	17.7	10.91	11.01	10.77	0.24
1994	6	LUFF	162	72	54	33.3	10.66	11.00	10.59	0.41
1994	6	LUFT	143	101	29	20.3	10.83	10.83	10.84	-0.01
1994	6	LUFFP	276	241	21	7.6	11.17	11.19	11.03	0.16
1994	6	LUFO	25	22	2	8.0	11.00	11.00	10.92	0.08
1994	6	LUFG	36	32	3	8.3	10.58	10.49	11.35	-0.85
1994	6	Oth	75	50	18	24.0	10.78	10.87	10.80	0.07
1994	6	nonF	555	446	73	13.2	10.98	11.01	10.91	0.11
1994	7	Tot	533	312	113	21.2	9.44	9.50	9.59	-0.08
1994	7	LUFF	110	31	23	20.9	9.11	9.04	9.43	-0.39
1994	7	LUFT	237	151	47	19.8	9.48	9.56	9.49	0.07
1994	7	LUFFP	92	63	22	23.9	9.49	9.38	9.68	-0.29
1994	7	LUFO	23	17	3	13.0	9.52	9.53	9.70	-0.17
1994	7	LUFG	1	1	0	0.0	5.97	5.97	0.00	0.00
1994	7	LUFC	5	5	0	0.0	8.76	8.76	0.00	0.00
1994	7	Oth	65	44	18	27.7	9.87	9.95	9.91	0.04
1994	7	nonF	423	281	90	21.3	9.53	9.55	9.63	-0.07
1994	8	Tot	156	65	45	28.8	7.20	7.28	7.14	0.14
1994	8	LUFF	71	15	21	29.6	7.20	7.36	7.12	0.24
1994	8	LUFT	71	44	22	31.0	7.23	7.25	7.18	0.07
1994	8	LUFFP	6	4	1	16.7	7.23	7.28	7.00	0.28
1994	8	LUFO	1	0	1	100.0	7.00	0.00	7.00	0.00
1994	8	LUFG	1	0	0	0.0	7.25	0.00	0.00	0.00
1994	8	Oth	6	2	0	0.0	6.85	7.40	0.00	0.00
1994	8	nonF	85	50	24	28.2	7.20	7.26	7.17	0.09

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year

Includes All Departments

'Oth' includes all Departments other than 'LUF'

'nonF' includes all Departments other than LUFF

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1995	Tot	Tot	2014	1412	326	16.2	11.38	12.00	9.98	2.02
1995	Tot	LUFF	439	184	107	24.4	10.37	11.79	9.75	2.05
1995	Tot	LUFT	545	370	114	20.9	10.35	10.56	9.82	0.74
1995	Tot	LUFFP	525	448	51	9.7	11.76	11.90	10.43	1.47
1995	Tot	LUFO	46	34	5	10.9	12.15	12.72	11.52	1.20
1995	Tot	LUFG	59	53	4	6.8	11.14	11.25	10.51	0.74
1995	Tot	LUFC	31	29	1	3.2	16.72	15.89	7.59	8.30
1995	Tot	Oth	369	294	44	11.9	13.08	13.76	10.25	3.50
1995	Tot	nonF	1575	1228	219	13.9	11.67	12.03	10.09	1.94
1995	6-8	Tot	1468	915	298	20.3	10.02	10.25	9.87	0.38
1995	6-8	LUFF	363	118	99	27.3	9.52	10.07	9.56	0.52
1995	6-8	LUFT	464	297	108	23.3	9.75	9.80	9.69	0.11
1995	6-8	LUFFP	406	335	48	11.8	10.59	10.64	10.26	0.38
1995	6-8	LUFO	33	23	3	9.1	10.50	10.68	10.57	0.11
1995	6-8	LUFG	45	40	3	6.7	10.25	10.20	11.48	-1.28
1995	6-8	LUFC	3	3	0	0.0	8.48	8.48	0.00	0.00
1995	6-8	Oth	154	99	37	24.0	10.35	10.48	10.52	-0.05
1995	6-8	nonF	1105	797	199	18.0	10.18	10.27	10.02	0.25
1995	7-8	Tot	738	402	173	23.4	9.07	9.18	9.12	0.06
1995	7-8	LUFF	192	46	48	25.0	8.43	8.44	8.37	0.07
1995	7-8	LUFT	336	209	80	23.8	9.30	9.32	9.23	0.10
1995	7-8	LUFFP	121	89	26	21.5	9.03	8.85	9.50	-0.64
1995	7-8	LUFO	12	7	1	8.3	9.42	9.54	9.85	-0.31
1995	7-8	LUFG	2	2	0	0.0	7.56	7.56	0.00	0.00
1995	7-8	LUFC	3	3	0	0.0	8.48	8.48	0.00	0.00
1995	7-8	Oth	72	46	18	25.0	9.73	9.93	10.07	-0.15
1995	7-8	nonF	546	356	125	22.9	9.29	9.27	9.41	-0.14
1995	1	Tot	194	174	14	7.2	18.26	18.52	12.69	5.83
1995	1	LUFF	30	22	7	23.3	16.02	17.50	12.15	5.35
1995	1	LUFT	47	42	4	8.5	15.65	15.40	13.30	2.09
1995	1	LUFFP	34	33	1	2.9	19.16	19.32	13.76	5.56
1995	1	LUFO	4	3	1	25.0	17.23	18.82	12.46	6.36
1995	1	LUFG	2	2	0	0.0	18.25	18.25	0.00	0.00
1995	1	LUFC	6	5	0	0.0	31.07	27.28	0.00	0.00
1995	1	Oth	71	67	1	1.4	19.49	19.76	13.18	6.58
1995	1	nonF	164	152	7	4.3	18.67	18.67	13.23	5.44
1995	2	Tot	95	88	2	2.1	16.80	16.89	12.62	4.27
1995	2	LUFF	18	16	1	5.6	15.66	16.50	11.83	4.67
1995	2	LUFT	2	2	0	0.0	13.37	13.37	0.00	0.00
1995	2	LUFFP	20	18	0	0.0	19.02	18.23	0.00	0.00
1995	2	LUFO	7	6	1	14.3	17.04	17.64	13.41	4.23
1995	2	LUFG	1	1	0	0.0	10.71	10.71	0.00	0.00
1995	2	LUFC	14	14	0	0.0	17.03	17.03	0.00	0.00
1995	2	Oth	33	31	0	0.0	16.32	16.53	0.00	0.00
1995	2	nonF	77	72	1	1.3	17.06	16.97	13.41	3.56
1995	3	Tot	122	118	3	2.5	12.84	12.87	11.85	1.02

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1995	3	LUFF	22	22	0	0.0	12.11	12.11	0.00	0.00
1995	3	LUFT	10	9	1	10.0	11.01	11.17	9.63	1.54
1995	3	LUFP	43	40	2	4.7	13.26	13.30	12.95	0.34
1995	3	LUFO	1	1	0	0.0	13.78	13.78	0.00	0.00
1995	3	LUFG	7	7	0	0.0	13.39	13.39	0.00	0.00
1995	3	LUFC	2	2	0	0.0	9.93	9.93	0.00	0.00
1995	3	Oth	37	37	0	0.0	13.30	13.30	0.00	0.00
1995	3	nonF	100	96	3	3.0	13.00	13.04	11.85	1.19
1995	4	Tot	29	26	0	0.0	14.97	15.09	0.00	0.00
1995	4	LUFF	2	2	0	0.0	15.36	15.36	0.00	0.00
1995	4	LUFT	8	8	0	0.0	12.05	12.05	0.00	0.00
1995	4	LUFP	6	6	0	0.0	18.67	18.67	0.00	0.00
1995	4	LUFG	1	1	0	0.0	20.57	20.57	0.00	0.00
1995	4	Oth	12	9	0	0.0	14.54	14.75	0.00	0.00
1995	4	nonF	27	24	0	0.0	14.94	15.07	0.00	0.00
1995	5	Tot	95	84	5	5.3	10.53	10.67	9.08	1.59
1995	5	LUFF	4	4	0	0.0	8.84	8.84	0.00	0.00
1995	5	LUFT	14	12	1	7.1	10.42	10.57	9.81	0.76
1995	5	LUFP	15	15	0	0.0	10.15	10.15	0.00	0.00
1995	5	LUFO	1	1	0	0.0	10.65	10.65	0.00	0.00
1995	5	LUFG	3	2	1	33.3	11.46	13.40	7.59	5.81
1995	5	LUFC	4	3	1	25.0	8.70	9.07	7.59	1.48
1995	5	Oth	54	47	2	3.7	10.87	11.00	10.19	0.80
1995	5	nonF	91	80	5	5.5	10.60	10.76	9.08	1.68
1995	6	Tot	730	513	125	17.1	10.98	11.09	10.90	0.19
1995	6	LUFF	171	72	51	29.8	10.75	11.12	10.68	0.45
1995	6	LUFT	128	88	28	21.9	10.93	10.92	11.02	-0.10
1995	6	LUFP	285	246	22	7.7	11.26	11.28	11.15	0.13
1995	6	LUFO	21	16	2	9.5	11.11	11.18	10.93	0.25
1995	6	LUFG	43	38	3	7.0	10.37	10.34	11.48	-1.14
1995	6	Oth	82	53	19	23.2	10.90	10.95	10.95	0.01
1995	6	nonF	559	441	74	13.2	11.06	11.09	11.06	0.03
1995	7	Tot	586	340	135	23.0	9.52	9.52	9.62	-0.10
1995	7	LUFF	119	33	26	21.8	9.10	8.89	9.28	-0.39
1995	7	LUFT	281	176	66	23.5	9.69	9.71	9.60	0.11
1995	7	LUFP	106	78	24	22.6	9.30	9.10	9.70	-0.59
1995	7	LUFO	12	7	1	8.3	9.42	9.54	9.85	-0.31
1995	7	LUFG	2	2	0	0.0	7.56	7.56	0.00	0.00
1995	7	LUFC	3	3	0	0.0	8.48	8.48	0.00	0.00
1995	7	Oth	63	41	18	28.6	10.07	10.18	10.07	0.11
1995	7	nonF	467	307	109	23.3	9.63	9.59	9.70	-0.11
1995	8	Tot	152	62	38	25.0	7.32	7.28	7.34	-0.06
1995	8	LUFF	73	13	22	30.1	7.34	7.29	7.29	0.00
1995	8	LUFT	55	33	14	25.5	7.34	7.27	7.48	-0.20
1995	8	LUFP	15	11	2	13.3	7.13	7.07	7.07	0.00
1995	8	Oth	9	5	0	0.0	7.35	7.82	0.00	0.00
1995	8	nonF	79	49	16	20.3	7.30	7.28	7.43	-0.14

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year

Includes All Departments

'Oth' includes all Departments other than 'LUF'

'nonF' includes all Departments other than LUFF

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1996	Tot	Tot	1824	1271	292	16.0	12.36	13.10	10.69	2.41
1996	Tot	LUFF	435	174	109	25.1	11.22	12.97	10.35	2.62
1996	Tot	LUFT	425	280	95	22.4	11.36	11.62	10.72	0.90
1996	Tot	LUFF	448	386	38	8.5	12.75	12.97	11.27	1.70
1996	Tot	LUFO	82	64	10	12.2	12.24	12.51	11.67	0.84
1996	Tot	LUFG	67	59	5	7.5	11.67	11.89	10.38	1.51
1996	Tot	LUFC	32	31	1	3.1	17.25	17.56	7.79	9.77
1996	Tot	Oth	335	277	34	10.1	14.26	14.76	10.85	3.91
1996	Tot	nonF	1389	1097	183	13.2	12.71	13.12	10.89	2.24
1996	6-8	Tot	1282	770	271	21.1	10.82	11.11	10.62	0.49
1996	6-8	LUFF	357	105	101	28.3	10.25	10.88	10.19	0.69
1996	6-8	LUFT	354	213	93	26.3	10.70	10.71	10.70	0.02
1996	6-8	LUFF	333	276	35	10.5	11.42	11.48	11.04	0.44
1996	6-8	LUFO	67	51	9	13.4	11.24	11.28	11.26	0.02
1996	6-8	LUFG	49	42	4	8.2	10.64	10.68	10.95	-0.27
1996	6-8	LUFC	1	1	0	0.0	10.34	10.34	0.00	0.00
1996	6-8	Oth	121	82	29	24.0	11.08	11.28	11.12	0.16
1996	6-8	nonF	925	665	170	18.4	11.05	11.14	10.87	0.27
1996	7-8	Tot	508	247	133	26.2	9.82	10.02	9.83	0.19
1996	7-8	LUFF	190	40	54	28.4	9.32	9.42	9.25	0.17
1996	7-8	LUFT	171	104	47	27.5	10.03	10.03	10.02	0.01
1996	7-8	LUFF	77	55	17	22.1	9.97	9.83	10.32	-0.49
1996	7-8	LUFO	18	14	2	11.1	10.40	10.34	11.07	-0.73
1996	7-8	LUFC	1	1	0	0.0	10.34	10.34	0.00	0.00
1996	7-8	Oth	51	33	13	25.5	10.54	10.90	10.75	0.15
1996	7-8	nonF	318	207	79	24.8	10.12	10.14	10.23	-0.09
1996	1	Tot	188	173	11	5.9	19.39	19.66	12.96	6.70
1996	1	LUFF	32	25	7	21.9	16.87	18.08	12.57	5.50
1996	1	LUFT	38	36	1	2.6	17.29	16.85	13.88	2.97
1996	1	LUFF	39	37	2	5.1	19.64	19.97	13.51	6.45
1996	1	LUFO	3	3	0	0.0	20.54	20.54	0.00	0.00
1996	1	LUFG	2	2	0	0.0	18.78	18.78	0.00	0.00
1996	1	LUFC	7	7	0	0.0	25.70	25.70	0.00	0.00
1996	1	Oth	67	63	1	1.5	20.94	21.02	13.59	7.43
1996	1	nonF	156	148	4	2.6	19.90	19.92	13.63	6.30
1996	2	Tot	94	88	2	2.1	18.31	18.43	13.60	4.82
1996	2	LUFF	16	15	1	6.2	18.95	19.42	11.83	7.59
1996	2	LUFT	2	2	0	0.0	16.51	16.51	0.00	0.00
1996	2	LUFF	17	16	0	0.0	20.04	20.24	0.00	0.00
1996	2	LUFO	7	6	1	14.3	16.74	16.97	15.38	1.59
1996	2	LUFC	17	17	0	0.0	17.51	17.51	0.00	0.00
1996	2	Oth	35	32	0	0.0	18.00	17.93	0.00	0.00
1996	2	nonF	78	73	1	1.3	18.18	18.22	15.38	2.84
1996	3	Tot	121	117	2	1.7	13.41	13.49	12.46	1.03
1996	3	LUFF	22	21	0	0.0	13.23	13.53	0.00	0.00
1996	3	LUFT	10	9	1	10.0	11.55	11.73	9.92	1.81

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1996	3	LUFF	38	36	1	2.6	13.87	13.88	15.00	-1.12
1996	3	LUFO	2	2	0	0.0	13.53	13.53	0.00	0.00
1996	3	LUFG	11	11	0	0.0	13.53	13.53	0.00	0.00
1996	3	LUFC	2	2	0	0.0	10.30	10.30	0.00	0.00
1996	3	Oth	36	36	0	0.0	13.68	13.68	0.00	0.00
1996	3	nonF	99	96	2	2.0	13.45	13.48	12.46	1.02
1996	4	Tot	38	34	0	0.0	16.61	16.72	0.00	0.00
1996	4	LUFF	1	1	0	0.0	19.47	19.47	0.00	0.00
1996	4	LUFT	8	8	0	0.0	12.21	12.21	0.00	0.00
1996	4	LUFF	6	6	0	0.0	20.86	20.86	0.00	0.00
1996	4	LUFO	1	1	0	0.0	23.94	23.94	0.00	0.00
1996	4	LUFG	4	4	0	0.0	16.55	16.55	0.00	0.00
1996	4	Oth	18	14	0	0.0	16.60	16.87	0.00	0.00
1996	4	nonF	37	33	0	0.0	16.54	16.64	0.00	0.00
1996	5	Tot	89	80	3	3.4	10.70	10.80	8.98	1.81
1996	5	LUFF	6	6	0	0.0	9.74	9.74	0.00	0.00
1996	5	LUFT	13	12	0	0.0	10.62	10.70	0.00	0.00
1996	5	LUFF	14	14	0	0.0	10.27	10.27	0.00	0.00
1996	5	LUFO	2	1	0	0.0	10.26	11.00	0.00	0.00
1996	5	LUFG	1	0	1	100.0	8.08	0.00	8.08	0.00
1996	5	LUFC	4	3	1	25.0	9.00	9.41	7.79	1.62
1996	5	Oth	49	44	1	2.0	11.17	11.22	11.08	0.14
1996	5	nonF	83	74	3	3.6	10.77	10.88	8.98	1.90
1996	6	Tot	774	523	138	17.8	11.48	11.62	11.38	0.24
1996	6	LUFF	167	65	47	28.1	11.30	11.77	11.26	0.51
1996	6	LUFT	183	109	46	25.1	11.33	11.37	11.39	-0.02
1996	6	LUFF	256	221	18	7.0	11.86	11.89	11.72	0.18
1996	6	LUFO	49	37	7	14.3	11.55	11.63	11.31	0.32
1996	6	LUFG	49	42	4	8.2	10.64	10.68	10.95	-0.27
1996	6	Oth	70	49	16	22.9	11.48	11.54	11.43	0.11
1996	6	nonF	607	458	91	15.0	11.53	11.60	11.43	0.16
1996	7	Tot	456	226	119	26.1	10.03	10.20	10.05	0.15
1996	7	LUFF	162	33	46	28.4	9.56	9.70	9.53	0.17
1996	7	LUFT	153	92	41	26.8	10.24	10.28	10.25	0.03
1996	7	LUFF	77	55	17	22.1	9.97	9.83	10.32	-0.49
1996	7	LUFO	18	14	2	11.1	10.40	10.34	11.07	-0.73
1996	7	LUFC	1	1	0	0.0	10.34	10.34	0.00	0.00
1996	7	Oth	45	31	13	28.9	10.92	11.06	10.75	0.31
1996	7	nonF	294	193	73	24.8	10.29	10.28	10.38	-0.09
1996	8	Tot	52	21	14	26.9	8.00	8.10	7.97	0.13
1996	8	LUFF	28	7	8	28.6	7.94	8.09	7.61	0.48
1996	8	LUFT	18	12	6	33.3	8.18	8.05	8.44	-0.39
1996	8	Oth	6	2	0	0.0	7.74	8.39	0.00	0.00
1996	8	nonF	24	14	6	25.0	8.07	8.10	8.44	-0.34

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year

Includes All Departments

'Oth' includes all Departments other than 'LUF'

'nonF' includes all Departments other than LUFF

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1997	Tot	Tot	2259	1518	363	16.1	12.48	13.41	10.75	2.66
1997	Tot	LUFF	464	172	124	26.7	11.38	12.99	10.77	2.22
1997	Tot	LUFT	586	393	126	21.5	10.87	11.13	10.18	0.96
1997	Tot	LUFFP	433	366	43	9.9	13.28	13.54	11.69	1.85
1997	Tot	LUFO	154	112	29	18.8	11.93	12.12	11.52	0.60
1997	Tot	LUFG	104	92	8	7.7	12.67	12.94	10.63	2.31
1997	Tot	LUFC	25	22	2	8.0	17.85	18.77	8.05	10.72
1997	Tot	Oth	493	361	31	6.3	14.56	16.14	11.16	4.98
1997	Tot	nonF	1795	1346	239	13.3	12.76	13.46	10.74	2.72
1997	6-8	Tot	1674	980	338	20.2	10.65	10.96	10.52	0.44
1997	6-8	LUFF	403	118	117	29.0	10.42	10.75	10.43	0.32
1997	6-8	LUFT	512	325	122	23.8	10.14	10.15	10.07	0.08
1997	6-8	LUFFP	336	274	40	11.9	11.92	12.02	11.24	0.77
1997	6-8	LUFO	137	96	28	20.4	11.18	11.13	11.37	-0.24
1997	6-8	LUFG	72	61	7	9.7	11.07	11.12	10.94	0.19
1997	6-8	LUFC	2	1	1	50.0	11.17	14.42	7.92	6.50
1997	6-8	Oth	212	105	23	10.8	9.78	10.63	11.04	-0.41
1997	6-8	nonF	1271	862	221	17.4	10.72	10.99	10.57	0.42
1997	7-8	Tot	811	408	185	22.8	9.46	9.61	9.54	0.07
1997	7-8	LUFF	231	61	63	27.3	9.50	9.41	9.40	0.01
1997	7-8	LUFT	332	210	80	24.1	9.31	9.30	9.19	0.11
1997	7-8	LUFFP	66	45	18	27.3	10.38	10.29	10.40	-0.12
1997	7-8	LUFO	62	46	10	16.1	10.35	10.32	10.72	-0.39
1997	7-8	LUFG	1	1	0	0.0	8.74	8.74	0.00	0.00
1997	7-8	LUFC	2	1	1	50.0	11.17	14.42	7.92	6.50
1997	7-8	Oth	117	44	13	11.1	8.81	9.82	10.39	-0.57
1997	7-8	nonF	580	347	122	21.0	9.45	9.64	9.61	0.03
1997	1	Tot	205	186	11	5.4	21.33	21.51	16.63	4.88
1997	1	LUFF	28	21	7	25.0	19.73	20.81	16.49	4.32
1997	1	LUFT	43	40	2	4.7	18.47	18.09	16.63	1.46
1997	1	LUFFP	32	31	1	3.1	22.25	22.32	20.01	2.31
1997	1	LUFO	6	6	0	0.0	19.51	19.51	0.00	0.00
1997	1	LUFG	4	4	0	0.0	22.07	22.07	0.00	0.00
1997	1	LUFC	4	3	0	0.0	26.71	29.84	0.00	0.00
1997	1	Oth	88	81	1	1.1	22.75	22.88	14.26	8.62
1997	1	nonF	177	165	4	2.3	21.58	21.60	16.88	4.72
1997	2	Tot	104	99	2	1.9	20.72	20.82	17.54	3.28
1997	2	LUFF	11	11	0	0.0	20.12	20.12	0.00	0.00
1997	2	LUFT	2	2	0	0.0	16.69	16.69	0.00	0.00
1997	2	LUFFP	20	19	0	0.0	20.21	20.33	0.00	0.00
1997	2	LUFO	6	5	1	16.7	18.51	19.07	15.68	3.39
1997	2	LUFG	1	1	0	0.0	22.10	22.10	0.00	0.00
1997	2	LUFC	12	12	0	0.0	19.60	19.60	0.00	0.00
1997	2	Oth	52	49	1	1.9	21.68	21.79	19.40	2.39
1997	2	nonF	93	88	2	2.2	20.79	20.91	17.54	3.37
1997	3	Tot	126	120	4	3.2	14.48	14.46	14.37	0.09

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1997	3	LUFF	18	18	0	0.0	14.06	14.06	0.00	0.00
1997	3	LUFT	10	8	2	20.0	11.76	12.15	10.20	1.95
1997	3	LUFF	31	29	1	3.2	15.22	15.06	21.35	-6.29
1997	3	LUFO	2	2	0	0.0	14.49	14.49	0.00	0.00
1997	3	LUFG	22	22	0	0.0	15.17	15.17	0.00	0.00
1997	3	LUFC	2	2	0	0.0	13.25	13.25	0.00	0.00
1997	3	Oth	41	39	1	2.4	14.47	14.34	15.73	-1.39
1997	3	nonF	108	102	4	3.7	14.55	14.54	14.37	0.16
1997	4	Tot	46	42	0	0.0	18.31	18.53	0.00	0.00
1997	4	LUFF	1	1	0	0.0	20.84	20.84	0.00	0.00
1997	4	LUFT	7	7	0	0.0	13.61	13.61	0.00	0.00
1997	4	LUFF	2	2	0	0.0	20.57	20.57	0.00	0.00
1997	4	LUFO	1	1	0	0.0	27.12	27.12	0.00	0.00
1997	4	LUFG	3	3	0	0.0	18.15	18.15	0.00	0.00
1997	4	Oth	32	28	0	0.0	18.86	19.27	0.00	0.00
1997	4	nonF	45	41	0	0.0	18.26	18.47	0.00	0.00
1997	5	Tot	92	83	4	4.3	10.95	11.00	9.97	1.03
1997	5	LUFF	3	3	0	0.0	10.99	10.99	0.00	0.00
1997	5	LUFT	12	11	0	0.0	11.46	11.57	0.00	0.00
1997	5	LUFF	12	11	1	8.3	9.79	9.63	11.54	-1.91
1997	5	LUFO	2	2	0	0.0	10.49	10.49	0.00	0.00
1997	5	LUFG	2	1	1	50.0	10.96	13.42	8.50	4.92
1997	5	LUFC	5	4	1	20.0	11.08	11.81	8.18	3.62
1997	5	Oth	56	51	1	1.8	11.09	11.08	11.65	-0.57
1997	5	nonF	89	80	4	4.5	10.95	11.00	9.97	1.03
1997	6	Tot	863	572	153	17.7	11.76	11.92	11.70	0.22
1997	6	LUFF	172	57	54	31.4	11.66	12.18	11.62	0.56
1997	6	LUFT	180	115	42	23.3	11.68	11.71	11.76	-0.05
1997	6	LUFF	270	229	22	8.1	12.30	12.36	11.93	0.43
1997	6	LUFO	75	50	18	24.0	11.86	11.87	11.73	0.14
1997	6	LUFG	71	60	7	9.9	11.10	11.16	10.94	0.23
1997	6	Oth	95	61	10	10.5	10.98	11.22	11.89	-0.67
1997	6	nonF	691	515	99	14.3	11.79	11.89	11.75	0.14
1997	7	Tot	621	306	132	21.3	10.01	10.25	10.26	-0.01
1997	7	LUFF	177	44	46	26.0	10.06	10.01	10.06	-0.04
1997	7	LUFT	207	130	45	21.7	10.32	10.34	10.27	0.07
1997	7	LUFF	66	45	18	27.3	10.38	10.29	10.40	-0.12
1997	7	LUFO	62	46	10	16.1	10.35	10.32	10.72	-0.39
1997	7	LUFG	1	1	0	0.0	8.74	8.74	0.00	0.00
1997	7	LUFC	1	1	0	0.0	14.42	14.42	0.00	0.00
1997	7	Oth	107	39	13	12.1	8.85	10.00	10.39	-0.39
1997	7	nonF	444	262	86	19.4	9.98	10.29	10.37	-0.08
1997	8	Tot	190	102	53	27.9	7.69	7.68	7.75	-0.07
1997	8	LUFF	54	17	17	31.5	7.66	7.86	7.64	0.21
1997	8	LUFT	125	80	35	28.0	7.64	7.59	7.79	-0.20
1997	8	LUFC	1	0	1	100.0	7.92	0.00	7.92	0.00
1997	8	Oth	10	5	0	0.0	8.35	8.45	0.00	0.00
1997	8	nonF	136	85	36	26.5	7.70	7.64	7.80	-0.15

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year

Includes All Departments

'Oth' includes all Departments other than 'LUF'

'nonF' includes all Departments other than LUFF

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1998	Tot	Tot	1935	1304	300	15.5	13.43	14.50	11.51	2.99
1998	Tot	LUFF	368	145	91	24.7	12.57	14.36	11.92	2.44
1998	Tot	LUFT	539	346	124	23.0	11.73	12.24	10.78	1.45
1998	Tot	LUFFP	370	312	37	10.0	13.78	14.02	12.58	1.43
1998	Tot	LUFO	87	61	19	21.8	13.06	13.30	12.10	1.20
1998	Tot	LUFG	112	101	7	6.2	14.32	14.63	11.54	3.09
1998	Tot	LUFC	28	26	1	3.6	20.33	21.12	11.54	9.58
1998	Tot	Oth	431	313	21	4.9	15.37	17.19	11.52	5.67
1998	Tot	nonF	1567	1159	209	13.3	13.63	14.52	11.33	3.19
1998	6-8	Tot	1390	809	272	19.6	11.39	11.75	11.25	0.50
1998	6-8	LUFF	303	89	83	27.4	11.37	11.74	11.51	0.23
1998	6-8	LUFT	459	273	119	25.9	10.88	11.00	10.68	0.32
1998	6-8	LUFFP	285	232	33	11.6	12.57	12.68	12.00	0.68
1998	6-8	LUFO	77	52	19	24.7	12.17	12.13	12.10	0.03
1998	6-8	LUFG	70	62	5	7.1	12.15	12.22	12.32	-0.11
1998	6-8	Oth	196	101	13	6.6	10.27	11.16	11.23	-0.07
1998	6-8	nonF	1087	720	189	17.4	11.39	11.75	11.14	0.61
1998	7-8	Tot	640	314	137	21.4	10.30	10.49	10.34	0.14
1998	7-8	LUFF	152	39	34	22.4	10.62	10.49	10.70	-0.20
1998	7-8	LUFT	312	184	78	25.0	10.26	10.39	9.91	0.48
1998	7-8	LUFFP	41	25	12	29.3	11.47	11.51	11.34	0.17
1998	7-8	LUFO	22	16	5	22.7	11.52	11.38	11.90	-0.52
1998	7-8	Oth	113	50	8	7.1	9.33	10.05	10.62	-0.58
1998	7-8	nonF	488	275	103	21.1	10.20	10.49	10.23	0.26
1998	1	Tot	210	189	13	6.2	22.32	22.84	16.70	6.14
1998	1	LUFF	31	23	7	22.6	20.13	21.42	17.10	4.32
1998	1	LUFT	46	42	3	6.5	18.99	19.37	15.27	4.10
1998	1	LUFFP	29	27	2	6.9	22.32	22.60	18.42	4.19
1998	1	LUFO	6	5	0	0.0	20.18	20.62	0.00	0.00
1998	1	LUFG	9	9	0	0.0	24.99	24.99	0.00	0.00
1998	1	LUFC	5	5	0	0.0	30.34	30.34	0.00	0.00
1998	1	Oth	84	78	1	1.2	24.34	24.64	14.84	9.80
1998	1	nonF	179	166	6	3.4	22.70	23.04	16.25	6.80
1998	2	Tot	86	83	1	1.2	21.37	21.46	19.40	2.06
1998	2	LUFF	11	11	0	0.0	20.66	20.66	0.00	0.00
1998	2	LUFT	4	4	0	0.0	18.40	18.40	0.00	0.00
1998	2	LUFFP	12	12	0	0.0	20.20	20.20	0.00	0.00
1998	2	LUFO	3	3	0	0.0	19.10	19.10	0.00	0.00
1998	2	LUFG	3	3	0	0.0	20.47	20.47	0.00	0.00
1998	2	LUFC	15	15	0	0.0	21.24	21.24	0.00	0.00
1998	2	Oth	38	35	1	2.6	22.57	22.87	19.40	3.47
1998	2	nonF	75	72	1	1.3	21.48	21.58	19.40	2.18
1998	3	Tot	124	115	6	4.8	14.72	14.84	12.97	1.86
1998	3	LUFF	16	15	1	6.2	13.91	14.15	10.38	3.77
1998	3	LUFT	15	12	2	13.3	12.36	12.68	10.01	2.67
1998	3	LUFFP	35	33	1	2.9	15.29	15.14	21.35	-6.21

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1998	3	LUFG	25	23	1	4.0	15.76	16.10	10.38	5.72
1998	3	LUFC	3	3	0	0.0	11.89	11.89	0.00	0.00
1998	3	Oth	30	29	1	3.3	15.07	15.05	15.73	-0.68
1998	3	nonF	108	100	5	4.6	14.84	14.94	13.49	1.45
1998	4	Tot	50	46	0	0.0	19.15	19.12	0.00	0.00
1998	4	LUFF	3	3	0	0.0	19.83	19.83	0.00	0.00
1998	4	LUFT	6	6	0	0.0	14.09	14.09	0.00	0.00
1998	4	LUFO	1	1	0	0.0	20.36	20.36	0.00	0.00
1998	4	LUFG	2	2	0	0.0	18.92	18.92	0.00	0.00
1998	4	Oth	38	34	0	0.0	19.87	19.92	0.00	0.00
1998	4	nonF	47	43	0	0.0	19.10	19.07	0.00	0.00
1998	5	Tot	67	58	5	7.5	11.61	11.77	10.50	1.27
1998	5	LUFF	4	4	0	0.0	11.45	11.45	0.00	0.00
1998	5	LUFT	9	9	0	0.0	12.01	12.01	0.00	0.00
1998	5	LUFF	9	8	1	11.1	10.13	9.95	11.54	-1.59
1998	5	LUFG	3	2	1	33.3	11.55	12.93	8.80	4.13
1998	5	LUFC	5	3	1	20.0	12.62	14.35	11.54	2.81
1998	5	Oth	37	32	2	5.4	11.75	11.88	10.32	1.56
1998	5	nonF	63	54	5	7.9	11.62	11.79	10.50	1.29
1998	6	Tot	750	495	135	18.0	12.31	12.55	12.17	0.38
1998	6	LUFF	151	50	49	32.5	12.13	12.71	12.07	0.65
1998	6	LUFT	147	89	41	27.9	12.21	12.26	12.16	0.10
1998	6	LUFF	244	207	21	8.6	12.76	12.82	12.37	0.44
1998	6	LUFO	55	36	14	25.5	12.43	12.46	12.18	0.29
1998	6	LUFG	70	62	5	7.1	12.15	12.22	12.32	-0.11
1998	6	Oth	83	51	5	6.0	11.56	12.26	12.21	0.05
1998	6	nonF	599	445	86	14.4	12.36	12.53	12.22	0.30
1998	7	Tot	576	284	114	19.8	10.48	10.67	10.72	-0.05
1998	7	LUFF	141	33	32	22.7	10.70	10.64	10.77	-0.14
1998	7	LUFT	263	164	57	21.7	10.59	10.61	10.47	0.14
1998	7	LUFF	41	25	12	29.3	11.47	11.51	11.34	0.17
1998	7	LUFO	22	16	5	22.7	11.52	11.38	11.90	-0.52
1998	7	Oth	109	46	8	7.3	9.35	10.17	10.62	-0.45
1998	7	nonF	435	251	82	18.9	10.41	10.67	10.70	-0.03
1998	8	Tot	64	30	23	35.9	8.69	8.81	8.49	0.32
1998	8	LUFF	11	6	2	18.2	9.60	9.70	9.49	0.21
1998	8	LUFT	49	20	21	42.9	8.50	8.58	8.40	0.18
1998	8	Oth	4	4	0	0.0	8.62	8.62	0.00	0.00
1998	8	nonF	53	24	21	39.6	8.51	8.59	8.40	0.19

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Summary of Workforce and Average Pay Rates

=====

Restricted to Those Active at Year-End, and
With Positive Earnings for Year

Includes All Departments

'Oth' includes all Departments other than 'LUF'

'nonF' includes all Departments other than LUFF

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
1999	Tot	Tot	1607	1082	232	14.4	14.23	15.36	12.22	3.14
1999	Tot	LUFF	284	112	69	24.3	13.22	15.25	12.58	2.68
1999	Tot	LUFT	396	259	85	21.5	12.60	13.08	11.81	1.27
1999	Tot	LUFF	282	239	29	10.3	14.52	14.80	12.97	1.83
1999	Tot	LUFO	87	66	16	18.4	13.02	13.27	12.19	1.08
1999	Tot	LUFG	102	91	7	6.9	14.57	14.82	12.34	2.49
1999	Tot	LUFC	33	29	3	9.1	21.61	23.27	9.84	13.43
1999	Tot	Oth	423	286	23	5.4	15.81	17.78	12.03	5.75
1999	Tot	nonF	1323	970	163	12.3	14.44	15.37	12.07	3.30
1999	6-8	Tot	1100	625	204	18.5	11.93	12.35	11.93	0.42
1999	6-8	LUFF	233	69	61	26.2	11.95	12.63	12.04	0.59
1999	6-8	LUFT	317	189	80	25.2	11.65	11.72	11.62	0.10
1999	6-8	LUFF	206	166	27	13.1	13.04	13.17	12.35	0.82
1999	6-8	LUFO	79	58	16	20.3	12.56	12.67	12.19	0.48
1999	6-8	LUFG	61	54	4	6.6	12.75	12.80	12.29	0.51
1999	6-8	Oth	204	89	16	7.8	10.74	11.46	11.97	-0.50
1999	6-8	nonF	867	556	143	16.5	11.93	12.32	11.88	0.44
1999	7-8	Tot	402	189	83	20.6	10.74	10.98	11.07	-0.09
1999	7-8	LUFF	74	19	18	24.3	11.17	11.05	11.34	-0.29
1999	7-8	LUFT	166	94	41	24.7	10.95	11.01	10.83	0.18
1999	7-8	LUFF	26	15	8	30.8	11.67	11.61	11.57	0.04
1999	7-8	LUFO	22	14	8	36.4	11.80	11.90	11.62	0.28
1999	7-8	Oth	114	47	8	7.0	9.75	10.42	10.60	-0.18
1999	7-8	nonF	328	170	65	19.8	10.65	10.97	10.99	-0.02
1999	1	Tot	195	172	14	7.2	22.92	23.31	16.90	6.41
1999	1	LUFF	25	18	7	28.0	21.00	22.36	17.52	4.84
1999	1	LUFT	42	36	4	9.5	18.63	19.22	15.88	3.34
1999	1	LUFF	26	25	1	3.8	23.03	23.12	20.68	2.44
1999	1	LUFO	4	4	0	0.0	19.83	19.83	0.00	0.00
1999	1	LUFG	10	9	1	10.0	20.93	21.65	14.41	7.24
1999	1	LUFC	8	8	0	0.0	29.69	29.69	0.00	0.00
1999	1	Oth	80	72	1	1.2	25.46	25.35	15.29	10.06
1999	1	nonF	170	154	7	4.1	23.20	23.42	16.27	7.15
1999	2	Tot	75	72	1	1.3	22.51	22.43	20.56	1.87
1999	2	LUFF	9	9	0	0.0	20.82	20.82	0.00	0.00
1999	2	LUFT	5	5	0	0.0	19.06	19.06	0.00	0.00
1999	2	LUFF	12	12	0	0.0	20.75	20.75	0.00	0.00
1999	2	LUFO	1	1	0	0.0	14.98	14.98	0.00	0.00
1999	2	LUFG	1	1	0	0.0	19.33	19.33	0.00	0.00
1999	2	LUFC	16	16	0	0.0	23.37	23.37	0.00	0.00
1999	2	Oth	31	28	1	3.2	24.14	24.11	20.56	3.55
1999	2	nonF	66	63	1	1.5	22.74	22.66	20.56	2.10
1999	3	Tot	116	108	3	2.6	15.39	15.44	15.55	-0.10
1999	3	LUFF	12	11	1	8.3	14.62	14.98	10.69	4.29
1999	3	LUFT	15	13	0	0.0	13.13	13.42	0.00	0.00
1999	3	LUFF	31	29	1	3.2	15.69	15.50	21.98	-6.48

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1999	3	LUFO	2	2	0	0.0	14.81	14.81	0.00	0.00
1999	3	LUFG	25	23	1	4.0	16.19	16.42	13.97	2.45
1999	3	LUFC	3	3	0	0.0	12.21	12.21	0.00	0.00
1999	3	Oth	28	27	0	0.0	16.26	16.12	0.00	0.00
1999	3	nonF	104	97	2	1.9	15.48	15.49	17.98	-2.48
1999	4	Tot	51	48	0	0.0	19.73	19.71	0.00	0.00
1999	4	LUFF	2	2	0	0.0	22.47	22.47	0.00	0.00
1999	4	LUFT	9	9	0	0.0	13.94	13.94	0.00	0.00
1999	4	LUFO	1	1	0	0.0	16.91	16.91	0.00	0.00
1999	4	LUFG	3	3	0	0.0	17.80	17.80	0.00	0.00
1999	4	Oth	36	33	0	0.0	21.27	21.38	0.00	0.00
1999	4	nonF	49	46	0	0.0	19.62	19.59	0.00	0.00
1999	5	Tot	61	52	7	11.5	11.54	11.77	10.34	1.43
1999	5	LUFF	3	3	0	0.0	12.38	12.38	0.00	0.00
1999	5	LUFT	8	7	1	12.5	12.16	12.36	10.81	1.55
1999	5	LUFP	7	7	0	0.0	10.67	10.67	0.00	0.00
1999	5	LUFG	2	1	1	50.0	10.53	12.26	8.80	3.46
1999	5	LUFC	5	1	3	60.0	10.55	14.48	9.84	4.64
1999	5	Oth	36	33	2	5.6	11.70	11.73	11.61	0.11
1999	5	nonF	58	49	7	12.1	11.50	11.73	10.34	1.40
1999	6	Tot	698	436	121	17.3	12.61	12.95	12.52	0.43
1999	6	LUFF	159	50	43	27.0	12.31	13.23	12.33	0.90
1999	6	LUFT	151	95	39	25.8	12.41	12.42	12.45	-0.03
1999	6	LUFP	180	151	19	10.6	13.24	13.33	12.69	0.64
1999	6	LUFO	57	44	8	14.0	12.85	12.91	12.76	0.16
1999	6	LUFG	61	54	4	6.6	12.75	12.80	12.29	0.51
1999	6	Oth	90	42	8	8.9	11.99	12.63	13.33	-0.70
1999	6	nonF	539	386	78	14.5	12.70	12.91	12.62	0.29
1999	7	Tot	374	173	75	20.1	10.86	11.13	11.29	-0.16
1999	7	LUFF	72	17	18	25.0	11.21	11.20	11.34	-0.14
1999	7	LUFT	145	82	35	24.1	11.20	11.26	11.16	0.09
1999	7	LUFP	26	15	8	30.8	11.67	11.61	11.57	0.04
1999	7	LUFO	22	14	8	36.4	11.80	11.90	11.62	0.28
1999	7	Oth	109	45	6	5.5	9.78	10.46	11.01	-0.55
1999	7	nonF	302	156	57	18.9	10.77	11.12	11.27	-0.15
1999	8	Tot	28	16	8	28.6	9.23	9.38	9.02	0.37
1999	8	LUFF	2	2	0	0.0	9.72	9.72	0.00	0.00
1999	8	LUFT	21	12	6	28.6	9.25	9.31	8.90	0.41
1999	8	Oth	5	2	2	40.0	8.95	9.50	9.38	0.12
1999	8	nonF	26	14	8	30.8	9.19	9.34	9.02	0.32

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year
Includes All Departments

'Oth' includes all Departments other than 'LUF'

'nonF' includes all Departments other than LUFF

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
2000	Tot	Tot	1723	1111	257	14.9	14.60	16.00	12.33	3.67
2000	Tot	LUFF	345	124	89	25.8	12.95	15.12	12.17	2.95
2000	Tot	LUFT	230	161	48	20.9	14.02	14.66	12.68	1.97
2000	Tot	LUFFP	279	235	26	9.3	15.37	15.66	13.37	2.29
2000	Tot	LUFO	234	150	57	24.4	13.15	13.80	11.97	1.83
2000	Tot	LUFG	105	93	7	6.7	15.66	15.85	14.47	1.39
2000	Tot	LUFC	38	34	3	7.9	19.81	21.11	8.83	12.28
2000	Tot	Oth	492	314	27	5.5	15.64	17.83	11.82	6.01
2000	Tot	nonF	1378	987	168	12.2	15.01	16.11	12.41	3.70
2000	6-8	Tot	1205	649	227	18.8	12.20	12.80	11.97	0.83
2000	6-8	LUFF	293	82	81	27.6	11.75	12.43	11.64	0.80
2000	6-8	LUFT	169	106	44	26.0	12.47	12.54	12.44	0.10
2000	6-8	LUFFP	198	158	24	12.1	13.60	13.77	12.61	1.15
2000	6-8	LUFO	204	125	53	26.0	12.37	12.68	11.83	0.86
2000	6-8	LUFG	64	56	4	6.2	13.88	13.94	13.74	0.20
2000	6-8	Oth	277	122	21	7.6	10.99	11.61	11.54	0.06
2000	6-8	nonF	912	567	146	16.0	12.34	12.85	12.15	0.70
2000	7-8	Tot	478	201	111	23.2	10.71	11.03	10.96	0.07
2000	7-8	LUFF	122	29	37	30.3	10.53	10.35	10.48	-0.13
2000	7-8	LUFT	52	32	15	28.8	11.68	11.78	11.56	0.22
2000	7-8	LUFFP	34	20	10	29.4	11.42	11.44	11.24	0.19
2000	7-8	LUFO	103	52	36	35.0	11.34	11.50	11.23	0.26
2000	7-8	Oth	167	68	13	7.8	10.01	10.50	10.67	-0.17
2000	7-8	nonF	356	172	74	20.8	10.77	11.15	11.20	-0.05
2000	1	Tot	197	172	15	7.6	24.30	24.71	18.03	6.69
2000	1	LUFF	25	16	7	28.0	22.11	24.57	18.52	6.05
2000	1	LUFT	32	28	3	9.4	20.68	21.30	16.65	4.65
2000	1	LUFFP	27	25	1	3.7	24.78	24.61	22.07	2.54
2000	1	LUFO	11	10	1	9.1	18.51	18.95	14.13	4.82
2000	1	LUFG	10	9	1	10.0	24.07	24.27	22.29	1.98
2000	1	LUFC	9	9	0	0.0	29.28	29.28	0.00	0.00
2000	1	Oth	83	75	2	2.4	26.45	26.33	16.16	10.17
2000	1	nonF	172	156	8	4.7	24.62	24.73	17.60	7.13
2000	2	Tot	82	79	1	1.2	22.61	22.60	15.00	7.60
2000	2	LUFF	8	8	0	0.0	22.08	22.08	0.00	0.00
2000	2	LUFT	5	5	0	0.0	20.15	20.15	0.00	0.00
2000	2	LUFFP	18	18	0	0.0	21.38	21.38	0.00	0.00
2000	2	LUFO	8	7	1	12.5	20.91	21.76	15.00	6.76
2000	2	LUFG	1	1	0	0.0	21.80	21.80	0.00	0.00
2000	2	LUFC	16	16	0	0.0	21.76	21.76	0.00	0.00
2000	2	Oth	26	24	0	0.0	25.19	25.02	0.00	0.00
2000	2	nonF	74	71	1	1.4	22.67	22.65	15.00	7.65
2000	3	Tot	112	101	5	4.5	16.01	16.11	14.42	1.69
2000	3	LUFF	15	14	1	6.7	15.40	15.71	11.04	4.67
2000	3	LUFT	8	7	0	0.0	13.35	13.89	0.00	0.00
2000	3	LUFFP	28	26	1	3.6	16.17	15.95	22.75	-6.80

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2000	3	LUFO	6	4	1	16.7	15.68	16.28	14.28	2.00
2000	3	LUFG	25	22	2	8.0	16.44	16.88	12.02	4.86
2000	3	LUFC	4	4	0	0.0	13.54	13.54	0.00	0.00
2000	3	Oth	26	24	0	0.0	17.07	16.87	0.00	0.00
2000	3	nonF	97	87	4	4.1	16.11	16.17	15.27	0.91
2000	4	Tot	55	51	0	0.0	21.64	21.71	0.00	0.00
2000	4	LUFF	1	1	0	0.0	25.94	25.94	0.00	0.00
2000	4	LUFT	10	10	0	0.0	16.85	16.85	0.00	0.00
2000	4	LUFO	3	3	0	0.0	22.44	22.44	0.00	0.00
2000	4	LUFG	3	3	0	0.0	19.67	19.67	0.00	0.00
2000	4	Oth	38	34	0	0.0	22.87	23.13	0.00	0.00
2000	4	nonF	54	50	0	0.0	21.56	21.62	0.00	0.00
2000	5	Tot	63	54	6	9.5	11.87	12.04	11.12	0.92
2000	5	LUFF	3	3	0	0.0	13.21	13.21	0.00	0.00
2000	5	LUFT	6	5	1	16.7	13.27	13.63	11.47	2.16
2000	5	LUFP	8	8	0	0.0	11.10	11.10	0.00	0.00
2000	5	LUFO	2	1	1	50.0	10.73	9.81	11.64	-1.83
2000	5	LUFG	2	2	0	0.0	11.81	11.81	0.00	0.00
2000	5	LUFC	7	4	2	28.6	10.16	10.97	9.25	1.72
2000	5	Oth	35	31	2	5.7	12.10	12.14	12.56	-0.42
2000	5	nonF	60	51	6	10.0	11.80	11.97	11.12	0.85
2000	6	Tot	727	448	116	16.0	13.17	13.59	12.93	0.66
2000	6	LUFF	171	53	44	25.7	12.62	13.57	12.60	0.96
2000	6	LUFT	117	74	29	24.8	12.82	12.87	12.90	-0.03
2000	6	LUFP	164	138	14	8.5	14.05	14.11	13.59	0.51
2000	6	LUFO	101	73	17	16.8	13.43	13.53	13.09	0.44
2000	6	LUFG	64	56	4	6.2	13.88	13.94	13.74	0.20
2000	6	Oth	110	54	8	7.3	12.47	12.99	12.96	0.03
2000	6	nonF	556	395	72	12.9	13.34	13.59	13.13	0.46
2000	7	Tot	425	184	93	21.9	10.91	11.19	11.32	-0.13
2000	7	LUFF	84	19	25	29.8	11.22	11.05	11.21	-0.16
2000	7	LUFT	47	29	14	29.8	11.94	12.03	11.72	0.32
2000	7	LUFP	33	20	9	27.3	11.49	11.44	11.46	-0.03
2000	7	LUFO	103	52	36	35.0	11.34	11.50	11.23	0.26
2000	7	Oth	158	64	9	5.7	10.05	10.53	11.22	-0.68
2000	7	nonF	341	165	68	19.9	10.84	11.21	11.36	-0.15
2000	8	Tot	53	17	18	34.0	9.12	9.30	9.10	0.20
2000	8	LUFF	38	10	12	31.6	9.02	9.03	8.96	0.07
2000	8	LUFT	5	3	1	20.0	9.27	9.27	9.27	0.00
2000	8	LUFP	1	0	1	100.0	9.27	0.00	9.27	0.00
2000	8	Oth	9	4	4	44.4	9.42	10.00	9.44	0.56
2000	8	nonF	15	7	6	40.0	9.36	9.69	9.38	0.31

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year
Includes All Departments

'Oth' includes all Departments other than 'LUF'

'nonF' includes all Departments other than LUFF

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
2001	Tot	Tot	1631	1061	226	13.9	15.51	16.93	13.23	3.70
2001	Tot	LUFF	283	105	70	24.7	14.19	16.61	13.46	3.15
2001	Tot	LUFT	162	118	34	21.0	14.86	15.55	13.15	2.39
2001	Tot	LUFFP	293	245	27	9.2	16.01	16.27	14.03	2.24
2001	Tot	LUFO	224	141	56	25.0	14.24	14.78	13.28	1.49
2001	Tot	LUFG	104	92	6	5.8	16.60	16.84	15.51	1.34
2001	Tot	LUFC	41	36	4	9.8	20.18	21.58	10.20	11.38
2001	Tot	Oth	524	324	29	5.5	16.09	18.48	11.88	6.60
2001	Tot	nonF	1348	956	156	11.6	15.78	16.97	13.13	3.84
2001	6-8	Tot	1118	606	195	17.4	12.94	13.51	12.90	0.61
2001	6-8	LUFF	230	63	61	26.5	12.71	13.40	12.79	0.61
2001	6-8	LUFT	116	76	31	26.7	12.99	13.09	12.94	0.16
2001	6-8	LUFFP	209	168	24	11.5	14.20	14.36	13.23	1.12
2001	6-8	LUFO	195	118	51	26.2	13.43	13.57	13.18	0.39
2001	6-8	LUFG	63	54	4	6.3	14.79	14.89	14.98	-0.09
2001	6-8	Oth	305	127	24	7.9	11.53	12.04	11.81	0.23
2001	6-8	nonF	888	543	134	15.1	13.00	13.52	12.94	0.58
2001	7-8	Tot	385	162	77	20.0	11.45	11.74	12.11	-0.38
2001	7-8	LUFF	71	17	18	25.4	11.74	11.28	12.08	-0.80
2001	7-8	LUFT	28	17	9	32.1	12.37	12.48	12.13	0.35
2001	7-8	LUFFP	31	21	7	22.6	12.13	12.35	11.19	1.16
2001	7-8	LUFO	72	37	27	37.5	12.85	12.82	12.91	-0.09
2001	7-8	Oth	183	70	16	8.7	10.53	10.90	11.19	-0.28
2001	7-8	nonF	314	145	59	18.8	11.39	11.79	12.12	-0.33
2001	1	Tot	191	167	15	7.9	25.51	26.00	18.38	7.62
2001	1	LUFF	26	16	8	30.8	22.75	25.63	18.79	6.84
2001	1	LUFT	27	24	2	7.4	21.90	22.56	17.13	5.43
2001	1	LUFFP	27	25	1	3.7	25.21	25.00	22.77	2.23
2001	1	LUFO	10	8	2	20.0	18.50	19.53	14.38	5.16
2001	1	LUFG	11	10	1	9.1	25.37	25.59	23.19	2.40
2001	1	LUFC	8	8	0	0.0	31.71	31.71	0.00	0.00
2001	1	Oth	82	76	1	1.2	27.93	27.62	16.38	11.24
2001	1	nonF	165	151	7	4.2	25.94	26.04	17.91	8.13
2001	2	Tot	80	77	1	1.2	23.73	23.70	15.58	8.12
2001	2	LUFF	9	9	0	0.0	22.50	22.50	0.00	0.00
2001	2	LUFT	1	1	0	0.0	18.95	18.95	0.00	0.00
2001	2	LUFFP	17	17	0	0.0	21.70	21.70	0.00	0.00
2001	2	LUFO	7	6	1	14.3	23.82	25.19	15.58	9.61
2001	2	LUFG	1	1	0	0.0	24.81	24.81	0.00	0.00
2001	2	LUFC	17	17	0	0.0	23.25	23.25	0.00	0.00
2001	2	Oth	28	26	0	0.0	25.77	25.50	0.00	0.00
2001	2	nonF	71	68	1	1.4	23.89	23.85	15.58	8.27
2001	3	Tot	106	97	4	3.8	16.50	16.47	15.82	0.65
2001	3	LUFF	15	15	0	0.0	16.31	16.31	0.00	0.00
2001	3	LUFT	6	6	0	0.0	14.46	14.46	0.00	0.00
2001	3	LUFFP	27	24	2	7.4	16.57	16.39	19.28	-2.90

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2001	3	LUFO	7	5	1	14.3	15.86	16.08	14.77	1.31
2001	3	LUFG	22	20	1	4.5	16.24	16.56	9.95	6.61
2001	3	LUFC	3	3	0	0.0	13.67	13.67	0.00	0.00
2001	3	Oth	26	24	0	0.0	17.74	17.52	0.00	0.00
2001	3	nonF	91	82	4	4.4	16.54	16.50	15.82	0.68
2001	4	Tot	57	53	0	0.0	23.75	23.84	0.00	0.00
2001	4	LUFF	1	1	0	0.0	26.98	26.98	0.00	0.00
2001	4	LUFT	6	6	0	0.0	20.12	20.12	0.00	0.00
2001	4	LUFP	5	4	0	0.0	25.32	25.38	0.00	0.00
2001	4	LUFO	4	4	0	0.0	23.53	23.53	0.00	0.00
2001	4	LUFG	5	5	0	0.0	21.84	21.84	0.00	0.00
2001	4	Oth	36	33	0	0.0	24.34	24.57	0.00	0.00
2001	4	nonF	56	52	0	0.0	23.69	23.78	0.00	0.00
2001	5	Tot	71	56	8	11.3	12.38	12.61	11.68	0.93
2001	5	LUFF	2	1	1	50.0	13.73	15.84	11.61	4.23
2001	5	LUFT	6	5	1	16.7	13.91	14.32	11.88	2.44
2001	5	LUFP	8	7	0	0.0	12.41	12.19	0.00	0.00
2001	5	LUFO	1	0	1	100.0	12.23	0.00	12.23	0.00
2001	5	LUFG	2	2	0	0.0	12.30	12.30	0.00	0.00
2001	5	LUFC	9	5	3	33.3	11.62	12.41	10.85	1.57
2001	5	Oth	43	36	2	4.7	12.26	12.41	12.59	-0.18
2001	5	nonF	69	55	7	10.1	12.34	12.55	11.69	0.86
2001	6	Tot	733	444	118	16.1	13.72	14.15	13.41	0.75
2001	6	LUFF	159	46	43	27.0	13.14	14.18	13.09	1.10
2001	6	LUFT	88	59	22	25.0	13.18	13.27	13.26	0.00
2001	6	LUFP	178	147	17	9.6	14.56	14.64	14.07	0.57
2001	6	LUFO	123	81	24	19.5	13.78	13.91	13.49	0.42
2001	6	LUFG	63	54	4	6.3	14.79	14.89	14.98	-0.09
2001	6	Oth	122	57	8	6.6	13.03	13.43	13.06	0.37
2001	6	nonF	574	398	75	13.1	13.88	14.15	13.59	0.56
2001	7	Tot	378	157	76	20.1	11.49	11.81	12.14	-0.33
2001	7	LUFF	69	15	18	26.1	11.78	11.41	12.08	-0.67
2001	7	LUFT	28	17	9	32.1	12.37	12.48	12.13	0.35
2001	7	LUFP	31	21	7	22.6	12.13	12.35	11.19	1.16
2001	7	LUFO	72	37	27	37.5	12.85	12.82	12.91	-0.09
2001	7	Oth	178	67	15	8.4	10.57	11.01	11.26	-0.26
2001	7	nonF	309	142	58	18.8	11.42	11.86	12.16	-0.30
2001	8	Tot	7	5	1	14.3	9.55	9.27	10.00	-0.73
2001	8	LUFF	2	2	0	0.0	10.31	10.31	0.00	0.00
2001	8	Oth	5	3	1	20.0	9.25	8.58	10.00	-1.42
2001	8	nonF	5	3	1	20.0	9.25	8.58	10.00	-1.42

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Summary of Workforce and Average Pay Rates

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Restricted to Those Active at Year-End, and
With Positive Earnings for Year
Includes All Departments

'Oth' includes all Departments other than 'LUF'

'nonF' includes all Departments other than LUFF

Excludes employees in upper level Mgmt jobs

Year	EEO	Dept	Workforce				Average \$/Hr			
			Tot	Wht	Black		Total	White	Black	Diff
2002	Tot	Tot	1569	1010	219	14.0	15.95	17.52	13.41	4.11
2002	Tot	LUFF	272	101	64	23.5	14.44	17.02	13.73	3.29
2002	Tot	LUFT	202	124	55	27.2	13.92	15.01	12.59	2.42
2002	Tot	LUFFP	300	257	22	7.3	18.10	18.49	14.89	3.60
2002	Tot	LUFO	233	163	47	20.2	16.12	17.13	13.69	3.44
2002	Tot	LUFG	102	90	6	5.9	17.35	17.61	16.08	1.53
2002	Tot	LUFC	72	63	7	9.7	21.71	22.30	10.79	11.51
2002	Tot	Oth	388	212	18	4.6	14.85	16.88	12.36	4.52
2002	Tot	nonF	1297	909	155	12.0	16.26	17.57	13.28	4.30
2002	6-8	Tot	1070	570	190	17.8	13.05	13.65	12.99	0.65
2002	6-8	LUFF	225	63	57	25.3	12.85	13.63	12.91	0.72
2002	6-8	LUFT	170	94	53	31.2	12.48	12.82	12.43	0.39
2002	6-8	LUFFP	177	142	20	11.3	14.57	14.68	13.98	0.70
2002	6-8	LUFO	177	114	42	23.7	13.74	13.84	13.46	0.38
2002	6-8	LUFG	61	53	3	4.9	15.35	15.42	15.54	-0.12
2002	6-8	LUFC	1	1	0	0.0	11.03	11.03	0.00	0.00
2002	6-8	Oth	259	103	15	5.8	11.55	11.88	12.16	-0.28
2002	6-8	nonF	845	507	133	15.7	13.10	13.65	13.03	0.62
2002	7-8	Tot	368	154	70	19.0	11.44	11.77	12.10	-0.34
2002	7-8	LUFF	69	18	15	21.7	11.88	11.86	12.09	-0.23
2002	7-8	LUFT	74	30	24	32.4	11.50	11.87	11.52	0.34
2002	7-8	LUFFP	17	13	3	17.6	12.63	12.67	12.39	0.28
2002	7-8	LUFO	54	30	21	38.9	13.04	12.93	13.17	-0.24
2002	7-8	LUFC	1	1	0	0.0	11.03	11.03	0.00	0.00
2002	7-8	Oth	153	62	7	4.6	10.52	10.95	10.79	0.17
2002	7-8	nonF	299	136	55	18.4	11.34	11.76	12.11	-0.35
2002	1	Tot	191	166	13	6.8	26.87	27.38	19.82	7.56
2002	1	LUFF	23	14	7	30.4	24.62	27.95	20.38	7.57
2002	1	LUFT	19	18	1	5.3	24.92	25.14	21.02	4.12
2002	1	LUFFP	37	34	1	2.7	29.92	30.28	23.63	6.65
2002	1	LUFO	26	24	2	7.7	28.45	29.47	16.23	13.25
2002	1	LUFG	11	10	1	9.1	26.39	26.62	24.00	2.62
2002	1	LUFC	21	20	0	0.0	32.08	30.07	0.00	0.00
2002	1	Oth	54	46	1	1.9	23.73	23.84	13.95	9.89
2002	1	nonF	168	152	6	3.6	27.18	27.33	19.17	8.15
2002	2	Tot	80	77	1	1.2	24.01	23.91	17.88	6.03
2002	2	LUFF	9	9	0	0.0	23.69	23.69	0.00	0.00
2002	2	LUFT	2	2	0	0.0	22.32	22.32	0.00	0.00
2002	2	LUFFP	29	28	0	0.0	25.24	25.23	0.00	0.00
2002	2	LUFO	7	6	1	14.3	22.70	23.50	17.88	5.62
2002	2	LUFC	22	22	0	0.0	24.14	24.14	0.00	0.00
2002	2	Oth	11	10	0	0.0	21.94	20.48	0.00	0.00
2002	2	nonF	71	68	1	1.4	24.05	23.94	17.88	6.06
2002	3	Tot	98	89	4	4.1	17.24	17.21	16.35	0.86
2002	3	LUFF	12	12	0	0.0	16.97	16.97	0.00	0.00
2002	3	LUFT	4	4	0	0.0	15.56	15.56	0.00	0.00

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2002	3	LUFF	33	31	1	3.0	17.31	17.13	24.26	-7.13
2002	3	LUFO	15	13	1	6.7	16.62	16.68	15.29	1.39
2002	3	LUFG	22	19	2	9.1	17.05	17.51	12.93	4.58
2002	3	LUFC	4	4	0	0.0	14.62	14.62	0.00	0.00
2002	3	Oth	8	6	0	0.0	21.25	21.20	0.00	0.00
2002	3	nonF	86	77	4	4.7	17.28	17.25	16.35	0.90
2002	4	Tot	55	50	0	0.0	24.77	24.93	0.00	0.00
2002	4	LUFF	1	1	0	0.0	22.12	22.12	0.00	0.00
2002	4	LUFT	1	1	0	0.0	22.52	22.52	0.00	0.00
2002	4	LUFF	9	8	0	0.0	27.05	27.22	0.00	0.00
2002	4	LUFO	5	5	0	0.0	26.41	26.41	0.00	0.00
2002	4	LUFG	6	6	0	0.0	23.78	23.78	0.00	0.00
2002	4	Oth	33	29	0	0.0	24.23	24.47	0.00	0.00
2002	4	nonF	54	49	0	0.0	24.82	24.99	0.00	0.00
2002	5	Tot	65	52	7	10.8	13.04	13.21	12.34	0.87
2002	5	LUFF	2	2	0	0.0	15.05	15.05	0.00	0.00
2002	5	LUFT	6	5	1	16.7	14.42	14.80	12.49	2.31
2002	5	LUFF	15	14	0	0.0	13.12	13.01	0.00	0.00
2002	5	LUFO	3	1	1	33.3	14.63	17.03	12.72	4.31
2002	5	LUFG	2	2	0	0.0	12.74	12.74	0.00	0.00
2002	5	LUFC	14	10	3	21.4	13.36	14.17	11.67	2.50
2002	5	Oth	23	18	2	8.7	12.07	12.02	13.07	-1.06
2002	5	nonF	63	50	7	11.1	12.97	13.13	12.34	0.80
2002	6	Tot	702	416	120	17.1	13.89	14.34	13.51	0.83
2002	6	LUFF	156	45	42	26.9	13.28	14.34	13.20	1.14
2002	6	LUFT	96	64	29	30.2	13.24	13.26	13.18	0.09
2002	6	LUFF	160	129	17	10.6	14.78	14.89	14.27	0.62
2002	6	LUFO	123	84	21	17.1	14.05	14.17	13.74	0.43
2002	6	LUFG	61	53	3	4.9	15.35	15.42	15.54	-0.12
2002	6	Oth	106	41	8	7.5	13.03	13.27	13.36	-0.09
2002	6	nonF	546	371	78	14.3	14.07	14.34	13.68	0.67
2002	7	Tot	346	147	64	18.5	11.56	11.86	12.34	-0.47
2002	7	LUFF	64	15	14	21.9	12.00	12.18	12.22	-0.04
2002	7	LUFT	60	27	20	33.3	12.02	12.17	11.96	0.20
2002	7	LUFF	17	13	3	17.6	12.63	12.67	12.39	0.28
2002	7	LUFO	54	30	21	38.9	13.04	12.93	13.17	-0.24
2002	7	LUFC	1	1	0	0.0	11.03	11.03	0.00	0.00
2002	7	Oth	150	61	6	4.0	10.53	10.97	10.92	0.05
2002	7	nonF	282	132	50	17.7	11.46	11.83	12.37	-0.54
2002	8	Tot	22	7	6	27.3	9.64	9.76	9.60	0.17
2002	8	LUFF	5	3	1	20.0	10.29	10.28	10.31	-0.03
2002	8	LUFT	14	3	4	28.6	9.30	9.17	9.32	-0.15
2002	8	Oth	3	1	1	33.3	10.17	10.00	10.00	0.00
2002	8	nonF	17	4	5	29.4	9.45	9.38	9.45	-0.08

Appendix 6

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Summary of Average Hourly Rate
by Year, EEO Category, and Years Since Hire

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Year	EEO	Sen'ty Group	Nbr Employees					Hourly Rate			
			Tot	Wht	Blk	Oth	% Blk	Tot	Wht	Blk	Diff
1994	Total	Total	1569	1085	266	218	17.0	10.79	11.31	9.74	1.57
1994	Total	< 1	308	176	64	68	20.8	8.53	9.04	7.84	1.20
1994	Total	1	37	29	4	4	10.8	11.43	10.70	9.95	0.75
1994	Total	2	12	11	0	1	0.0	13.33	13.82	0.00	0.00
1994	Total	3	62	42	7	13	11.3	9.71	10.14	8.26	1.88
1994	Total	4	96	57	8	31	8.3	10.15	10.79	9.40	1.39
1994	Total	5- 9	121	95	9	17	7.4	11.26	11.65	10.10	1.55
1994	Total	10-14	299	223	40	36	13.4	11.30	11.68	10.33	1.35
1994	Total	15-19	316	213	60	43	19.0	11.09	11.47	10.35	1.12
1994	Total	20-24	162	110	49	3	30.2	11.57	12.01	10.68	1.32
1994	Total	>25	156	129	25	2	16.0	12.95	13.23	10.73	2.49
1994	6-8	Total	1260	799	249	212	19.8	9.91	10.19	9.64	0.56
1994	6-8	< 1	287	156	64	67	22.3	8.18	8.45	7.84	0.61
1994	6-8	1	27	20	4	3	14.8	9.17	9.12	9.95	-0.83
1994	6-8	2	7	6	0	1	0.0	10.11	10.46	0.00	0.00
1994	6-8	3	49	30	6	13	12.2	9.37	9.68	8.41	1.27
1994	6-8	4	76	38	7	31	9.2	9.73	10.22	9.48	0.74
1994	6-8	5- 9	80	57	7	16	8.8	10.31	10.47	10.20	0.26
1994	6-8	10-14	226	156	35	35	15.5	10.53	10.72	10.27	0.45
1994	6-8	15-19	265	166	57	42	21.5	10.52	10.67	10.30	0.36
1994	6-8	20-24	136	87	46	3	33.8	10.74	10.90	10.46	0.44
1994	6-8	>25	107	83	23	1	21.5	10.92	11.02	10.54	0.48
1994	7-8	Total	618	331	140	147	22.7	8.85	9.02	8.76	0.26
1994	7-8	< 1	252	129	61	62	24.2	7.88	8.07	7.71	0.36
1994	7-8	1	20	15	3	2	15.0	8.57	8.54	9.52	-0.97
1994	7-8	2	3	2	0	1	0.0	8.67	9.00	0.00	0.00
1994	7-8	3	30	15	6	9	20.0	8.73	8.95	8.41	0.54
1994	7-8	4	41	13	4	24	9.8	9.15	9.52	9.32	0.20
1994	7-8	5- 9	31	17	4	10	12.9	9.36	9.24	9.38	-0.14
1994	7-8	10-14	86	49	15	22	17.4	9.74	9.82	9.55	0.27
1994	7-8	15-19	93	51	25	17	26.9	9.66	9.62	9.73	-0.11
1994	7-8	20-24	36	23	13	0	36.1	9.97	10.10	9.73	0.37
1994	7-8	>25	26	17	9	0	34.6	10.28	10.50	9.89	0.61
1994	8	Total	150	63	45	42	30.0	7.21	7.28	7.14	0.13
1994	8	< 1	128	53	39	36	30.5	7.13	7.16	7.11	0.05
1994	8	1	3	2	0	1	0.0	7.92	7.88	0.00	0.00
1994	8	2	1	1	0	0	0.0	9.00	9.00	0.00	0.00
1994	8	3	4	0	3	1	75.0	7.28	0.00	7.37	0.00
1994	8	4	1	0	0	1	0.0	8.11	0.00	0.00	0.00
1994	8	5- 9	3	3	0	0	0.0	7.66	7.66	0.00	0.00
1994	8	10-14	3	1	1	1	33.3	7.37	7.87	7.00	0.87
1994	8	15-19	7	3	2	2	28.6	7.82	7.87	7.56	0.31
1994	7	Total	468	268	95	105	20.3	9.38	9.43	9.53	-0.10
1994	7	< 1	124	76	22	26	17.7	8.65	8.72	8.79	-0.07
1994	7	1	17	13	3	1	17.6	8.69	8.65	9.52	-0.87
1994	7	2	2	1	0	1	0.0	8.50	9.00	0.00	0.00
1994	7	3	26	15	3	8	11.5	8.95	8.95	9.46	-0.50
1994	7	4	40	13	4	23	10.0	9.17	9.52	9.32	0.20
1994	7	5- 9	28	14	4	10	14.3	9.54	9.58	9.38	0.20
1994	7	10-14	83	48	14	21	16.9	9.83	9.86	9.73	0.13
1994	7	15-19	86	48	23	15	26.7	9.81	9.73	9.92	-0.19
1994	7	20-24	36	23	13	0	36.1	9.97	10.10	9.73	0.37

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1994	7	>25	26	17	9	0	34.6	10.28	10.50	9.89	0.61
1994	6	Total	642	468	109	65	17.0	10.92	11.02	10.77	0.26
1994	6	< 1	35	27	3	5	8.6	10.35	10.23	10.33	-0.10
1994	6	1	7	5	1	1	14.3	10.89	10.85	11.25	-0.40
1994	6	2	4	4	0	0	0.0	11.19	11.19	0.00	0.00
1994	6	3	19	15	0	4	0.0	10.38	10.41	0.00	0.00
1994	6	4	35	25	3	7	8.6	10.41	10.58	9.68	0.90
1994	6	5- 9	49	40	3	6	6.1	10.91	10.99	11.31	-0.32
1994	6	10-14	140	107	20	13	14.3	11.02	11.14	10.82	0.32
1994	6	15-19	172	115	32	25	18.6	10.98	11.13	10.75	0.38
1994	6	20-24	100	64	33	3	33.0	11.02	11.19	10.75	0.45
1994	6	>25	81	66	14	1	17.3	11.12	11.16	10.97	0.19
1994	5	Total	38	33	3	2	7.9	9.81	10.07	8.08	1.99
1994	5	< 1	5	4	0	1	0.0	8.67	8.82	0.00	0.00
1994	5	1	1	1	0	0	0.0	9.35	9.35	0.00	0.00
1994	5	2	3	3	0	0	0.0	9.39	9.39	0.00	0.00
1994	5	3	2	1	1	0	50.0	8.87	10.38	7.36	3.02
1994	5	4	2	2	0	0	0.0	7.90	7.90	0.00	0.00
1994	5	5- 9	3	1	1	1	33.3	7.63	7.07	7.36	-0.29
1994	5	10-14	9	8	1	0	11.1	10.52	10.65	9.52	1.13
1994	5	15-19	7	7	0	0	0.0	10.73	10.73	0.00	0.00
1994	5	20-24	2	2	0	0	0.0	11.89	11.89	0.00	0.00
1994	5	>25	4	4	0	0	0.0	10.52	10.52	0.00	0.00
1994	4	Total	23	23	0	0	0.0	13.78	13.78	0.00	0.00
1994	4	< 1	2	2	0	0	0.0	17.57	17.57	0.00	0.00
1994	4	1	2	2	0	0	0.0	9.91	9.91	0.00	0.00
1994	4	3	3	3	0	0	0.0	12.31	12.31	0.00	0.00
1994	4	4	5	5	0	0	0.0	13.43	13.43	0.00	0.00
1994	4	5- 9	5	5	0	0	0.0	14.52	14.52	0.00	0.00
1994	4	10-14	2	2	0	0	0.0	10.70	10.70	0.00	0.00
1994	4	15-19	2	2	0	0	0.0	14.31	14.31	0.00	0.00
1994	4	>25	2	2	0	0	0.0	17.67	17.67	0.00	0.00
1994	3	Total	76	72	3	1	3.9	12.50	12.61	10.10	2.51
1994	3	< 1	5	5	0	0	0.0	11.32	11.32	0.00	0.00
1994	3	1	3	3	0	0	0.0	10.77	10.77	0.00	0.00
1994	3	3	3	3	0	0	0.0	8.66	8.66	0.00	0.00
1994	3	4	5	4	1	0	20.0	10.33	10.70	8.83	1.87
1994	3	5- 9	13	12	1	0	7.7	12.88	12.94	12.12	0.82
1994	3	10-14	17	16	0	1	0.0	12.37	12.39	0.00	0.00
1994	3	15-19	20	19	1	0	5.0	13.13	13.33	9.35	3.98
1994	3	20-24	7	7	0	0	0.0	13.68	13.68	0.00	0.00
1994	3	>25	3	3	0	0	0.0	15.83	15.83	0.00	0.00
1994	2	Total	44	43	1	0	2.3	16.73	16.84	11.83	5.01
1994	2	< 1	5	5	0	0	0.0	17.57	17.57	0.00	0.00
1994	2	1	3	3	0	0	0.0	22.10	22.10	0.00	0.00
1994	2	2	1	1	0	0	0.0	26.74	26.74	0.00	0.00
1994	2	3	3	3	0	0	0.0	12.13	12.13	0.00	0.00
1994	2	4	5	5	0	0	0.0	13.62	13.62	0.00	0.00
1994	2	5- 9	5	5	0	0	0.0	14.82	14.82	0.00	0.00
1994	2	10-14	13	12	1	0	7.7	16.70	17.10	11.83	5.27
1994	2	15-19	4	4	0	0	0.0	18.35	18.35	0.00	0.00
1994	2	20-24	2	2	0	0	0.0	19.93	19.93	0.00	0.00
1994	2	>25	3	3	0	0	0.0	15.43	15.43	0.00	0.00
1994	1	Total	125	112	10	3	8.0	16.36	16.32	12.49	3.83
1994	1	< 1	4	4	0	0	0.0	14.39	14.39	0.00	0.00
1994	1	1	1	0	0	1	0.0	47.50	0.00	0.00	0.00
1994	1	2	1	1	0	0	0.0	34.33	34.33	0.00	0.00
1994	1	3	2	2	0	0	0.0	12.88	12.88	0.00	0.00
1994	1	4	3	3	0	0	0.0	10.91	10.91	0.00	0.00

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1994	1	5- 9	14	14	0	0	0.0	13.86	13.86	0.00	0.00
1994	1	10-14	30	27	3	0	10.0	14.68	15.11	10.77	4.34
1994	1	15-19	18	15	2	1	11.1	15.40	16.17	12.19	3.98
1994	1	20-24	15	12	3	0	20.0	17.00	17.73	14.11	3.61
1994	1	>25	37	34	2	1	5.4	18.39	18.24	12.93	5.30

Appendix 6

Page 4

Summary of Average Hourly Rate
by Year, EEO Category, and Years Since Hire

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Year	EEO	Sen'ty Group	Nbr Employees					Hourly Rate			
			Tot	Wht	Blk	Oth	% Blk	Tot	Wht	Blk	Diff
1995	Total	Total	1645	1118	282	245	17.1	11.00	11.54	9.93	1.60
1995	Total	< 1	245	161	47	37	19.2	8.88	9.09	8.25	0.84
1995	Total	1	228	126	38	64	16.7	9.52	10.16	8.79	1.37
1995	Total	2	20	16	3	1	15.0	14.02	12.52	10.03	2.48
1995	Total	3	6	6	0	0	0.0	17.44	17.44	0.00	0.00
1995	Total	4	52	36	6	10	11.5	10.50	11.08	8.77	2.31
1995	Total	5- 9	186	125	15	46	8.1	11.13	11.74	10.47	1.27
1995	Total	10-14	213	163	31	19	14.6	11.64	12.09	10.32	1.77
1995	Total	15-19	337	220	55	62	16.3	11.37	11.86	10.46	1.40
1995	Total	20-24	180	117	59	4	32.8	11.76	12.27	10.84	1.43
1995	Total	>25	178	148	28	2	15.7	13.04	13.30	10.89	2.41
1995	6-8	Total	1314	816	261	237	19.9	9.98	10.22	9.77	0.45
1995	6-8	< 1	214	134	46	34	21.5	8.08	8.12	8.14	-0.02
1995	6-8	1	210	108	38	64	18.1	9.10	9.44	8.79	0.65
1995	6-8	2	12	9	3	0	25.0	9.61	9.47	10.03	-0.56
1995	6-8	3	1	1	0	0	0.0	12.00	12.00	0.00	0.00
1995	6-8	4	37	22	5	10	13.5	9.95	10.38	9.00	1.38
1995	6-8	5- 9	138	79	14	45	10.1	10.31	10.66	10.32	0.35
1995	6-8	10-14	160	116	25	19	15.6	10.66	10.86	10.26	0.59
1995	6-8	15-19	269	158	51	60	19.0	10.68	10.88	10.36	0.53
1995	6-8	20-24	152	94	54	4	35.5	10.86	11.02	10.60	0.42
1995	6-8	>25	121	95	25	1	20.7	10.97	11.05	10.65	0.40
1995	7-8	Total	666	356	155	155	23.3	9.00	9.08	9.01	0.07
1995	7-8	< 1	188	118	42	28	22.3	7.87	7.97	7.90	0.07
1995	7-8	1	173	83	36	54	20.8	8.79	9.17	8.66	0.51
1995	7-8	2	10	7	3	0	30.0	9.08	8.67	10.03	-1.36
1995	7-8	4	21	8	5	8	23.8	9.43	9.84	9.00	0.83
1995	7-8	5- 9	55	21	7	27	12.7	9.54	9.71	9.97	-0.27
1995	7-8	10-14	60	36	14	10	23.3	9.90	10.04	9.70	0.34
1995	7-8	15-19	93	41	24	28	25.8	9.89	9.79	9.81	-0.01
1995	7-8	20-24	40	25	15	0	37.5	9.98	10.09	9.80	0.29
1995	7-8	>25	26	17	9	0	34.6	10.09	10.15	9.98	0.17
1995	8	Total	143	57	38	48	26.6	7.32	7.24	7.34	-0.11
1995	8	< 1	88	42	21	25	23.9	7.18	7.13	7.24	-0.11
1995	8	1	41	10	12	19	29.3	7.49	7.53	7.42	0.10
1995	8	2	1	1	0	0	0.0	6.50	6.50	0.00	0.00
1995	8	4	2	0	2	0	100.0	7.71	0.00	7.71	0.00
1995	8	5- 9	4	2	0	2	0.0	7.91	7.95	0.00	0.00
1995	8	10-14	2	0	1	1	50.0	7.32	0.00	7.07	0.00
1995	8	15-19	4	1	2	1	50.0	8.06	8.20	7.71	0.49
1995	8	>25	1	1	0	0	0.0	7.07	7.07	0.00	0.00
1995	7	Total	523	299	117	107	22.4	9.45	9.43	9.55	-0.12
1995	7	< 1	100	76	21	3	21.0	8.48	8.43	8.56	-0.13
1995	7	1	132	73	24	35	18.2	9.20	9.39	9.28	0.12
1995	7	2	9	6	3	0	33.3	9.37	9.04	10.03	-1.00
1995	7	4	19	8	3	8	15.8	9.61	9.84	9.87	-0.03
1995	7	5- 9	51	19	7	25	13.7	9.67	9.89	9.97	-0.08
1995	7	10-14	58	36	13	9	22.4	9.99	10.04	9.90	0.14
1995	7	15-19	89	40	22	27	24.7	9.98	9.83	10.00	-0.16
1995	7	20-24	40	25	15	0	37.5	9.98	10.09	9.80	0.29
1995	7	>25	25	16	9	0	36.0	10.21	10.34	9.98	0.36

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1995	6	Total	648	460	106	82	16.4	10.99	11.11	10.89	0.21
1995	6	< 1	26	16	4	6	15.4	9.58	9.27	10.61	-1.35
1995	6	1	37	25	2	10	5.4	10.52	10.36	11.19	-0.83
1995	6	2	2	2	0	0	0.0	12.25	12.25	0.00	0.00
1995	6	3	1	1	0	0	0.0	12.00	12.00	0.00	0.00
1995	6	4	16	14	0	2	0.0	10.63	10.69	0.00	0.00
1995	6	5- 9	83	58	7	18	8.4	10.83	11.01	10.66	0.35
1995	6	10-14	100	80	11	9	11.0	11.12	11.22	10.98	0.25
1995	6	15-19	176	117	27	32	15.3	11.10	11.26	10.85	0.42
1995	6	20-24	112	69	39	4	34.8	11.17	11.36	10.90	0.46
1995	6	>25	95	78	16	1	16.8	11.21	11.25	11.02	0.23
1995	5	Total	41	37	3	1	7.3	10.08	10.25	8.33	1.92
1995	5	< 1	3	3	0	0	0.0	7.31	7.31	0.00	0.00
1995	5	1	4	4	0	0	0.0	9.53	9.53	0.00	0.00
1995	5	3	3	3	0	0	0.0	9.75	9.75	0.00	0.00
1995	5	4	3	2	1	0	33.3	8.81	9.42	7.59	1.83
1995	5	5- 9	7	6	0	1	0.0	10.09	10.23	0.00	0.00
1995	5	10-14	7	5	2	0	28.6	10.56	11.31	8.70	2.61
1995	5	15-19	9	9	0	0	0.0	10.81	10.81	0.00	0.00
1995	5	20-24	1	1	0	0	0.0	13.18	13.18	0.00	0.00
1995	5	>25	4	4	0	0	0.0	10.65	10.65	0.00	0.00
1995	4	Total	17	17	0	0	0.0	15.28	15.28	0.00	0.00
1995	4	< 1	1	1	0	0	0.0	15.87	15.87	0.00	0.00
1995	4	1	1	1	0	0	0.0	20.11	20.11	0.00	0.00
1995	4	4	2	2	0	0	0.0	14.29	14.29	0.00	0.00
1995	4	5- 9	10	10	0	0	0.0	14.63	14.63	0.00	0.00
1995	4	10-14	1	1	0	0	0.0	12.40	12.40	0.00	0.00
1995	4	>25	2	2	0	0	0.0	18.19	18.19	0.00	0.00
1995	3	Total	85	81	3	1	3.5	12.64	12.67	11.85	0.82
1995	3	< 1	6	6	0	0	0.0	11.15	11.15	0.00	0.00
1995	3	1	4	4	0	0	0.0	11.40	11.40	0.00	0.00
1995	3	2	3	3	0	0	0.0	11.20	11.20	0.00	0.00
1995	3	4	5	5	0	0	0.0	10.74	10.74	0.00	0.00
1995	3	5- 9	13	12	1	0	7.7	12.08	12.04	12.55	-0.51
1995	3	10-14	12	12	0	0	0.0	12.54	12.54	0.00	0.00
1995	3	15-19	26	23	2	1	7.7	13.07	13.23	11.49	1.74
1995	3	20-24	8	8	0	0	0.0	13.74	13.74	0.00	0.00
1995	3	>25	8	8	0	0	0.0	14.64	14.64	0.00	0.00
1995	2	Total	62	57	2	3	3.2	17.05	17.08	12.62	4.46
1995	2	< 1	19	15	1	3	5.3	15.85	15.29	13.41	1.88
1995	2	1	6	6	0	0	0.0	17.66	17.66	0.00	0.00
1995	2	2	4	4	0	0	0.0	20.35	20.35	0.00	0.00
1995	2	3	1	1	0	0	0.0	27.32	27.32	0.00	0.00
1995	2	4	3	3	0	0	0.0	14.25	14.25	0.00	0.00
1995	2	5- 9	8	8	0	0	0.0	15.49	15.49	0.00	0.00
1995	2	10-14	10	10	0	0	0.0	17.82	17.82	0.00	0.00
1995	2	15-19	6	5	1	0	16.7	17.92	19.14	11.83	7.31
1995	2	20-24	3	3	0	0	0.0	19.83	19.83	0.00	0.00
1995	2	>25	2	2	0	0	0.0	14.81	14.81	0.00	0.00
1995	1	Total	123	107	13	3	10.6	17.56	17.75	12.65	5.09
1995	1	< 1	1	1	0	0	0.0	34.62	34.62	0.00	0.00
1995	1	1	3	3	0	0	0.0	16.84	16.84	0.00	0.00
1995	1	2	1	0	0	1	0.0	50.00	0.00	0.00	0.00
1995	1	3	1	1	0	0	0.0	36.06	36.06	0.00	0.00
1995	1	4	2	2	0	0	0.0	13.38	13.38	0.00	0.00
1995	1	5- 9	9	9	0	0	0.0	15.71	15.71	0.00	0.00
1995	1	10-14	23	19	4	0	17.4	15.64	16.51	11.48	5.04
1995	1	15-19	26	24	1	1	3.8	15.71	16.06	12.40	3.66
1995	1	20-24	16	11	5	0	31.2	17.78	19.73	13.48	6.26

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1995	1	>25	41	37	3	1	7.3	18.72	18.74	12.93	5.80
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Summary of Average Hourly Rate
by Year, EEO Category, and Years Since Hire

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Year	EEO	Sen'ty Group	Nbr Employees					Hourly Rate			
			Tot	Wht	Blk	Oth	% Blk	Tot	Wht	Blk	Diff
1996	Total	Total	1489	994	258	237	17.3	11.93	12.64	10.67	1.97
1996	Total	< 1	100	62	17	21	17.0	10.67	11.47	9.37	2.10
1996	Total	1	121	76	24	21	19.8	10.89	11.58	10.09	1.49
1996	Total	2	156	80	26	50	16.7	10.61	11.54	9.76	1.79
1996	Total	3	21	16	4	1	19.0	12.87	13.60	10.54	3.06
1996	Total	4	11	10	0	1	0.0	15.05	15.38	0.00	0.00
1996	Total	5- 9	212	136	21	55	9.9	11.52	12.17	10.37	1.80
1996	Total	10-14	162	114	27	21	16.7	11.94	12.51	10.63	1.88
1996	Total	15-19	328	221	47	60	14.3	12.26	12.88	10.96	1.92
1996	Total	20-24	194	129	61	4	31.4	12.18	12.69	11.17	1.52
1996	Total	>25	184	150	31	3	16.8	13.72	14.08	11.38	2.70
1996	6-8	Total	1161	688	242	231	20.8	10.80	11.09	10.56	0.53
1996	6-8	< 1	72	38	16	18	22.2	9.22	9.37	9.02	0.35
1996	6-8	1	102	58	23	21	22.5	9.75	9.86	9.86	0.00
1996	6-8	2	138	62	26	50	18.8	9.93	10.29	9.76	0.54
1996	6-8	3	14	9	4	1	28.6	10.90	11.10	10.54	0.56
1996	6-8	4	6	5	0	1	0.0	11.62	11.60	0.00	0.00
1996	6-8	5- 9	163	89	20	54	12.3	10.91	11.34	10.49	0.85
1996	6-8	10-14	126	82	23	21	18.3	10.95	11.18	10.57	0.61
1996	6-8	15-19	252	150	43	59	17.1	11.23	11.42	10.91	0.50
1996	6-8	20-24	164	102	58	4	35.4	11.42	11.65	11.04	0.61
1996	6-8	>25	124	93	29	2	23.4	11.48	11.57	11.21	0.36
1996	7-8	Total	457	214	120	123	26.3	9.74	9.88	9.73	0.15
1996	7-8	< 1	45	21	11	13	24.4	8.43	8.45	8.46	-0.01
1996	7-8	1	65	31	17	17	26.2	9.19	9.15	9.39	-0.25
1996	7-8	2	94	35	21	38	22.3	9.29	9.48	9.26	0.22
1996	7-8	3	8	4	4	0	50.0	10.43	10.31	10.54	-0.23
1996	7-8	4	1	1	0	0	0.0	13.00	13.00	0.00	0.00
1996	7-8	5- 9	56	20	10	26	17.9	9.98	10.24	9.68	0.56
1996	7-8	10-14	43	21	13	9	30.2	10.11	10.26	9.85	0.41
1996	7-8	15-19	75	38	17	20	22.7	10.37	10.39	10.20	0.19
1996	7-8	20-24	45	25	20	0	44.4	10.45	10.49	10.40	0.08
1996	7-8	>25	25	18	7	0	28.0	10.54	10.62	10.32	0.30
1996	8	Total	46	19	14	13	30.4	8.03	8.07	7.97	0.10
1996	8	< 1	11	3	4	4	36.4	7.54	7.91	7.40	0.51
1996	8	1	7	5	2	0	28.6	8.22	7.90	9.02	-1.13
1996	8	2	16	5	4	7	25.0	8.13	7.91	8.08	-0.17
1996	8	5- 9	5	2	2	1	40.0	8.04	8.27	7.84	0.44
1996	8	10-14	2	1	1	0	50.0	7.81	8.00	7.61	0.39
1996	8	15-19	5	3	1	1	20.0	8.64	8.66	8.27	0.39
1996	7	Total	411	195	106	110	25.8	9.93	10.06	9.96	0.10
1996	7	< 1	34	18	7	9	20.6	8.72	8.54	9.06	-0.52
1996	7	1	58	26	15	17	25.9	9.30	9.39	9.44	-0.06
1996	7	2	78	30	17	31	21.8	9.52	9.75	9.54	0.21
1996	7	3	8	4	4	0	50.0	10.43	10.31	10.54	-0.23
1996	7	4	1	1	0	0	0.0	13.00	13.00	0.00	0.00
1996	7	5- 9	51	18	8	25	15.7	10.17	10.46	10.14	0.32
1996	7	10-14	41	20	12	9	29.3	10.22	10.37	10.03	0.34
1996	7	15-19	70	35	16	19	22.9	10.49	10.53	10.32	0.21
1996	7	20-24	45	25	20	0	44.4	10.45	10.49	10.40	0.08
1996	7	>25	25	18	7	0	28.0	10.54	10.62	10.32	0.30

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1996	6	Total	704	474	122	108	17.3	11.48	11.63	11.37	0.26
1996	6	< 1	27	17	5	5	18.5	10.53	10.51	10.25	0.26
1996	6	1	37	27	6	4	16.2	10.73	10.68	11.19	-0.51
1996	6	2	44	27	5	12	11.4	11.31	11.34	11.83	-0.49
1996	6	3	6	5	0	1	0.0	11.53	11.74	0.00	0.00
1996	6	4	5	4	0	1	0.0	11.35	11.25	0.00	0.00
1996	6	5- 9	107	69	10	28	9.3	11.39	11.65	11.30	0.35
1996	6	10-14	83	61	10	12	12.0	11.39	11.49	11.51	-0.02
1996	6	15-19	177	112	26	39	14.7	11.59	11.77	11.38	0.39
1996	6	20-24	119	77	38	4	31.9	11.79	12.03	11.38	0.65
1996	6	>25	99	75	22	2	22.2	11.72	11.80	11.50	0.30
1996	5	Total	40	36	2	2	5.0	10.12	10.27	7.93	2.34
1996	5	< 1	5	4	0	1	0.0	9.91	10.00	0.00	0.00
1996	5	1	3	3	0	0	0.0	7.66	7.66	0.00	0.00
1996	5	2	4	4	0	0	0.0	10.18	10.18	0.00	0.00
1996	5	3	1	1	0	0	0.0	10.50	10.50	0.00	0.00
1996	5	4	3	3	0	0	0.0	10.08	10.08	0.00	0.00
1996	5	5- 9	6	4	1	1	16.7	9.30	9.51	8.08	1.43
1996	5	10-14	5	4	1	0	20.0	10.41	11.06	7.79	3.27
1996	5	15-19	8	8	0	0	0.0	10.89	10.89	0.00	0.00
1996	5	20-24	1	1	0	0	0.0	12.69	12.69	0.00	0.00
1996	5	>25	4	4	0	0	0.0	10.82	10.82	0.00	0.00
1996	4	Total	20	20	0	0	0.0	16.62	16.62	0.00	0.00
1996	4	< 1	1	1	0	0	0.0	23.94	23.94	0.00	0.00
1996	4	2	1	1	0	0	0.0	20.71	20.71	0.00	0.00
1996	4	5- 9	10	10	0	0	0.0	15.02	15.02	0.00	0.00
1996	4	10-14	2	2	0	0	0.0	13.12	13.12	0.00	0.00
1996	4	15-19	3	3	0	0	0.0	18.30	18.30	0.00	0.00
1996	4	20-24	1	1	0	0	0.0	18.46	18.46	0.00	0.00
1996	4	>25	2	2	0	0	0.0	18.98	18.98	0.00	0.00
1996	3	Total	85	81	2	2	2.4	13.30	13.40	12.46	0.94
1996	3	< 1	10	8	1	1	10.0	12.30	12.64	15.00	-2.36
1996	3	1	1	1	0	0	0.0	10.18	10.18	0.00	0.00
1996	3	2	4	4	0	0	0.0	13.12	13.12	0.00	0.00
1996	3	3	3	3	0	0	0.0	11.70	11.70	0.00	0.00
1996	3	5- 9	14	14	0	0	0.0	11.97	11.97	0.00	0.00
1996	3	10-14	8	8	0	0	0.0	14.28	14.28	0.00	0.00
1996	3	15-19	24	22	1	1	4.2	13.60	13.82	9.92	3.90
1996	3	20-24	12	12	0	0	0.0	14.16	14.16	0.00	0.00
1996	3	>25	9	9	0	0	0.0	14.57	14.57	0.00	0.00
1996	2	Total	59	56	2	1	3.4	18.50	18.71	13.60	5.10
1996	2	< 1	9	8	0	1	0.0	18.16	18.34	0.00	0.00
1996	2	1	11	10	1	0	9.1	17.09	17.26	15.38	1.88
1996	2	2	6	6	0	0	0.0	18.71	18.71	0.00	0.00
1996	2	3	3	3	0	0	0.0	24.04	24.04	0.00	0.00
1996	2	4	1	1	0	0	0.0	27.32	27.32	0.00	0.00
1996	2	5- 9	7	7	0	0	0.0	16.26	16.26	0.00	0.00
1996	2	10-14	7	7	0	0	0.0	20.13	20.13	0.00	0.00
1996	2	15-19	9	8	1	0	11.1	17.74	18.48	11.83	6.65
1996	2	20-24	3	3	0	0	0.0	19.47	19.47	0.00	0.00
1996	2	>25	3	3	0	0	0.0	18.61	18.61	0.00	0.00
1996	1	Total	121	110	10	1	8.3	18.53	18.88	12.89	5.98
1996	1	< 1	3	3	0	0	0.0	14.41	14.41	0.00	0.00
1996	1	1	4	4	0	0	0.0	25.62	25.62	0.00	0.00
1996	1	2	3	3	0	0	0.0	19.68	19.68	0.00	0.00
1996	1	4	1	1	0	0	0.0	38.22	38.22	0.00	0.00
1996	1	5- 9	11	11	0	0	0.0	15.35	15.35	0.00	0.00
1996	1	10-14	13	10	3	0	23.1	16.17	17.42	12.01	5.41
1996	1	15-19	31	29	2	0	6.5	17.99	18.39	12.15	6.24

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1996	1	20-24	13	10	3	0	23.1	17.70	18.90	13.69	5.21
1996	1	>25	42	39	2	1	4.8	19.82	19.70	13.76	5.94

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Summary of Average Hourly Rate
by Year, EEO Category, and Years Since Hire

Year	EEO	Sen'ty Group	Nbr Employees					Hourly Rate			
			Tot	Wht	Blk	Oth	% Blk	Tot	Wht	Blk	Diff
1997	Total	Total	1766	1157	332	277	18.8	11.89	12.55	10.71	1.84
1997	Total	< 1	416	271	86	59	20.7	9.40	9.76	8.60	1.16
1997	Total	1	54	36	7	11	13.0	11.83	12.89	9.82	3.07
1997	Total	2	88	52	16	20	18.2	11.69	12.50	10.83	1.67
1997	Total	3	137	72	22	43	16.1	11.33	12.15	10.54	1.61
1997	Total	4	9	7	2	0	22.2	13.09	13.76	10.76	3.00
1997	Total	5- 9	167	105	13	49	7.8	12.28	13.12	10.83	2.29
1997	Total	10-14	174	114	30	30	17.2	12.29	12.84	11.41	1.43
1997	Total	15-19	257	163	42	52	16.3	12.87	13.66	11.42	2.25
1997	Total	20-24	232	157	65	10	28.0	12.90	13.43	11.80	1.63
1997	Total	>25	232	180	49	3	21.1	14.10	14.55	12.07	2.48
1997	6-8	Total	1462	875	315	272	21.5	10.77	11.00	10.48	0.52
1997	6-8	< 1	388	245	85	58	21.9	8.94	9.11	8.56	0.55
1997	6-8	1	39	21	7	11	17.9	10.13	10.49	9.82	0.67
1997	6-8	2	77	42	15	20	19.5	10.65	10.89	10.50	0.38
1997	6-8	3	125	60	22	43	17.6	10.77	11.15	10.54	0.61
1997	6-8	4	6	4	2	0	33.3	11.19	11.40	10.76	0.63
1997	6-8	5- 9	130	70	12	48	9.2	11.44	11.90	11.02	0.87
1997	6-8	10-14	133	79	25	29	18.8	11.38	11.65	11.14	0.51
1997	6-8	15-19	201	110	40	51	19.9	11.72	11.96	11.34	0.62
1997	6-8	20-24	192	120	62	10	32.3	11.77	11.94	11.48	0.46
1997	6-8	>25	171	124	45	2	26.3	11.91	12.06	11.52	0.54
1997	7-8	Total	694	364	172	158	24.8	9.57	9.58	9.47	0.11
1997	7-8	< 1	326	194	80	52	24.5	8.62	8.73	8.46	0.27
1997	7-8	1	26	10	5	11	19.2	9.75	9.88	9.73	0.15
1997	7-8	2	42	18	11	13	26.2	10.15	10.20	10.32	-0.12
1997	7-8	3	70	28	12	30	17.1	10.14	10.38	9.96	0.42
1997	7-8	4	1	0	1	0	100.0	11.03	0.00	11.03	0.00
1997	7-8	5- 9	46	18	6	22	13.0	10.47	10.66	10.21	0.46
1997	7-8	10-14	43	21	11	11	25.6	10.34	10.49	10.21	0.28
1997	7-8	15-19	56	23	14	19	25.0	10.76	10.80	10.29	0.51
1997	7-8	20-24	53	32	21	0	39.6	10.70	10.61	10.84	-0.23
1997	7-8	>25	31	20	11	0	35.5	10.85	11.07	10.44	0.63
1997	8	Total	180	97	53	30	29.4	7.65	7.64	7.75	-0.11
1997	8	< 1	163	89	47	27	28.8	7.58	7.56	7.68	-0.12
1997	8	2	4	3	1	0	25.0	8.89	8.63	9.67	-1.04
1997	8	3	2	1	1	0	50.0	8.41	8.15	8.67	-0.52
1997	8	5- 9	3	0	1	2	33.3	7.79	0.00	8.56	0.00
1997	8	10-14	4	2	1	1	25.0	7.94	7.91	7.40	0.51
1997	8	15-19	1	0	1	0	100.0	7.91	0.00	7.91	0.00
1997	8	20-24	2	2	0	0	0.0	9.25	9.25	0.00	0.00
1997	8	>25	1	0	1	0	100.0	7.40	0.00	7.40	0.00
1997	7	Total	514	267	119	128	23.2	10.25	10.29	10.24	0.04
1997	7	< 1	163	105	33	25	20.2	9.66	9.71	9.57	0.14
1997	7	1	26	10	5	11	19.2	9.75	9.88	9.73	0.15
1997	7	2	38	15	10	13	26.3	10.28	10.52	10.38	0.14
1997	7	3	68	27	11	30	16.2	10.19	10.46	10.07	0.39
1997	7	4	1	0	1	0	100.0	11.03	0.00	11.03	0.00
1997	7	5- 9	43	18	5	20	11.6	10.66	10.66	10.54	0.13
1997	7	10-14	39	19	10	10	25.6	10.59	10.76	10.49	0.27
1997	7	15-19	55	23	13	19	23.6	10.81	10.80	10.47	0.33

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1997	7	20-24	51	30	21	0	41.2	10.76	10.70	10.84	-0.14
1997	7	>25	30	20	10	0	33.3	10.96	11.07	10.75	0.32
1997	6	Total	768	511	143	114	18.6	11.86	12.00	11.69	0.31
1997	6	< 1	62	51	5	6	8.1	10.60	10.60	10.17	0.43
1997	6	1	13	11	2	0	15.4	10.89	11.05	10.03	1.01
1997	6	2	35	24	4	7	11.4	11.25	11.40	11.01	0.39
1997	6	3	55	32	10	13	18.2	11.57	11.82	11.23	0.59
1997	6	4	5	4	1	0	20.0	11.22	11.40	10.50	0.90
1997	6	5- 9	84	52	6	26	7.1	11.98	12.32	11.83	0.49
1997	6	10-14	90	58	14	18	15.6	11.88	12.07	11.86	0.20
1997	6	15-19	145	87	26	32	17.9	12.09	12.27	11.91	0.35
1997	6	20-24	139	88	41	10	29.5	12.18	12.43	11.80	0.62
1997	6	>25	140	104	34	2	24.3	12.15	12.25	11.86	0.38
1997	5	Total	36	32	3	1	8.3	10.73	10.87	9.41	1.46
1997	5	< 1	7	6	1	0	14.3	9.20	8.81	11.54	-2.73
1997	5	1	1	1	0	0	0.0	8.79	8.79	0.00	0.00
1997	5	3	2	2	0	0	0.0	11.69	11.69	0.00	0.00
1997	5	4	1	1	0	0	0.0	10.96	10.96	0.00	0.00
1997	5	5- 9	5	3	1	1	20.0	10.06	10.52	8.50	2.02
1997	5	10-14	6	5	1	0	16.7	10.43	10.88	8.18	2.70
1997	5	15-19	6	6	0	0	0.0	10.80	10.80	0.00	0.00
1997	5	20-24	3	3	0	0	0.0	13.03	13.03	0.00	0.00
1997	5	>25	5	5	0	0	0.0	12.41	12.41	0.00	0.00
1997	4	Total	14	14	0	0	0.0	17.06	17.06	0.00	0.00
1997	4	< 1	3	3	0	0	0.0	17.68	17.68	0.00	0.00
1997	4	3	1	1	0	0	0.0	21.76	21.76	0.00	0.00
1997	4	5- 9	4	4	0	0	0.0	16.67	16.67	0.00	0.00
1997	4	10-14	2	2	0	0	0.0	13.24	13.24	0.00	0.00
1997	4	15-19	2	2	0	0	0.0	18.00	18.00	0.00	0.00
1997	4	20-24	1	1	0	0	0.0	18.44	18.44	0.00	0.00
1997	4	>25	1	1	0	0	0.0	16.36	16.36	0.00	0.00
1997	3	Total	85	81	3	1	3.5	14.49	14.52	13.92	0.60
1997	3	< 1	8	8	0	0	0.0	16.57	16.57	0.00	0.00
1997	3	1	6	6	0	0	0.0	13.31	13.31	0.00	0.00
1997	3	2	2	2	0	0	0.0	16.14	16.14	0.00	0.00
1997	3	3	3	3	0	0	0.0	12.98	12.98	0.00	0.00
1997	3	4	1	1	0	0	0.0	13.33	13.33	0.00	0.00
1997	3	5- 9	13	13	0	0	0.0	12.93	12.93	0.00	0.00
1997	3	10-14	14	13	1	0	7.1	13.53	13.80	10.00	3.80
1997	3	15-19	16	14	1	1	6.2	14.04	14.33	10.41	3.92
1997	3	20-24	10	10	0	0	0.0	15.57	15.57	0.00	0.00
1997	3	>25	12	11	1	0	8.3	16.40	15.95	21.35	-5.40
1997	2	Total	52	50	1	1	1.9	19.75	19.87	15.68	4.19
1997	2	< 1	7	6	0	1	0.0	18.10	18.13	0.00	0.00
1997	2	1	6	6	0	0	0.0	19.43	19.43	0.00	0.00
1997	2	2	6	5	1	0	16.7	18.47	19.03	15.68	3.35
1997	2	3	4	4	0	0	0.0	18.56	18.56	0.00	0.00
1997	2	4	1	1	0	0	0.0	26.44	26.44	0.00	0.00
1997	2	5- 9	6	6	0	0	0.0	18.69	18.69	0.00	0.00
1997	2	10-14	5	5	0	0	0.0	21.05	21.05	0.00	0.00
1997	2	15-19	6	6	0	0	0.0	20.00	20.00	0.00	0.00
1997	2	20-24	7	7	0	0	0.0	18.55	18.55	0.00	0.00
1997	2	>25	4	4	0	0	0.0	26.28	26.28	0.00	0.00
1997	1	Total	117	105	10	2	8.5	20.26	20.45	16.87	3.58
1997	1	< 1	3	3	0	0	0.0	21.15	21.15	0.00	0.00
1997	1	1	2	2	0	0	0.0	19.29	19.29	0.00	0.00
1997	1	2	3	3	0	0	0.0	21.79	21.79	0.00	0.00
1997	1	3	2	2	0	0	0.0	23.73	23.73	0.00	0.00
1997	1	5- 9	9	9	0	0	0.0	18.47	18.47	0.00	0.00

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1997	1	10-14	14	10	3	1	21.4	17.20	17.77	15.25	2.52
1997	1	15-19	26	25	1	0	3.8	19.44	19.61	15.30	4.31
1997	1	20-24	19	16	3	0	15.8	20.45	20.82	18.52	2.30
1997	1	>25	39	35	3	1	7.7	21.91	21.87	17.36	4.50

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Summary of Average Hourly Rate
by Year, EEO Category, and Years Since Hire

Year	EEO	Sen'ty Group	Nbr Employees					Hourly Rate			
			Tot	Wht	Blk	Oth	% Blk	Tot	Wht	Blk	Diff
1998	Total	Total	1504	991	279	234	18.6	12.87	13.65	11.51	2.14
1998	Total	< 1	48	29	11	8	22.9	11.34	12.95	8.55	4.40
1998	Total	1	213	137	46	30	21.6	10.37	10.60	9.84	0.77
1998	Total	2	36	21	6	9	16.7	12.81	14.37	11.05	3.32
1998	Total	3	71	44	12	15	16.9	12.61	13.66	11.04	2.63
1998	Total	4	112	56	17	39	15.2	11.73	12.37	11.21	1.17
1998	Total	5- 9	136	87	13	36	9.6	12.83	13.70	11.15	2.55
1998	Total	10-14	145	97	20	28	13.8	12.84	13.30	12.14	1.16
1998	Total	15-19	214	140	28	46	13.1	13.75	14.76	11.96	2.80
1998	Total	20-24	263	177	66	20	25.1	13.56	14.28	12.06	2.22
1998	Total	>25	266	203	60	3	22.6	14.35	14.92	12.60	2.32
1998	6-8	Total	1194	708	259	227	21.7	11.57	11.83	11.25	0.58
1998	6-8	< 1	37	20	10	7	27.0	9.20	9.58	8.25	1.33
1998	6-8	1	201	128	43	30	21.4	10.20	10.36	9.80	0.56
1998	6-8	2	27	12	6	9	22.2	11.05	11.56	11.05	0.51
1998	6-8	3	61	34	12	15	19.7	11.35	11.70	11.04	0.67
1998	6-8	4	101	45	17	39	16.8	11.28	11.52	11.21	0.31
1998	6-8	5- 9	102	54	12	36	11.8	11.94	12.49	11.35	1.14
1998	6-8	10-14	111	69	16	26	14.4	11.97	12.22	11.78	0.45
1998	6-8	15-19	153	84	26	43	17.0	12.03	12.33	11.69	0.63
1998	6-8	20-24	205	124	62	19	30.2	12.17	12.37	11.81	0.56
1998	6-8	>25	196	138	55	3	28.1	12.30	12.45	12.00	0.44
1998	7-8	Total	527	264	129	134	24.5	10.51	10.57	10.33	0.24
1998	7-8	< 1	37	20	10	7	27.0	9.20	9.58	8.25	1.33
1998	7-8	1	169	101	40	28	23.7	10.01	10.11	9.70	0.41
1998	7-8	2	15	4	2	9	13.3	10.39	10.51	10.32	0.19
1998	7-8	3	34	14	8	12	23.5	10.80	11.02	10.80	0.22
1998	7-8	4	63	24	11	28	17.5	10.60	10.54	10.70	-0.16
1998	7-8	5- 9	40	16	7	17	17.5	11.08	11.34	10.71	0.63
1998	7-8	10-14	33	16	6	11	18.2	10.95	11.02	10.76	0.26
1998	7-8	15-19	43	18	9	16	20.9	10.89	11.03	10.61	0.43
1998	7-8	20-24	56	27	23	6	41.1	11.19	11.15	11.13	0.02
1998	7-8	>25	37	24	13	0	35.1	11.30	11.32	11.24	0.08
1998	8	Total	60	26	23	11	38.3	8.70	8.84	8.49	0.35
1998	8	< 1	10	1	6	3	60.0	8.26	8.13	8.01	0.12
1998	8	1	32	16	13	3	40.6	8.51	8.55	8.46	0.09
1998	8	2	3	2	0	1	0.0	10.11	10.40	0.00	0.00
1998	8	3	4	1	2	1	50.0	9.53	9.41	9.60	-0.19
1998	8	4	3	2	1	0	33.3	9.13	8.98	9.45	-0.47
1998	8	10-14	2	1	0	1	0.0	8.74	8.15	0.00	0.00
1998	8	15-19	2	0	0	2	0.0	8.14	0.00	0.00	0.00
1998	8	20-24	4	3	1	0	25.0	9.31	9.53	8.65	0.88
1998	7	Total	467	238	106	123	22.7	10.75	10.76	10.73	0.03
1998	7	< 1	27	19	4	4	14.8	9.55	9.66	8.62	1.04
1998	7	1	137	85	27	25	19.7	10.36	10.40	10.29	0.11
1998	7	2	12	2	2	8	16.7	10.46	10.62	10.32	0.30
1998	7	3	30	13	6	11	20.0	10.97	11.14	11.20	-0.06
1998	7	4	60	22	10	28	16.7	10.67	10.68	10.82	-0.15
1998	7	5- 9	40	16	7	17	17.5	11.08	11.34	10.71	0.63
1998	7	10-14	31	15	6	10	19.4	11.09	11.21	10.76	0.45
1998	7	15-19	41	18	9	14	22.0	11.03	11.03	10.61	0.43

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1998	7	20-24	52	24	22	6	42.3	11.33	11.36	11.24	0.11
1998	7	>25	37	24	13	0	35.1	11.30	11.32	11.24	0.08
1998	6	Total	667	444	130	93	19.5	12.40	12.58	12.17	0.41
1998	6	1	32	27	3	2	9.4	11.21	11.29	11.15	0.15
1998	6	2	12	8	4	0	33.3	11.87	12.09	11.42	0.67
1998	6	3	27	20	4	3	14.8	12.04	12.18	11.51	0.68
1998	6	4	38	21	6	11	15.8	12.41	12.64	12.14	0.50
1998	6	5- 9	62	38	5	19	8.1	12.50	12.98	12.24	0.73
1998	6	10-14	78	53	10	15	12.8	12.40	12.58	12.38	0.20
1998	6	15-19	110	66	17	27	15.5	12.48	12.68	12.27	0.41
1998	6	20-24	149	97	39	13	26.2	12.54	12.71	12.21	0.50
1998	6	>25	159	114	42	3	26.4	12.54	12.68	12.24	0.45
1998	5	Total	30	26	3	1	10.0	11.43	11.63	10.63	1.01
1998	5	< 1	3	1	1	1	33.3	10.24	10.67	11.54	-0.87
1998	5	1	3	2	1	0	33.3	9.21	8.04	11.54	-3.50
1998	5	3	1	1	0	0	0.0	11.08	11.08	0.00	0.00
1998	5	4	2	2	0	0	0.0	12.22	12.22	0.00	0.00
1998	5	5- 9	4	3	1	0	25.0	10.78	11.44	8.80	2.64
1998	5	10-14	3	3	0	0	0.0	11.19	11.19	0.00	0.00
1998	5	15-19	4	4	0	0	0.0	11.43	11.43	0.00	0.00
1998	5	20-24	5	5	0	0	0.0	12.69	12.69	0.00	0.00
1998	5	>25	5	5	0	0	0.0	12.62	12.62	0.00	0.00
1998	4	Total	12	12	0	0	0.0	16.85	16.85	0.00	0.00
1998	4	1	1	1	0	0	0.0	13.24	13.24	0.00	0.00
1998	4	2	1	1	0	0	0.0	19.98	19.98	0.00	0.00
1998	4	4	1	1	0	0	0.0	14.74	14.74	0.00	0.00
1998	4	5- 9	2	2	0	0	0.0	17.55	17.55	0.00	0.00
1998	4	10-14	3	3	0	0	0.0	14.72	14.72	0.00	0.00
1998	4	15-19	1	1	0	0	0.0	17.83	17.83	0.00	0.00
1998	4	20-24	1	1	0	0	0.0	20.36	20.36	0.00	0.00
1998	4	>25	2	2	0	0	0.0	18.42	18.42	0.00	0.00
1998	3	Total	94	86	5	3	5.3	14.60	14.77	12.42	2.34
1998	3	1	5	3	2	0	40.0	11.72	13.01	9.79	3.22
1998	3	2	4	4	0	0	0.0	15.60	15.60	0.00	0.00
1998	3	3	2	2	0	0	0.0	16.53	16.53	0.00	0.00
1998	3	4	2	2	0	0	0.0	15.06	15.06	0.00	0.00
1998	3	5- 9	14	14	0	0	0.0	13.46	13.46	0.00	0.00
1998	3	10-14	13	12	1	0	7.7	14.15	14.47	10.38	4.09
1998	3	15-19	16	14	0	2	0.0	14.25	14.34	0.00	0.00
1998	3	20-24	21	19	1	1	4.8	15.52	15.89	10.81	5.08
1998	3	>25	17	16	1	0	5.9	15.41	15.04	21.35	-6.31
1998	2	Total	48	48	0	0	0.0	20.43	20.43	0.00	0.00
1998	2	< 1	5	5	0	0	0.0	18.34	18.34	0.00	0.00
1998	2	1	2	2	0	0	0.0	21.73	21.73	0.00	0.00
1998	2	2	3	3	0	0	0.0	21.12	21.12	0.00	0.00
1998	2	3	4	4	0	0	0.0	18.98	18.98	0.00	0.00
1998	2	4	3	3	0	0	0.0	19.15	19.15	0.00	0.00
1998	2	5- 9	5	5	0	0	0.0	18.68	18.68	0.00	0.00
1998	2	10-14	4	4	0	0	0.0	20.89	20.89	0.00	0.00
1998	2	15-19	8	8	0	0	0.0	21.11	21.11	0.00	0.00
1998	2	20-24	9	9	0	0	0.0	21.05	21.05	0.00	0.00
1998	2	>25	5	5	0	0	0.0	22.70	22.70	0.00	0.00
1998	1	Total	126	111	12	3	9.5	20.97	21.59	16.86	4.73
1998	1	< 1	3	3	0	0	0.0	27.20	27.20	0.00	0.00
1998	1	1	1	1	0	0	0.0	15.00	15.00	0.00	0.00
1998	1	2	1	1	0	0	0.0	17.26	17.26	0.00	0.00
1998	1	3	3	3	0	0	0.0	27.74	27.74	0.00	0.00
1998	1	4	3	3	0	0	0.0	15.95	15.95	0.00	0.00
1998	1	5- 9	9	9	0	0	0.0	18.46	18.46	0.00	0.00

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1998	1	10-14	11	6	3	2	27.3	17.12	18.64	14.65	3.99
1998	1	15-19	32	29	2	1	6.2	20.02	20.62	15.46	5.16
1998	1	20-24	22	19	3	0	13.6	21.42	22.02	17.61	4.42
1998	1	>25	41	37	4	0	9.8	22.71	23.15	18.65	4.50

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Summary of Average Hourly Rate
by Year, EEO Category, and Years Since Hire

Year	EEO	Sen'ty Group	Nbr Employees					Hourly Rate			
			Tot	Wht	Blk	Oth	% Blk	Tot	Wht	Blk	Diff
1999	Total	Total	1184	796	209	179	17.7	13.66	14.49	12.24	2.25
1999	Total	< 1	11	10	1	0	9.1	19.76	20.85	8.80	12.05
1999	Total	1	15	12	1	2	6.7	16.20	17.62	12.00	5.62
1999	Total	2	114	74	23	17	20.2	11.10	11.42	10.41	1.01
1999	Total	3	18	14	3	1	16.7	16.12	17.25	12.71	4.53
1999	Total	4	33	19	4	10	12.1	14.04	15.84	11.86	3.98
1999	Total	5- 9	186	103	21	62	11.3	12.66	13.64	11.67	1.98
1999	Total	10-14	71	49	7	15	9.9	13.43	14.19	11.45	2.74
1999	Total	15-19	186	124	27	35	14.5	14.08	14.92	12.88	2.04
1999	Total	20-24	272	185	54	33	19.9	13.79	14.46	12.46	2.01
1999	Total	>25	278	206	68	4	24.5	14.44	15.05	12.76	2.29
1999	6-8	Total	896	536	188	172	21.0	12.20	12.50	11.93	0.57
1999	6-8	1	6	5	0	1	0.0	10.09	9.95	0.00	0.00
1999	6-8	2	107	67	23	17	21.5	10.90	11.13	10.41	0.72
1999	6-8	3	10	7	2	1	20.0	12.22	12.50	12.09	0.41
1999	6-8	4	25	11	4	10	16.0	11.83	12.12	11.86	0.27
1999	6-8	5- 9	147	66	20	61	13.6	11.95	12.55	11.81	0.75
1999	6-8	10-14	51	31	6	14	11.8	12.45	12.91	11.91	1.00
1999	6-8	15-19	135	82	21	32	15.6	12.46	12.72	12.18	0.54
1999	6-8	20-24	206	124	50	32	24.3	12.52	12.73	12.20	0.53
1999	6-8	>25	209	143	62	4	29.7	12.62	12.82	12.22	0.60
1999	7-8	Total	288	142	75	71	26.0	11.14	11.17	11.12	0.05
1999	7-8	1	6	5	0	1	0.0	10.09	9.95	0.00	0.00
1999	7-8	2	75	40	20	15	26.7	10.44	10.54	10.27	0.28
1999	7-8	3	2	1	0	1	0.0	11.07	11.59	0.00	0.00
1999	7-8	4	7	4	1	2	14.3	11.55	11.61	11.59	0.02
1999	7-8	5- 9	54	20	10	24	18.5	11.21	11.40	11.25	0.15
1999	7-8	10-14	13	5	2	6	15.4	11.43	11.74	10.94	0.80
1999	7-8	15-19	33	15	7	11	21.2	11.33	11.21	11.19	0.02
1999	7-8	20-24	53	26	16	11	30.2	11.50	11.39	11.58	-0.19
1999	7-8	>25	45	26	19	0	42.2	11.64	11.73	11.52	0.21
1999	8	Total	23	14	6	3	26.1	9.29	9.37	8.90	0.47
1999	8	1	2	2	0	0	0.0	8.20	8.20	0.00	0.00
1999	8	2	16	8	6	2	37.5	9.17	9.43	8.90	0.53
1999	8	10-14	1	0	0	1	0.0	11.07	0.00	0.00	0.00
1999	8	15-19	1	1	0	0	0.0	8.31	8.31	0.00	0.00
1999	8	20-24	3	3	0	0	0.0	10.34	10.34	0.00	0.00
1999	7	Total	265	128	69	68	26.0	11.30	11.36	11.31	0.05
1999	7	1	4	3	0	1	0.0	11.03	11.12	0.00	0.00
1999	7	2	59	32	14	13	23.7	10.79	10.82	10.85	-0.03
1999	7	3	2	1	0	1	0.0	11.07	11.59	0.00	0.00
1999	7	4	7	4	1	2	14.3	11.55	11.61	11.59	0.02
1999	7	5- 9	54	20	10	24	18.5	11.21	11.40	11.25	0.15
1999	7	10-14	12	5	2	5	16.7	11.46	11.74	10.94	0.80
1999	7	15-19	32	14	7	11	21.9	11.42	11.42	11.19	0.23
1999	7	20-24	50	23	16	11	32.0	11.56	11.53	11.58	-0.05
1999	7	>25	45	26	19	0	42.2	11.64	11.73	11.52	0.21
1999	6	Total	608	394	113	101	18.6	12.71	12.98	12.46	0.52
1999	6	2	32	27	3	2	9.4	11.95	12.00	11.35	0.65
1999	6	3	8	6	2	0	25.0	12.51	12.65	12.09	0.56

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1999	6	4	18	7	3	8	16.7	11.94	12.42	11.95	0.47
1999	6	5- 9	93	46	10	37	10.8	12.38	13.06	12.37	0.69
1999	6	10-14	38	26	4	8	10.5	12.80	13.13	12.39	0.74
1999	6	15-19	102	67	14	21	13.7	12.82	13.05	12.68	0.38
1999	6	20-24	153	98	34	21	22.2	12.87	13.08	12.50	0.59
1999	6	>25	164	117	43	4	26.2	12.89	13.06	12.53	0.54
1999	5	Total	25	19	5	1	20.0	11.32	11.85	9.83	2.02
1999	5	< 1	2	1	1	0	50.0	10.17	11.54	8.80	2.74
1999	5	1	2	0	1	1	50.0	10.38	0.00	12.00	0.00
1999	5	2	1	1	0	0	0.0	8.02	8.02	0.00	0.00
1999	5	4	1	1	0	0	0.0	11.08	11.08	0.00	0.00
1999	5	5- 9	4	3	1	0	25.0	11.44	12.32	8.80	3.52
1999	5	10-14	3	2	1	0	33.3	9.77	10.29	8.72	1.57
1999	5	15-19	2	2	0	0	0.0	12.35	12.35	0.00	0.00
1999	5	20-24	8	7	1	0	12.5	12.29	12.50	10.81	1.69
1999	5	>25	2	2	0	0	0.0	12.37	12.37	0.00	0.00
1999	4	Total	15	15	0	0	0.0	16.05	16.05	0.00	0.00
1999	4	< 1	1	1	0	0	0.0	13.24	13.24	0.00	0.00
1999	4	3	2	2	0	0	0.0	18.21	18.21	0.00	0.00
1999	4	5- 9	1	1	0	0	0.0	15.18	15.18	0.00	0.00
1999	4	10-14	4	4	0	0	0.0	16.30	16.30	0.00	0.00
1999	4	15-19	2	2	0	0	0.0	14.05	14.05	0.00	0.00
1999	4	20-24	2	2	0	0	0.0	14.18	14.18	0.00	0.00
1999	4	>25	3	3	0	0	0.0	18.08	18.08	0.00	0.00
1999	3	Total	88	81	3	4	3.4	15.11	15.22	15.55	-0.33
1999	3	< 1	3	3	0	0	0.0	20.70	20.70	0.00	0.00
1999	3	2	2	2	0	0	0.0	9.83	9.83	0.00	0.00
1999	3	3	3	2	1	0	33.3	15.03	15.57	13.97	1.60
1999	3	4	2	2	0	0	0.0	18.55	18.55	0.00	0.00
1999	3	5- 9	15	15	0	0	0.0	13.86	13.86	0.00	0.00
1999	3	10-14	6	6	0	0	0.0	16.08	16.08	0.00	0.00
1999	3	15-19	17	13	1	3	5.9	14.04	14.66	10.69	3.97
1999	3	20-24	22	21	0	1	0.0	15.30	15.39	0.00	0.00
1999	3	>25	18	17	1	0	5.6	15.90	15.54	21.98	-6.44
1999	2	Total	44	44	0	0	0.0	21.36	21.36	0.00	0.00
1999	2	< 1	3	3	0	0	0.0	21.63	21.63	0.00	0.00
1999	2	1	6	6	0	0	0.0	20.29	20.29	0.00	0.00
1999	2	2	3	3	0	0	0.0	18.79	18.79	0.00	0.00
1999	2	3	1	1	0	0	0.0	26.20	26.20	0.00	0.00
1999	2	4	3	3	0	0	0.0	21.07	21.07	0.00	0.00
1999	2	5- 9	3	3	0	0	0.0	17.47	17.47	0.00	0.00
1999	2	10-14	2	2	0	0	0.0	20.16	20.16	0.00	0.00
1999	2	15-19	8	8	0	0	0.0	23.64	23.64	0.00	0.00
1999	2	20-24	9	9	0	0	0.0	21.33	21.33	0.00	0.00
1999	2	>25	6	6	0	0	0.0	22.28	22.28	0.00	0.00
1999	1	Total	115	100	13	2	11.3	21.15	21.84	17.02	4.82
1999	1	< 1	2	2	0	0	0.0	28.36	28.36	0.00	0.00
1999	1	1	1	1	0	0	0.0	39.98	39.98	0.00	0.00
1999	1	2	1	1	0	0	0.0	15.00	15.00	0.00	0.00
1999	1	3	2	2	0	0	0.0	30.12	30.12	0.00	0.00
1999	1	4	2	2	0	0	0.0	28.09	28.09	0.00	0.00
1999	1	5- 9	16	15	0	1	0.0	17.26	17.61	0.00	0.00
1999	1	10-14	5	4	0	1	0.0	17.55	18.18	0.00	0.00
1999	1	15-19	22	17	5	0	22.7	20.73	22.04	16.27	5.77
1999	1	20-24	24	21	3	0	12.5	21.05	21.60	17.19	4.41
1999	1	>25	40	35	5	0	12.5	21.98	22.59	17.67	4.92

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Summary of Average Hourly Rate
by Year, EEO Category, and Years Since Hire

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Year	EEO	Sen'ty Group	Nbr Employees					Hourly Rate			
			Tot	Wht	Blk	Oth	% Blk	Tot	Wht	Blk	Diff
2000	Total	Total	1231	797	230	204	18.7	14.18	15.28	12.39	2.89
2000	Total	< 1	83	54	18	11	21.7	12.01	13.43	9.58	3.85
2000	Total	1	13	10	2	1	15.4	19.09	21.58	10.58	11.00
2000	Total	2	27	14	6	7	22.2	14.58	18.67	10.62	8.05
2000	Total	3	71	42	12	17	16.9	12.00	12.90	10.97	1.93
2000	Total	4	15	8	5	2	33.3	14.24	16.29	12.39	3.91
2000	Total	5- 9	149	79	17	53	11.4	13.55	15.23	11.17	4.07
2000	Total	10-14	126	75	12	39	9.5	13.82	14.71	12.45	2.26
2000	Total	15-19	141	99	27	15	19.1	14.50	15.43	12.30	3.13
2000	Total	20-24	293	188	51	54	17.4	14.36	15.20	12.95	2.25
2000	Total	>25	313	228	80	5	25.6	15.15	15.83	13.34	2.50
2000	6-8	Total	928	527	206	195	22.2	12.56	13.07	12.01	1.06
2000	6-8	< 1	60	33	16	11	26.7	10.17	10.78	9.68	1.10
2000	6-8	1	1	0	0	1	0.0	11.24	0.00	0.00	0.00
2000	6-8	2	17	6	5	6	29.4	10.29	11.06	9.74	1.32
2000	6-8	3	66	37	12	17	18.2	11.69	12.47	10.97	1.50
2000	6-8	4	11	5	4	2	36.4	12.46	13.64	11.86	1.78
2000	6-8	5- 9	118	49	16	53	13.6	12.14	12.88	10.98	1.90
2000	6-8	10-14	93	45	12	36	12.9	12.78	13.59	12.45	1.15
2000	6-8	15-19	104	69	21	14	20.2	12.67	13.01	11.63	1.38
2000	6-8	20-24	222	125	47	50	21.2	12.98	13.28	12.65	0.62
2000	6-8	>25	236	158	73	5	30.9	13.26	13.53	12.71	0.82
2000	7-8	Total	311	133	98	80	31.5	11.09	11.31	11.00	0.31
2000	7-8	< 1	49	22	16	11	32.7	9.82	10.32	9.68	0.64
2000	7-8	1	1	0	0	1	0.0	11.24	0.00	0.00	0.00
2000	7-8	2	14	5	5	4	35.7	10.07	10.72	9.74	0.98
2000	7-8	3	31	12	8	11	25.8	10.60	10.84	10.51	0.33
2000	7-8	4	3	0	2	1	66.7	11.06	0.00	11.51	0.00
2000	7-8	5- 9	41	16	8	17	19.5	10.75	11.07	9.67	1.40
2000	7-8	10-14	34	13	5	16	14.7	11.57	11.96	11.05	0.91
2000	7-8	15-19	32	17	13	2	40.6	11.08	11.27	10.73	0.53
2000	7-8	20-24	59	25	17	17	28.8	11.79	11.61	12.06	-0.46
2000	7-8	>25	47	23	24	0	51.1	12.10	12.11	12.09	0.02
2000	8	Total	44	13	14	17	31.8	9.06	9.09	9.01	0.08
2000	8	< 1	19	4	6	9	31.6	8.66	8.56	8.67	-0.11
2000	8	2	2	1	0	1	0.0	8.75	8.75	0.00	0.00
2000	8	3	6	1	2	3	33.3	9.25	8.75	9.25	-0.50
2000	8	4	1	0	1	0	100.0	10.01	0.00	10.01	0.00
2000	8	5- 9	7	2	3	2	42.9	9.55	9.27	9.43	-0.16
2000	8	10-14	1	0	0	1	0.0	9.79	0.00	0.00	0.00
2000	8	15-19	4	2	2	0	50.0	8.95	9.27	8.64	0.64
2000	8	20-24	4	3	0	1	0.0	9.64	9.76	0.00	0.00
2000	7	Total	267	120	84	63	31.5	11.42	11.55	11.33	0.21
2000	7	< 1	30	18	10	2	33.3	10.56	10.71	10.28	0.43
2000	7	1	1	0	0	1	0.0	11.24	0.00	0.00	0.00
2000	7	2	12	4	5	3	41.7	10.28	11.21	9.74	1.47
2000	7	3	25	11	6	8	24.0	10.93	11.03	10.93	0.09
2000	7	4	2	0	1	1	50.0	11.58	0.00	13.00	0.00
2000	7	5- 9	34	14	5	15	14.7	11.00	11.33	9.82	1.51
2000	7	10-14	33	13	5	15	15.2	11.63	11.96	11.05	0.91
2000	7	15-19	28	15	11	2	39.3	11.38	11.53	11.11	0.42

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2000	7	20-24	55	22	17	16	30.9	11.95	11.86	12.06	-0.21
2000	7	>25	47	23	24	0	51.1	12.10	12.11	12.09	0.02
2000	6	Total	617	394	108	115	17.5	13.30	13.67	12.93	0.74
2000	6	< 1	11	11	0	0	0.0	11.70	11.70	0.00	0.00
2000	6	2	3	1	0	2	0.0	11.35	12.78	0.00	0.00
2000	6	3	35	25	4	6	11.4	12.66	13.25	11.89	1.36
2000	6	4	8	5	2	1	25.0	12.98	13.64	12.20	1.43
2000	6	5- 9	77	33	8	36	10.4	12.87	13.76	12.29	1.46
2000	6	10-14	59	32	7	20	11.9	13.47	14.26	13.44	0.82
2000	6	15-19	72	52	8	12	11.1	13.37	13.58	13.09	0.50
2000	6	20-24	163	100	30	33	18.4	13.42	13.69	12.99	0.70
2000	6	>25	189	135	49	5	25.9	13.55	13.77	13.01	0.76
2000	5	Total	28	23	4	1	14.3	11.58	11.91	10.40	1.51
2000	5	< 1	2	2	0	0	0.0	9.81	9.81	0.00	0.00
2000	5	1	3	1	2	0	66.7	11.01	11.88	10.58	1.30
2000	5	2	1	0	0	1	0.0	8.76	0.00	0.00	0.00
2000	5	3	2	2	0	0	0.0	9.25	9.25	0.00	0.00
2000	5	5- 9	3	3	0	0	0.0	12.70	12.70	0.00	0.00
2000	5	10-14	3	3	0	0	0.0	10.46	10.46	0.00	0.00
2000	5	15-19	3	2	1	0	33.3	11.82	13.24	8.98	4.26
2000	5	20-24	8	7	1	0	12.5	12.47	12.61	11.47	1.14
2000	5	>25	3	3	0	0	0.0	13.20	13.20	0.00	0.00
2000	4	Total	17	17	0	0	0.0	18.87	18.87	0.00	0.00
2000	4	< 1	2	2	0	0	0.0	23.65	23.65	0.00	0.00
2000	4	1	1	1	0	0	0.0	13.24	13.24	0.00	0.00
2000	4	5- 9	2	2	0	0	0.0	16.97	16.97	0.00	0.00
2000	4	10-14	4	4	0	0	0.0	19.87	19.87	0.00	0.00
2000	4	15-19	1	1	0	0	0.0	10.00	10.00	0.00	0.00
2000	4	20-24	4	4	0	0	0.0	19.70	19.70	0.00	0.00
2000	4	>25	3	3	0	0	0.0	19.33	19.33	0.00	0.00
2000	3	Total	86	77	5	4	5.8	15.70	15.87	14.42	1.45
2000	3	< 1	7	6	1	0	14.3	13.49	14.15	9.52	4.63
2000	3	1	3	3	0	0	0.0	21.15	21.15	0.00	0.00
2000	3	4	2	1	1	0	50.0	16.11	17.71	14.51	3.20
2000	3	5- 9	8	8	0	0	0.0	15.44	15.44	0.00	0.00
2000	3	10-14	10	10	0	0	0.0	14.23	14.23	0.00	0.00
2000	3	15-19	14	12	1	1	7.1	15.15	15.97	11.04	4.93
2000	3	20-24	23	19	1	3	4.3	15.77	15.92	14.28	1.64
2000	3	>25	19	18	1	0	5.3	16.80	16.47	22.75	-6.28
2000	2	Total	56	55	1	0	1.8	21.42	21.54	15.00	6.54
2000	2	< 1	11	11	0	0	0.0	19.77	19.77	0.00	0.00
2000	2	1	3	3	0	0	0.0	22.37	22.37	0.00	0.00
2000	2	2	7	6	1	0	14.3	20.66	21.60	15.00	6.60
2000	2	3	3	3	0	0	0.0	20.67	20.67	0.00	0.00
2000	2	4	1	1	0	0	0.0	14.43	14.43	0.00	0.00
2000	2	5- 9	6	6	0	0	0.0	20.97	20.97	0.00	0.00
2000	2	10-14	4	4	0	0	0.0	18.44	18.44	0.00	0.00
2000	2	15-19	4	4	0	0	0.0	25.67	25.67	0.00	0.00
2000	2	20-24	7	7	0	0	0.0	22.85	22.85	0.00	0.00
2000	2	>25	10	10	0	0	0.0	23.17	23.17	0.00	0.00
2000	1	Total	114	97	13	4	11.4	22.73	23.46	18.31	5.15
2000	1	1	2	2	0	0	0.0	30.05	30.05	0.00	0.00
2000	1	2	2	2	0	0	0.0	32.72	32.72	0.00	0.00
2000	1	4	1	1	0	0	0.0	30.00	30.00	0.00	0.00
2000	1	5- 9	12	11	1	0	8.3	22.08	22.80	14.13	8.67
2000	1	10-14	12	9	0	3	0.0	18.86	18.26	0.00	0.00
2000	1	15-19	15	11	4	0	26.7	24.42	27.13	16.97	10.17
2000	1	20-24	29	26	2	1	6.9	21.51	21.88	19.87	2.01
2000	1	>25	41	35	6	0	14.6	23.28	23.95	19.39	4.55

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Summary of Average Hourly Rate
by Year, EEO Category, and Years Since Hire

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Year	EEO	Sen'ty Group	Nbr Employees					Hourly Rate			
			Tot	Wht	Blk	Oth	% Blk	Tot	Wht	Blk	Diff
2001	Total	Total	1107	737	197	173	17.8	15.23	16.25	13.43	2.82
2001	Total	< 1	17	11	3	3	17.6	15.08	15.73	10.71	5.03
2001	Total	1	49	39	9	1	18.4	14.84	15.61	11.76	3.84
2001	Total	2	9	6	2	1	22.2	20.74	25.23	11.31	13.92
2001	Total	3	18	10	3	5	16.7	17.34	21.36	13.48	7.88
2001	Total	4	55	38	8	9	14.5	13.55	14.01	12.89	1.12
2001	Total	5- 9	117	61	11	45	9.4	14.60	16.57	12.81	3.77
2001	Total	10-14	141	89	13	39	9.2	14.89	15.88	13.44	2.44
2001	Total	15-19	100	65	20	15	20.0	14.60	15.40	13.48	1.93
2001	Total	20-24	272	179	43	50	15.8	15.43	16.41	13.72	2.69
2001	Total	>25	329	239	85	5	25.8	15.70	16.46	13.72	2.73
2001	6-8	Total	813	479	171	163	21.0	13.47	13.90	13.05	0.85
2001	6-8	< 1	10	6	3	1	30.0	11.16	11.24	10.71	0.53
2001	6-8	1	30	22	7	1	23.3	12.52	12.51	12.53	-0.02
2001	6-8	2	1	0	0	1	0.0	12.69	0.00	0.00	0.00
2001	6-8	3	10	4	2	4	20.0	12.59	13.24	12.43	0.81
2001	6-8	4	51	34	8	9	15.7	13.36	13.78	12.89	0.90
2001	6-8	5- 9	92	37	10	45	10.9	13.10	14.11	12.58	1.54
2001	6-8	10-14	97	50	11	36	11.3	13.52	14.36	13.27	1.09
2001	6-8	15-19	79	49	15	15	19.0	13.53	13.99	12.99	1.00
2001	6-8	20-24	199	116	37	46	18.6	13.61	13.88	13.28	0.60
2001	6-8	>25	244	161	78	5	32.0	13.72	14.01	13.15	0.87
2001	7-8	Total	202	92	61	49	30.2	12.28	12.37	12.36	0.01
2001	7-8	< 1	8	5	3	0	37.5	10.75	10.77	10.71	0.07
2001	7-8	1	15	9	6	0	40.0	12.37	12.29	12.50	-0.21
2001	7-8	2	1	0	0	1	0.0	12.69	0.00	0.00	0.00
2001	7-8	3	7	2	2	3	28.6	12.43	13.00	12.43	0.57
2001	7-8	4	15	9	3	3	20.0	12.50	12.65	12.62	0.03
2001	7-8	5- 9	15	2	3	10	20.0	11.58	12.02	12.19	-0.17
2001	7-8	10-14	32	13	3	16	9.4	12.22	12.76	10.86	1.90
2001	7-8	15-19	18	9	6	3	33.3	12.25	12.34	12.17	0.17
2001	7-8	20-24	46	22	11	13	23.9	12.49	12.32	12.82	-0.50
2001	7-8	>25	45	21	24	0	53.3	12.49	12.45	12.53	-0.07
2001	8	Total	2	2	0	0	0.0	10.31	10.31	0.00	0.00
2001	8	20-24	2	2	0	0	0.0	10.31	10.31	0.00	0.00
2001	7	Total	200	90	61	49	30.5	12.30	12.41	12.36	0.06
2001	7	< 1	8	5	3	0	37.5	10.75	10.77	10.71	0.07
2001	7	1	15	9	6	0	40.0	12.37	12.29	12.50	-0.21
2001	7	2	1	0	0	1	0.0	12.69	0.00	0.00	0.00
2001	7	3	7	2	2	3	28.6	12.43	13.00	12.43	0.57
2001	7	4	15	9	3	3	20.0	12.50	12.65	12.62	0.03
2001	7	5- 9	15	2	3	10	20.0	11.58	12.02	12.19	-0.17
2001	7	10-14	32	13	3	16	9.4	12.22	12.76	10.86	1.90
2001	7	15-19	18	9	6	3	33.3	12.25	12.34	12.17	0.17
2001	7	20-24	44	20	11	13	25.0	12.59	12.52	12.82	-0.30
2001	7	>25	45	21	24	0	53.3	12.49	12.45	12.53	-0.07
2001	6	Total	611	387	110	114	18.0	13.86	14.26	13.43	0.83
2001	6	< 1	2	1	0	1	0.0	12.81	13.55	0.00	0.00
2001	6	1	15	13	1	1	6.7	12.66	12.66	12.69	-0.03
2001	6	3	3	2	0	1	0.0	12.97	13.49	0.00	0.00

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2001	6	4	36	25	5	6	13.9	13.72	14.19	13.05	1.14
2001	6	5- 9	77	35	7	35	9.1	13.39	14.23	12.74	1.49
2001	6	10-14	65	37	8	20	12.3	14.16	14.93	14.18	0.75
2001	6	15-19	61	40	9	12	14.8	13.91	14.36	13.53	0.83
2001	6	20-24	153	94	26	33	17.0	13.94	14.25	13.48	0.77
2001	6	>25	199	140	54	5	27.1	14.00	14.25	13.42	0.83
2001	5	Total	28	20	6	2	21.4	12.56	12.97	11.38	1.59
2001	5	< 1	2	1	0	1	0.0	13.64	13.27	0.00	0.00
2001	5	1	1	1	0	0	0.0	10.53	10.53	0.00	0.00
2001	5	2	2	0	2	0	100.0	11.31	0.00	11.31	0.00
2001	5	3	1	0	0	1	0.0	9.95	0.00	0.00	0.00
2001	5	4	1	1	0	0	0.0	10.82	10.82	0.00	0.00
2001	5	5- 9	2	2	0	0	0.0	13.91	13.91	0.00	0.00
2001	5	10-14	2	2	0	0	0.0	10.66	10.66	0.00	0.00
2001	5	15-19	4	2	2	0	50.0	12.11	13.77	10.44	3.33
2001	5	20-24	7	5	2	0	28.6	12.46	12.48	12.39	0.10
2001	5	>25	6	6	0	0	0.0	14.28	14.28	0.00	0.00
2001	4	Total	21	20	0	1	0.0	22.74	22.63	0.00	0.00
2001	4	< 1	4	3	0	1	0.0	23.83	23.41	0.00	0.00
2001	4	1	1	1	0	0	0.0	30.90	30.90	0.00	0.00
2001	4	2	1	1	0	0	0.0	22.64	22.64	0.00	0.00
2001	4	5- 9	3	3	0	0	0.0	20.82	20.82	0.00	0.00
2001	4	10-14	4	4	0	0	0.0	22.59	22.59	0.00	0.00
2001	4	20-24	4	4	0	0	0.0	22.48	22.48	0.00	0.00
2001	4	>25	4	4	0	0	0.0	21.51	21.51	0.00	0.00
2001	3	Total	80	73	4	3	5.0	16.10	16.13	15.82	0.30
2001	3	1	6	5	1	0	16.7	13.93	14.73	9.95	4.78
2001	3	5- 9	7	6	1	0	14.3	15.23	15.26	15.09	0.16
2001	3	10-14	15	15	0	0	0.0	14.78	14.78	0.00	0.00
2001	3	15-19	8	8	0	0	0.0	16.39	16.39	0.00	0.00
2001	3	20-24	24	20	1	3	4.2	16.51	16.69	14.77	1.92
2001	3	>25	20	19	1	0	5.0	17.44	17.12	23.48	-6.36
2001	2	Total	52	51	1	0	1.9	22.64	22.78	15.58	7.20
2001	2	< 1	1	1	0	0	0.0	22.15	22.15	0.00	0.00
2001	2	1	10	10	0	0	0.0	21.85	21.85	0.00	0.00
2001	2	2	3	3	0	0	0.0	23.77	23.77	0.00	0.00
2001	2	3	6	5	1	0	16.7	22.12	23.43	15.58	7.85
2001	2	4	1	1	0	0	0.0	21.07	21.07	0.00	0.00
2001	2	5- 9	6	6	0	0	0.0	21.74	21.74	0.00	0.00
2001	2	10-14	6	6	0	0	0.0	19.32	19.32	0.00	0.00
2001	2	15-19	4	4	0	0	0.0	27.25	27.25	0.00	0.00
2001	2	20-24	5	5	0	0	0.0	23.91	23.91	0.00	0.00
2001	2	>25	10	10	0	0	0.0	23.64	23.64	0.00	0.00
2001	1	Total	109	91	14	4	12.8	23.68	24.64	18.52	6.12
2001	1	2	2	2	0	0	0.0	28.71	28.71	0.00	0.00
2001	1	3	1	1	0	0	0.0	43.44	43.44	0.00	0.00
2001	1	4	1	1	0	0	0.0	23.08	23.08	0.00	0.00
2001	1	5- 9	7	7	0	0	0.0	25.19	25.19	0.00	0.00
2001	1	10-14	17	12	2	3	11.8	19.93	20.51	14.38	6.13
2001	1	15-19	5	2	3	0	60.0	20.38	24.02	17.96	6.07
2001	1	20-24	33	29	3	1	9.1	24.11	24.86	19.67	5.19
2001	1	>25	43	37	6	0	14.0	24.30	25.06	19.61	5.44

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Summary of Average Hourly Rate
by Year, EEO Category, and Years Since Hire

Year	EEO	Sen'ty Group	Nbr Employees					Hourly Rate			
			Tot	Wht	Blk	Oth	% Blk	Tot	Wht	Blk	Diff
2002	Total	Total	1181	798	201	182	17.0	16.31	17.69	13.50	4.18
2002	Total	< 1	12	9	1	2	8.3	17.03	19.91	8.40	11.51
2002	Total	1	10	8	0	2	0.0	17.51	16.85	0.00	0.00
2002	Total	2	33	27	5	1	15.2	16.98	18.11	11.58	6.53
2002	Total	3	9	6	2	1	22.2	21.55	26.07	12.41	13.66
2002	Total	4	19	11	3	5	15.8	16.96	20.44	14.25	6.20
2002	Total	5- 9	173	92	22	59	12.7	15.22	17.05	12.63	4.42
2002	Total	10-14	129	86	10	33	7.8	16.98	18.73	12.82	5.91
2002	Total	15-19	128	84	24	20	18.8	15.47	16.71	13.44	3.27
2002	Total	20-24	248	162	38	48	15.3	16.13	17.47	13.69	3.79
2002	Total	>25	420	313	96	11	22.9	16.66	17.62	13.87	3.75
2002	6-8	Total	811	467	175	169	21.6	13.53	14.04	13.06	0.97
2002	6-8	< 1	6	3	1	2	16.7	9.82	11.24	8.40	2.84
2002	6-8	1	4	4	0	0	0.0	11.02	11.02	0.00	0.00
2002	6-8	2	13	9	3	1	23.1	13.10	13.08	13.04	0.04
2002	6-8	3	1	0	0	1	0.0	12.69	0.00	0.00	0.00
2002	6-8	4	11	5	2	4	18.2	12.08	12.74	12.43	0.31
2002	6-8	5- 9	139	62	21	56	15.1	13.14	14.19	12.49	1.70
2002	6-8	10-14	79	40	8	31	10.1	13.66	14.62	12.86	1.75
2002	6-8	15-19	94	57	18	19	19.1	13.62	14.15	13.04	1.11
2002	6-8	20-24	160	83	33	44	20.6	13.61	14.01	13.18	0.83
2002	6-8	>25	304	204	89	11	29.3	13.79	14.03	13.25	0.78
2002	7-8	Total	215	92	63	60	29.3	12.09	12.32	12.25	0.07
2002	7-8	< 1	5	2	1	2	20.0	9.06	10.05	8.40	1.65
2002	7-8	1	2	2	0	0	0.0	8.75	8.75	0.00	0.00
2002	7-8	2	2	0	2	0	100.0	12.78	0.00	12.78	0.00
2002	7-8	3	1	0	0	1	0.0	12.69	0.00	0.00	0.00
2002	7-8	4	8	3	2	3	25.0	11.52	12.18	12.43	-0.25
2002	7-8	5- 9	47	16	10	21	21.3	11.78	12.62	11.68	0.94
2002	7-8	10-14	23	7	4	12	17.4	12.23	12.64	11.80	0.84
2002	7-8	15-19	24	12	7	5	29.2	12.06	12.32	11.86	0.45
2002	7-8	20-24	40	15	10	15	25.0	12.25	12.17	12.45	-0.28
2002	7-8	>25	63	35	27	1	42.9	12.59	12.53	12.64	-0.12
2002	8	Total	19	6	5	8	26.3	9.56	9.72	9.51	0.21
2002	8	< 1	4	1	1	2	25.0	8.40	8.40	8.40	0.00
2002	8	4	3	1	0	2	0.0	9.62	9.55	0.00	0.00
2002	8	5- 9	7	1	2	4	28.6	9.87	10.21	9.66	0.55
2002	8	10-14	1	0	1	0	100.0	10.31	0.00	10.31	0.00
2002	8	20-24	1	1	0	0	0.0	9.55	9.55	0.00	0.00
2002	8	>25	3	2	1	0	33.3	10.06	10.31	9.55	0.76
2002	7	Total	196	86	58	52	29.6	12.34	12.50	12.49	0.01
2002	7	< 1	1	1	0	0	0.0	11.69	11.69	0.00	0.00
2002	7	1	2	2	0	0	0.0	8.75	8.75	0.00	0.00
2002	7	2	2	0	2	0	100.0	12.78	0.00	12.78	0.00
2002	7	3	1	0	0	1	0.0	12.69	0.00	0.00	0.00
2002	7	4	5	2	2	1	40.0	12.66	13.50	12.43	1.07
2002	7	5- 9	40	15	8	17	20.0	12.11	12.78	12.18	0.59
2002	7	10-14	22	7	3	12	13.6	12.31	12.64	12.30	0.34
2002	7	15-19	24	12	7	5	29.2	12.06	12.32	11.86	0.45
2002	7	20-24	39	14	10	15	25.6	12.32	12.35	12.45	-0.09
2002	7	>25	60	33	26	1	43.3	12.72	12.66	12.76	-0.10

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2002	6	Total	596	375	112	109	18.8	14.05	14.46	13.52	0.94
2002	6	< 1	1	1	0	0	0.0	13.63	13.63	0.00	0.00
2002	6	1	2	2	0	0	0.0	13.29	13.29	0.00	0.00
2002	6	2	11	9	1	1	9.1	13.16	13.08	13.55	-0.47
2002	6	4	3	2	0	1	0.0	13.58	13.57	0.00	0.00
2002	6	5- 9	92	46	11	35	12.0	13.83	14.74	13.23	1.51
2002	6	10-14	56	33	4	19	7.1	14.26	15.04	13.92	1.11
2002	6	15-19	70	45	11	14	15.7	14.15	14.64	13.79	0.85
2002	6	20-24	120	68	23	29	19.2	14.06	14.41	13.50	0.92
2002	6	>25	241	169	62	10	25.7	14.10	14.34	13.51	0.83
2002	5	Total	42	34	5	3	11.9	13.57	13.84	12.04	1.80
2002	5	1	2	1	0	1	0.0	14.15	13.73	0.00	0.00
2002	5	2	1	1	0	0	0.0	10.96	10.96	0.00	0.00
2002	5	3	2	0	2	0	100.0	12.41	0.00	12.41	0.00
2002	5	4	1	0	0	1	0.0	10.36	0.00	0.00	0.00
2002	5	5- 9	5	4	0	1	0.0	13.73	13.64	0.00	0.00
2002	5	10-14	5	5	0	0	0.0	13.32	13.32	0.00	0.00
2002	5	15-19	6	5	1	0	16.7	13.10	13.79	9.62	4.17
2002	5	20-24	13	11	2	0	15.4	13.53	13.65	12.89	0.77
2002	5	>25	7	7	0	0	0.0	15.08	15.08	0.00	0.00
2002	4	Total	22	21	0	1	0.0	25.58	25.58	0.00	0.00
2002	4	< 1	3	3	0	0	0.0	27.24	27.24	0.00	0.00
2002	4	1	3	2	0	1	0.0	25.74	25.77	0.00	0.00
2002	4	2	1	1	0	0	0.0	32.13	32.13	0.00	0.00
2002	4	3	1	1	0	0	0.0	23.16	23.16	0.00	0.00
2002	4	5- 9	1	1	0	0	0.0	28.21	28.21	0.00	0.00
2002	4	10-14	4	4	0	0	0.0	27.05	27.05	0.00	0.00
2002	4	15-19	1	1	0	0	0.0	22.52	22.52	0.00	0.00
2002	4	20-24	3	3	0	0	0.0	23.58	23.58	0.00	0.00
2002	4	>25	5	5	0	0	0.0	23.78	23.78	0.00	0.00
2002	3	Total	90	83	4	3	4.4	16.89	16.93	16.35	0.58
2002	3	2	7	6	1	0	14.3	14.74	15.48	10.31	5.17
2002	3	5- 9	9	7	1	1	11.1	15.62	15.49	15.54	-0.05
2002	3	10-14	14	14	0	0	0.0	16.20	16.20	0.00	0.00
2002	3	15-19	9	9	0	0	0.0	17.56	17.56	0.00	0.00
2002	3	20-24	26	23	1	2	3.8	17.07	17.20	15.29	1.91
2002	3	>25	25	24	1	0	4.0	17.90	17.63	24.26	-6.63
2002	2	Total	69	67	1	1	1.4	24.34	24.42	17.88	6.54
2002	2	< 1	3	3	0	0	0.0	21.25	21.25	0.00	0.00
2002	2	1	1	1	0	0	0.0	25.48	25.48	0.00	0.00
2002	2	2	8	8	0	0	0.0	21.51	21.51	0.00	0.00
2002	2	3	3	3	0	0	0.0	24.60	24.60	0.00	0.00
2002	2	4	6	5	1	0	16.7	22.35	23.24	17.88	5.36
2002	2	5- 9	9	9	0	0	0.0	25.91	25.91	0.00	0.00
2002	2	10-14	12	11	0	1	0.0	23.36	23.19	0.00	0.00
2002	2	15-19	5	5	0	0	0.0	27.33	27.33	0.00	0.00
2002	2	20-24	8	8	0	0	0.0	24.09	24.09	0.00	0.00
2002	2	>25	14	14	0	0	0.0	26.25	26.25	0.00	0.00
2002	1	Total	137	120	12	5	8.8	28.11	28.74	20.31	8.43
2002	1	2	2	2	0	0	0.0	31.61	31.61	0.00	0.00
2002	1	3	2	2	0	0	0.0	29.75	29.75	0.00	0.00
2002	1	4	1	1	0	0	0.0	44.96	44.96	0.00	0.00
2002	1	5- 9	9	8	0	1	0.0	36.40	31.93	0.00	0.00
2002	1	10-14	14	12	1	1	7.1	29.94	30.78	15.14	15.64
2002	1	15-19	11	7	3	1	27.3	25.71	30.10	18.74	11.37
2002	1	20-24	36	32	2	2	5.6	25.52	26.21	22.10	4.11
2002	1	>25	62	56	6	0	9.7	27.98	28.69	21.36	7.32

Appendix 7

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Summary of Workforce and Average Salary Selected Jobs

 Restricted to Those Active at Year-End, and
 With Positive Earnings for Year
 EEO 6-8 restricted to 'LUF' Departments

Year	EEO	Job	Nbr Employees					Average \$/Hour			
			Tot	Wht	Blk	Oth	%Blk	Tot	Wht	Blk	Diff
2000	EEO= 1	Total	114	97	13	4	11.4	22.73	23.46	18.31	5.15
2000	EEO= 1	100125 DISTRICT MGR-MSAL	1	0	0	1	0.0	31.73	0.00	0.00	0.00
2000	EEO= 1	100928 FDRY MAINT FOREMAN	3	2	1	0	33.3	17.63	17.34	18.20	-0.86
2000	EEO= 1	100930 FDRY PRODUCTION FRMN	11	4	5	2	45.5	17.21	17.90	17.55	0.35
2000	EEO= 1	100929 FDRY PRODUCTION SUPRVSR	2	2	0	0	0.0	22.79	22.79	0.00	0.00
2000	EEO= 1	100070 FOREMAN 9	6	5	1	0	16.7	13.82	13.76	14.13	-0.37
2000	EEO= 1	100931 GEAR REPAIR PROD SUPRVSR	3	2	1	0	33.3	22.29	22.29	22.29	0.00
2000	EEO= 1	100890 PT PRODUCTION MANAGER	8	7	1	0	12.5	22.28	22.31	22.07	0.24
2000	EEO= 1	100891 PT PRODUCTION SUPERVISOR	6	6	0	0	0.0	18.83	18.83	0.00	0.00
2000	EEO= 1	100897 PT REPAIR ACCOUNTS MANAGER	2	2	0	0	0.0	21.72	21.72	0.00	0.00
2000	EEO= 1	100028 SUPERVISOR 10	1	1	0	0	0.0	18.58	18.58	0.00	0.00
2000	EEO= 1	100135 TRAILER BRANCH MGR	3	3	0	0	0.0	19.45	19.45	0.00	0.00
2000	EEO= 1	100919 TRLR PRODUCTION SUPERVISOR	9	7	2	0	22.2	19.30	19.53	18.50	1.03
2000	EEO= 1	Other	59	56	2	1	3.4	26.05	26.51	18.33	8.19
2000	EEO= 6	Total	617	394	108	115	17.5	13.30	13.67	12.93	0.74
2000	EEO= 6	106784 CHIPPER GRINDER FINISHER	54	4	8	42	14.8	11.54	11.53	11.31	0.22
2000	EEO= 6	109926 CNC MACHINE OPERATOR	7	7	0	0	0.0	13.14	13.14	0.00	0.00
2000	EEO= 6	106746 CORE MACH OP-CLASS A	11	2	2	7	18.2	12.12	12.32	12.32	0.00
2000	EEO= 6	106740 CRANE OPERATOR-FDRY	19	2	8	9	42.1	12.42	12.55	12.55	0.00
2000	EEO= 6	104681 ELECTRICAL DEPT SPEC	2	2	0	0	0.0	14.68	14.68	0.00	0.00
2000	EEO= 6	106766 FDRY MECHANIC A	25	20	2	3	8.0	13.33	13.22	14.23	-1.01
2000	EEO= 6	106803 FOUNDRY PROCESS INSPECTOR	2	0	2	0	100.0	13.02	0.00	13.02	0.00
2000	EEO= 6	109983 GEAR REPAIR SPECIALIST	64	56	4	4	6.2	13.88	13.94	13.74	0.20
2000	EEO= 6	103614 INSPECTOR	4	4	0	0	0.0	13.37	13.37	0.00	0.00
2000	EEO= 6	109907 INSPECTOR	4	2	2	0	50.0	13.02	13.02	13.02	0.00
2000	EEO= 6	103661 INSPECTOR SPECIALIST	5	5	0	0	0.0	14.34	14.34	0.00	0.00
2000	EEO= 6	103643 MACHINE OPERATOR-CLASS A	48	34	9	5	18.8	13.04	13.07	12.97	0.10
2000	EEO= 6	103642 MACHINIST	85	74	2	9	2.4	14.60	14.61	14.58	0.03
2000	EEO= 6	103656 MAINT MECH SPECIALIST	6	6	0	0	0.0	15.11	15.11	0.00	0.00
2000	EEO= 6	109919 MAINT, MECHANIC-CLASS A	5	5	0	0	0.0	13.37	13.37	0.00	0.00
2000	EEO= 6	104706 MASTER ASSEMBLY	1	1	0	0	0.0	15.14	15.14	0.00	0.00
2000	EEO= 6	106818 MASTER MAINT SPEC	1	1	0	0	0.0	18.75	18.75	0.00	0.00
2000	EEO= 6	106798 MELTER A	7	1	3	3	42.9	12.32	12.32	12.32	0.00
2000	EEO= 6	106732 MOLDING MACH OP-CLASS A	10	1	7	2	70.0	12.23	12.32	12.29	0.03
2000	EEO= 6	105704 STRUCTURAL WORKER-CLASS A	13	8	2	3	15.4	12.98	12.97	13.03	-0.06
2000	EEO= 6	102009 TB MECHANIC A	16	7	3	6	18.8	12.72	12.84	13.90	-1.06
2000	EEO= 6	109900 TRAILER BUILDER SPEC	19	14	4	1	21.1	12.52	12.52	12.55	-0.03
2000	EEO= 6	105700 WELDER-CLASS A	24	17	4	3	16.7	13.02	13.02	13.03	-0.01

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Summary of Promotion Analysis

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Restricted to Promotions from EEO 6, 7, and 8, after March 6, 1994

Controlling for Year, Job, Dept, Sen'ty, Roster

Comparing Blacks to Non-Black

EEO	Job Code	Dept	Year	Promotions				Ave % Blk in Pool	Diff	Var	Z-Val
				Tot	Wht	Blk	% Blk				
Tot	Total	Tot	1994	191	111	29	15.2	16.4	-2.27	16.28	-0.56
Tot	Total	Tot	1995	303	193	54	17.8	24.8	-21.16	37.04	-3.48
Tot	Total	Tot	1996	338	180	66	19.5	21.8	-7.67	38.98	-1.23
Tot	Total	Tot	1997	455	285	92	20.2	25.0	-21.72	49.66	-3.08
Tot	Total	Tot	1998	318	194	63	19.8	27.2	-23.61	47.94	-3.41
Tot	Total	Tot	1999	197	109	46	23.4	36.6	-26.09	30.95	-4.69
Tot	Total	Tot	2000	207	96	48	23.2	24.4	-2.51	12.75	-0.70
Tot	Total	Tot	2001	219	90	62	28.3	29.8	-3.17	30.66	-0.57
Tot	Total	Tot	2002	83	54	12	14.5	21.3	-5.65	5.14	-2.49
Tot	Total	Tot	Tot	2311	1312	472			-113.86	269.39	-6.94
Tot	Total	LUFF	1994	67	18	13	19.4	16.8	1.73	4.04	0.86
Tot	Total	LUFF	1995	72	21	12	16.7	21.1	-3.20	8.91	-1.07
Tot	Total	LUFF	1996	134	31	31	23.1	24.5	-1.81	17.71	-0.43
Tot	Total	LUFF	1997	112	42	27	24.1	23.8	0.31	13.10	0.09
Tot	Total	LUFF	1998	70	14	19	27.1	33.7	-4.62	12.31	-1.32
Tot	Total	LUFF	1999	15	3	4	26.7	28.4	-0.27	0.82	-0.29
Tot	Total	LUFF	2000	52	11	7	13.5	18.7	-2.71	1.88	-1.97
Tot	Total	LUFF	2001	87	21	21	24.1	31.9	-6.79	16.33	-1.68
Tot	Total	LUFF	2002	9	4	2	22.2	27.2	-0.45	0.89	-0.47
Tot	Total	LUFF	Tot	618	165	136			-17.78	76.00	-2.04
Tot	Total	LUFT	1994	78	53	13	16.7	14.7	1.54	8.44	0.53
Tot	Total	LUFT	1995	123	82	33	26.8	33.6	-8.27	19.66	-1.87
Tot	Total	LUFT	1996	51	26	16	31.4	31.4	0.00	6.66	0.00
Tot	Total	LUFT	1997	189	118	42	22.2	33.0	-20.46	27.20	-3.92
Tot	Total	LUFT	1998	157	104	36	22.9	34.0	-17.36	29.81	-3.18
Tot	Total	LUFT	1999	144	78	34	23.6	43.2	-28.25	27.23	-5.41
Tot	Total	LUFT	2000	52	28	14	26.9	26.0	0.47	9.03	0.16
Tot	Total	LUFT	2001	24	13	7	29.2	23.5	1.35	2.43	0.87
Tot	Total	LUFT	2002	33	18	8	24.2	27.2	-0.98	0.63	-1.24
Tot	Total	LUFT	Tot	851	520	203			-71.97	131.10	-6.29
Tot	Total	LUFC	1995	1	1	0	0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFC	2002	1	1	0	0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFC	Tot	2	2	0			0.00	0.00	0.00
Tot	Total	LUFG	1995	5	3	0	0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFG	1996	1	1	0	0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFG	1997	14	12	1	7.1	7.5	-0.05	0.91	-0.05
Tot	Total	LUFG	1998	5	4	1	20.0	14.5	0.27	0.46	0.41
Tot	Total	LUFG	1999	4	3	1	25.0	7.8	0.69	0.27	1.31
Tot	Total	LUFG	2000	1	1	0	0.0	7.0	-0.07	0.07	-0.27
Tot	Total	LUFG	Tot	30	24	3			0.84	1.71	0.64
Tot	Total	LUFO	1994	4	4	0	0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFO	1995	8	4	4	50.0	50.0	0.00	0.00	0.00
Tot	Total	LUFO	1996	7	4	1	14.3	14.3	0.00	0.00	0.00
Tot	Total	LUFO	1997	49	37	9	18.4	20.3	-0.94	1.14	-0.88
Tot	Total	LUFO	1998	30	25	1	3.3	10.9	-2.26	2.22	-1.52
Tot	Total	LUFO	1999	8	6	1	12.5	9.0	0.28	0.54	0.39
Tot	Total	LUFO	2000	83	42	24	28.9	29.8	-0.77	1.37	-0.66
Tot	Total	LUFO	2001	82	41	25	30.5	28.1	1.95	9.00	0.65
Tot	Total	LUFO	2002	29	22	2	6.9	19.8	-3.75	3.22	-2.09
Tot	Total	LUFO	Tot	300	185	67			-5.49	17.49	-1.31

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Tot	Total	LUFF	1994	42	36	3	7.1	20.3	-5.54	3.79	-2.84
Tot	Total	LUFF	1995	94	82	5	5.3	15.6	-9.69	8.47	-3.33
Tot	Total	LUFF	1996	145	118	18	12.4	16.5	-5.86	14.60	-1.53
Tot	Total	LUFF	1997	91	76	13	14.3	14.9	-0.58	7.31	-0.22
Tot	Total	LUFF	1998	56	47	6	10.7	10.1	0.36	3.14	0.20
Tot	Total	LUFF	1999	26	19	6	23.1	17.5	1.45	2.08	1.01
Tot	Total	LUFF	2000	19	14	3	15.8	12.8	0.56	0.40	0.89
Tot	Total	LUFF	2001	26	15	9	34.6	33.4	0.32	2.89	0.19
Tot	Total	LUFF	2002	11	9	0	0.0	4.3	-0.47	0.39	-0.76
Tot	Total	LUFF	Tot	510	416	63			-19.46	43.09	-2.96
8	Total	Tot	1994	87	42	17	19.5	15.3	3.66	8.26	1.27
8	Total	Tot	1995	131	75	32	24.4	31.2	-8.85	22.72	-1.86
8	Total	Tot	1996	105	37	27	25.7	29.1	-3.55	17.67	-0.84
8	Total	Tot	1997	156	84	40	25.6	30.6	-7.77	24.48	-1.57
8	Total	Tot	1998	166	91	38	22.9	36.8	-23.09	34.14	-3.95
8	Total	Tot	1999	104	44	30	28.8	52.3	-24.44	22.09	-5.20
8	Total	Tot	2000	74	29	24	32.4	29.7	2.05	7.23	0.76
8	Total	Tot	2001	82	23	21	25.6	31.3	-4.68	15.19	-1.20
8	Total	Tot	2002	24	11	7	29.2	29.2	0.00	0.00	0.00
8	Total	Tot	Tot	929	436	236			-66.67	151.77	-5.41
8	Total	LUFF	1994	31	8	5	16.1	12.9	1.00	1.33	0.87
8	Total	LUFF	1995	38	12	9	23.7	26.6	-1.10	6.09	-0.44
8	Total	LUFF	1996	63	10	17	27.0	30.4	-2.18	12.27	-0.62
8	Total	LUFF	1997	41	11	13	31.7	20.2	4.71	6.06	1.91
8	Total	LUFF	1998	41	8	9	22.0	37.0	-6.15	8.55	-2.10
8	Total	LUFF	1999	4	0	2	50.0	50.0	0.00	0.00	0.00
8	Total	LUFF	2000	24	6	6	25.0	25.0	0.00	0.00	0.00
8	Total	LUFF	2001	62	14	16	25.8	35.5	-6.03	13.88	-1.62
8	Total	LUFF	Tot	304	69	77			-9.74	48.19	-1.40
8	Total	LUFT	1994	54	32	12	22.2	17.3	2.66	6.92	1.01
8	Total	LUFT	1995	80	53	22	27.5	37.2	-7.76	16.64	-1.90
8	Total	LUFT	1996	15	6	7	46.7	46.9	-0.03	1.86	-0.02
8	Total	LUFT	1997	115	73	27	23.5	34.3	-12.48	18.42	-2.91
8	Total	LUFT	1998	125	83	29	23.2	36.8	-16.94	25.58	-3.35
8	Total	LUFT	1999	100	44	28	28.0	52.4	-24.44	22.09	-5.20
8	Total	LUFT	2000	39	18	13	33.3	28.1	2.05	7.23	0.76
8	Total	LUFT	2001	16	8	5	31.2	22.8	1.35	1.31	1.18
8	Total	LUFT	2002	24	11	7	29.2	29.2	0.00	0.00	0.00
8	Total	LUFT	Tot	568	328	150			-55.60	100.05	-5.56
8	Total	LUFC	1995	1	1	0	0.0	0.0	0.00	0.00	0.00
8	Total	LUFC	Tot	1	1	0			0.00	0.00	0.00
8	Total	LUFG	1995	3	2	0	0.0	0.0	0.00	0.00	0.00
8	Total	LUFG	Tot	3	2	0			0.00	0.00	0.00
8	Total	LUFO	1995	1	0	1	100.0	100.0	0.00	0.00	0.00
8	Total	LUFO	2000	11	5	5	45.5	45.5	0.00	0.00	0.00
8	Total	LUFO	2001	4	1	0	0.0	0.0	0.00	0.00	0.00
8	Total	LUFO	Tot	16	6	6			0.00	0.00	0.00
8	Total	LUFF	1994	2	2	0	0.0	0.0	0.00	0.00	0.00
8	Total	LUFF	1995	8	7	0	0.0	0.0	0.00	0.00	0.00
8	Total	LUFF	1996	27	21	3	11.1	16.0	-1.33	3.54	-0.71
8	Total	LUFF	Tot	37	30	3			-1.33	3.54	-0.71
7	Total	Tot	1994	72	41	10	13.9	20.0	-4.42	6.94	-1.68
7	Total	Tot	1995	132	85	19	14.4	22.8	-11.08	11.62	-3.25
7	Total	Tot	1996	148	80	24	16.2	17.9	-2.43	13.44	-0.66
7	Total	Tot	1997	202	120	42	20.8	25.5	-9.44	18.66	-2.19
7	Total	Tot	1998	82	45	20	24.4	19.7	3.85	8.66	1.31

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2000	EEO= 6	109903	WELDER-SPECIALIST	58	36	15	7	25.9	12.91	12.91	12.93	-0.02
2000	EEO= 6	Other		127	85	31	11	24.4	13.62	13.84	13.31	0.53
2000	EEO= 7	Total		267	120	84	63	31.5	11.42	11.55	11.33	0.21
2000	EEO= 7	105711	BC/CG MAKER	3	0	1	2	33.3	11.17	0.00	10.83	0.00
2000	EEO= 7	106810	CASTING FINISHER	9	0	0	9	0.0	11.65	0.00	0.00	0.00
2000	EEO= 7	106779	CASTING PAINTER	3	0	0	3	0.0	11.65	0.00	0.00	0.00
2000	EEO= 7	106812	CORE/MOLD FINISHER	11	4	3	4	27.3	12.04	11.55	12.32	-0.77
2000	EEO= 7	106741	CRANE OP LEARNER-FDRY	3	0	0	3	0.0	10.26	0.00	0.00	0.00
2000	EEO= 7	109930	FORK LIFT OPERATOR	1	1	0	0	0.0	11.10	11.10	0.00	0.00
2000	EEO= 7	106743	FORK LIFT TOW MOTOR OPER	14	6	4	4	28.6	10.52	10.75	9.98	0.77
2000	EEO= 7	103648	MACH OP TRAINEE	29	14	8	7	27.6	10.15	10.38	9.78	0.60
2000	EEO= 7	109910	MACHINE OPERATOR-CLASS A	1	1	0	0	0.0	11.94	11.94	0.00	0.00
2000	EEO= 7	103644	MACHINE OPERATOR-CLASS B	16	12	3	1	18.8	12.26	12.30	12.05	0.25
2000	EEO= 7	103645	MACHINE OPERATOR-CLASS C	10	4	4	2	40.0	12.15	12.32	12.05	0.27
2000	EEO= 7	103619	MACHINIST HELPER	13	5	6	2	46.2	10.28	10.59	9.93	0.66
2000	EEO= 7	109912	PAINTER-CLASS A	6	3	2	1	33.3	12.32	12.32	12.32	0.00
2000	EEO= 7	106800	STOREKEEPER	7	1	4	2	57.1	10.92	9.54	11.43	-1.89
2000	EEO= 7	109901	TRAILER BUILDER-CLASS A	26	18	6	2	23.1	11.94	11.94	11.94	0.00
2000	EEO= 7	109902	TRAILER BUILDER-CLASS B	1	0	1	0	100.0	10.59	0.00	10.59	0.00
2000	EEO= 7	109904	WELDER-CLASS A	4	2	1	1	25.0	11.94	11.94	11.94	0.00
2000	EEO= 7	Other		110	49	41	20	37.3	11.62	11.66	11.65	0.01
2000	EEO= 8	Total		44	13	14	17	31.8	9.06	9.09	9.01	0.08
2000	EEO= 8	106796	GENERAL FOUNDRYMAN	35	7	12	16	34.3	8.96	8.72	8.96	-0.24
2000	EEO= 8	109906	HELPER	7	4	2	1	28.6	9.27	9.27	9.27	0.00
2000	EEO= 8	Other		2	2	0	0	0.0	10.01	10.01	0.00	0.00

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7 Total Tot	1999	50	32	11	22.0	22.1	-0.07	4.85	-0.03
7 Total Tot	2000	88	38	19	21.6	22.9	-1.17	1.61	-0.92
7 Total Tot	2001	108	47	35	32.4	30.2	2.39	11.98	0.69
7 Total Tot	2002	19	13	3	15.8	14.6	0.23	1.07	0.23
7 Total Tot	Tot	901	501	183			-22.14	78.84	-2.49
7 Total LUFF	1994	29	7	6	20.7	18.2	0.73	2.71	0.45
7 Total LUFF	1995	28	6	2	7.1	16.8	-2.70	2.58	-1.68
7 Total LUFF	1996	49	12	5	10.2	10.5	-0.17	2.64	-0.10
7 Total LUFF	1997	49	13	11	22.4	29.4	-3.40	5.91	-1.40
7 Total LUFF	1998	25	4	10	40.0	26.2	3.46	3.13	1.96
7 Total LUFF	1999	8	2	2	25.0	19.8	0.42	0.41	0.65
7 Total LUFF	2000	17	2	0	0.0	3.2	-0.54	0.37	-0.89
7 Total LUFF	2001	19	4	4	21.1	15.9	0.98	1.59	0.78
7 Total LUFF	2002	3	1	1	33.3	16.7	0.50	0.25	1.00
7 Total LUFF	Tot	227	51	41			-0.72	19.60	-0.16
7 Total LUFT	1994	18	15	1	5.6	7.3	-0.31	1.06	-0.30
7 Total LUFT	1995	33	21	9	27.3	27.1	0.05	1.64	0.04
7 Total LUFT	1996	32	17	9	28.1	26.3	0.60	4.41	0.28
7 Total LUFT	1997	60	34	14	23.3	31.5	-4.90	6.51	-1.92
7 Total LUFT	1998	22	15	4	18.2	22.4	-0.92	3.19	-0.51
7 Total LUFT	1999	35	26	6	17.1	20.4	-1.14	3.83	-0.58
7 Total LUFT	2000	9	6	1	11.1	17.3	-0.56	1.17	-0.52
7 Total LUFT	2001	6	3	2	33.3	25.0	0.50	0.88	0.53
7 Total LUFT	2002	7	5	1	14.3	21.7	-0.52	0.38	-0.83
7 Total LUFT	Tot	222	142	47			-7.18	23.06	-1.50
7 Total LUFC	2002	1	1	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFC	Tot	1	1	0			0.00	0.00	0.00
7 Total LUFG	1995	1	1	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFG	1996	1	1	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFG	1997	12	10	1	8.3	8.8	-0.05	0.91	-0.05
7 Total LUFG	1998	4	3	1	25.0	18.1	0.27	0.46	0.41
7 Total LUFG	1999	2	2	0	0.0	7.3	-0.15	0.14	-0.40
7 Total LUFG	2000	1	1	0	0.0	7.0	-0.07	0.07	-0.27
7 Total LUFG	Tot	21	18	2			0.01	1.57	0.00
7 Total LUFO	1994	2	2	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFO	1995	5	2	3	60.0	60.0	0.00	0.00	0.00
7 Total LUFO	1996	4	1	1	25.0	25.0	0.00	0.00	0.00
7 Total LUFO	1997	29	21	8	27.6	27.6	0.00	0.00	0.00
7 Total LUFO	1998	18	14	1	5.6	7.1	-0.28	1.02	-0.28
7 Total LUFO	1999	2	2	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFO	2000	58	26	18	31.0	31.0	0.00	0.00	0.00
7 Total LUFO	2001	63	29	22	34.9	31.9	1.90	7.03	0.72
7 Total LUFO	2002	4	3	1	25.0	12.5	0.50	0.25	1.00
7 Total LUFO	Tot	185	100	54			2.11	8.30	0.73
7 Total LUFFP	1994	23	17	3	13.0	34.1	-4.84	3.18	-2.72
7 Total LUFFP	1995	65	55	5	7.7	20.7	-8.44	7.40	-3.10
7 Total LUFFP	1996	62	49	9	14.5	19.1	-2.86	6.39	-1.13
7 Total LUFFP	1997	52	42	8	15.4	17.5	-1.09	5.34	-0.47
7 Total LUFFP	1998	13	9	4	30.8	20.7	1.31	0.86	1.41
7 Total LUFFP	1999	3	0	3	100.0	73.3	0.80	0.48	1.15
7 Total LUFFP	2000	3	3	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFFP	2001	20	11	7	35.0	39.9	-0.98	2.48	-0.62
7 Total LUFFP	2002	4	3	0	0.0	6.2	-0.25	0.19	-0.58
7 Total LUFFP	Tot	245	189	39			-16.36	26.32	-3.19
6 Total Tot	1994	32	28	2	6.2	11.0	-1.51	1.08	-1.45
6 Total Tot	1995	40	33	3	7.5	10.6	-1.23	2.69	-0.75
6 Total Tot	1996	85	63	15	17.6	19.6	-1.69	7.87	-0.60
6 Total Tot	1997	97	81	10	10.3	15.0	-4.51	6.51	-1.77

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6 Total Tot 1998	70	58	5	7.1	13.4	-4.36	5.14	-1.92
6 Total Tot 1999	43	33	5	11.6	15.3	-1.58	4.01	-0.79
6 Total Tot 2000	45	29	5	11.1	18.6	-3.39	3.91	-1.71
6 Total Tot 2001	29	20	6	20.7	23.8	-0.89	3.49	-0.48
6 Total Tot 2002	40	30	2	5.0	19.7	-5.88	4.07	-2.92
6 Total Tot Tot	481	375	53			-25.04	38.77	-4.02
6 Total LUFF 1994	7	3	2	28.6	28.6	0.00	0.00	0.00
6 Total LUFF 1995	6	3	1	16.7	6.7	0.60	0.24	1.22
6 Total LUFF 1996	22	9	9	40.9	38.5	0.54	2.80	0.32
6 Total LUFF 1997	22	18	3	13.6	18.2	-1.00	1.12	-0.94
6 Total LUFF 1998	4	2	0	0.0	48.2	-1.93	0.62	-2.45
6 Total LUFF 1999	3	1	0	0.0	22.7	-0.68	0.42	-1.06
6 Total LUFF 2000	11	3	1	9.1	28.8	-2.16	1.51	-1.76
6 Total LUFF 2001	6	3	1	16.7	45.7	-1.74	0.86	-1.88
6 Total LUFF 2002	6	3	1	16.7	32.4	-0.95	0.64	-1.18
6 Total LUFF Tot	87	45	18			-7.32	8.21	-2.55
6 Total LUFT 1994	6	6	0	0.0	13.6	-0.82	0.47	-1.19
6 Total LUFT 1995	10	8	2	20.0	25.7	-0.57	1.39	-0.48
6 Total LUFT 1996	4	3	0	0.0	14.2	-0.57	0.39	-0.90
6 Total LUFT 1997	14	11	1	7.1	29.1	-3.07	2.27	-2.04
6 Total LUFT 1998	10	6	3	30.0	25.1	0.49	1.03	0.49
6 Total LUFT 1999	9	8	0	0.0	29.7	-2.67	1.31	-2.33
6 Total LUFT 2000	4	4	0	0.0	25.5	-1.02	0.63	-1.28
6 Total LUFT 2001	2	2	0	0.0	25.0	-0.50	0.25	-1.00
6 Total LUFT 2002	2	2	0	0.0	23.3	-0.47	0.25	-0.94
6 Total LUFT Tot	61	50	6			-9.19	8.00	-3.25
6 Total LUFG 1995	1	0	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1997	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1998	1	1	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1999	2	1	1	50.0	8.3	0.83	0.14	2.24
6 Total LUFG Tot	6	4	1			0.83	0.14	2.24
6 Total LUFO 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1995	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1996	3	3	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1997	20	16	1	5.0	9.7	-0.94	1.14	-0.88
6 Total LUFO 1998	12	11	0	0.0	16.5	-1.98	1.21	-1.80
6 Total LUFO 1999	6	4	1	16.7	11.9	0.28	0.54	0.39
6 Total LUFO 2000	14	11	1	7.1	12.6	-0.77	1.37	-0.66
6 Total LUFO 2001	15	11	3	20.0	19.6	0.05	1.97	0.04
6 Total LUFO 2002	25	19	1	4.0	21.0	-4.25	2.97	-2.46
6 Total LUFO Tot	99	79	7			-7.60	9.19	-2.51
6 Total LUPF 1994	17	17	0	0.0	4.1	-0.70	0.62	-0.89
6 Total LUPF 1995	21	20	0	0.0	6.0	-1.26	1.06	-1.22
6 Total LUPF 1996	56	48	6	10.7	13.7	-1.67	4.68	-0.77
6 Total LUPF 1997	39	34	5	12.8	11.5	0.51	1.98	0.36
6 Total LUPF 1998	43	38	2	4.7	6.9	-0.95	2.28	-0.63
6 Total LUPF 1999	23	19	3	13.0	10.2	0.65	1.60	0.52
6 Total LUPF 2000	16	11	3	18.8	15.2	0.56	0.40	0.89
6 Total LUPF 2001	6	4	2	33.3	11.7	1.30	0.41	2.03
6 Total LUPF 2002	7	6	0	0.0	3.2	-0.22	0.20	-0.50
6 Total LUPF Tot	228	197	21			-1.77	13.23	-0.49

Appendix 9

Page 1

Summary of Promotion Analysis by Target Job

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Restricted to Promotions from EEO 6, 7, and 8, after March 6, 1994

Controlling for Year, Job, Dept, Sen'ty, Roster

Comparing Blacks to Non-Black

Year = 2005 gives totals over all years 1994-2002

E E O	Job Promoted Into	Dept	Year	Promotions						Z-Val
				Tot	Wht	Black		Diff	Var	
	1100	LUFF	2000	1	1	0	0.0	0.0	0.00	0.00
	1100	LUFF	2005	1	1	0	0.0	0.0	0.00	0.00
	1105	LUFF	2001	1	1	0	0.0	0.0	0.00	0.00
	1105	LUFF	2005	1	1	0	0.0	0.0	0.00	0.00
	1128	LUFT	2002	1	1	0	0.0	46.7	-0.47	-0.94
	1128	LUFT	2005	1	1	0	0.0	46.7	-0.47	-0.94
	3710	LUFF	2000	1	1	0	0.0	0.0	0.00	0.00
	3710	LUFF	2005	1	1	0	0.0	0.0	0.00	0.00
	3711	LUFO	2002	11	8	0	0.0	24.4	-2.68	-1.92
	3711	LUFO	2005	11	8	0	0.0	24.4	-2.68	-1.92
1	0028 SUPERVISOR 10	90	1994	1	1	0	0.0	0.0	0.00	0.00
1	0028 SUPERVISOR 10	90	2005	1	1	0	0.0	0.0	0.00	0.00
1	0070 FOREMAN 9	90	1994	6	4	2	33.3	38.6	-0.32	-0.68
1	0070 FOREMAN 9	90	1995	9	6	3	33.3	24.5	0.80	0.74
1	0070 FOREMAN 9	90	1996	1	1	0	0.0	0.0	0.00	0.00
1	0070 FOREMAN 9	90	1997	1	1	0	0.0	0.0	0.00	0.00
1	0070 FOREMAN 9	90	1998	1	1	0	0.0	30.0	-0.30	-0.65
1	0070 FOREMAN 9	90	2000	3	2	1	33.3	13.1	0.61	1.08
1	0070 FOREMAN 9	90	2001	3	2	1	33.3	11.6	0.65	1.27
1	0070 FOREMAN 9	90	2002	1	1	0	0.0	0.0	0.00	0.00
1	0070 FOREMAN 9	90	2005	25	18	7	28.0	22.2	1.44	0.98
1	0125 DISTRICT MGR-MSAL	13	2002	1	1	0	0.0	0.0	0.00	0.00
1	0125 DISTRICT MGR-MSAL	13	2005	1	1	0	0.0	0.0	0.00	0.00
1	0135 TRAILER BRANCH MGR	90	1999	1	1	0	0.0	0.0	0.00	0.00
1	0135 TRAILER BRANCH MGR	90	2005	1	1	0	0.0	0.0	0.00	0.00
1	0136 SERVICE MANAGER-TRLR	90	1996	1	1	0	0.0	0.0	0.00	0.00
1	0136 SERVICE MANAGER-TRLR	90	1997	2	2	0	0.0	16.7	-0.33	-0.71
1	0136 SERVICE MANAGER-TRLR	90	2005	3	3	0	0.0	11.1	-0.33	-0.71
1	0172 MGR,PARTS-TRLR BRANC	90	1994	1	1	0	0.0	0.0	0.00	0.00
1	0172 MGR,PARTS-TRLR BRANC	90	2005	1	1	0	0.0	0.0	0.00	0.00
1	0524 SUPV,MACH SHOP AREA	13	1994	2	2	0	0.0	0.0	0.00	0.00
1	0524 SUPV,MACH SHOP AREA	13	1996	1	1	0	0.0	0.0	0.00	0.00
1	0524 SUPV,MACH SHOP AREA	13	2005	3	3	0	0.0	0.0	0.00	0.00
1	0891 PT PRODUCTION SUPERV	LUFF	1997	2	2	0	0.0	0.0	0.00	0.00
1	0891 PT PRODUCTION SUPERV	LUFF	1999	1	1	0	0.0	0.0	0.00	0.00
1	0891 PT PRODUCTION SUPERV	LUFF	2005	3	3	0	0.0	0.0	0.00	0.00
1	0919 TRLR PRODUCTION SUPE	90	1997	5	4	1	20.0	43.5	-1.17	-1.10
1	0919 TRLR PRODUCTION SUPE	90	1998	6	5	1	16.7	17.4	-0.04	-0.05
1	0919 TRLR PRODUCTION SUPE	90	1999	2	1	0	0.0	37.5	-0.75	-1.73
1	0919 TRLR PRODUCTION SUPE	90	2001	2	2	0	0.0	25.0	-0.50	-1.00
1	0919 TRLR PRODUCTION SUPE	90	2005	15	12	2	13.3	29.8	-2.47	-1.62
1	0920 TRLR WAREHOUSE SUPER	90	1999	1	1	0	0.0	0.0	0.00	0.00
1	0920 TRLR WAREHOUSE SUPER	90	2005	1	1	0	0.0	0.0	0.00	0.00
1	0928 FDRY MAINT FOREMAN	LUFF	1997	2	2	0	0.0	0.0	0.00	0.00
1	0928 FDRY MAINT FOREMAN	LUFF	2000	1	1	0	0.0	0.0	0.00	0.00
1	0928 FDRY MAINT FOREMAN	LUFF	2001	1	1	0	0.0	50.0	-0.50	-1.00
1	0928 FDRY MAINT FOREMAN	LUFF	2002	1	1	0	0.0	8.3	-0.08	-0.30
1	0928 FDRY MAINT FOREMAN	LUFF	2005	5	5	0	0.0	11.7	-0.58	-1.02
1	0930 FDRY PRODUCTION FRMN	11	1997	1	1	0	0.0	0.0	0.00	0.00
1	0930 FDRY PRODUCTION FRMN	11	1998	2	0	0	0.0	75.0	-1.50	-2.45
1	0930 FDRY PRODUCTION FRMN	11	2000	2	0	0	0.0	11.1	-0.22	-0.53
1	0930 FDRY PRODUCTION FRMN	11	2001	1	0	1	100.0	100.0	0.00	0.00
1	0930 FDRY PRODUCTION FRMN	11	2002	1	0	0	0.0	14.3	-0.14	-0.41
1	0930 FDRY PRODUCTION FRMN	11	2005	7	1	1	14.3	40.9	-1.87	-2.28

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3	6788	ELECTRONICS TECH	11	2001	1	1	0	0.0	0.0	0.00	0.00
3	6788	ELECTRONICS TECH	11	2005	4	4	0	0.0	0.0	0.00	0.00
3	9925	ELECTRONIC TECHNICIA	90	1994	1	1	0	0.0	0.0	0.00	0.00
3	9925	ELECTRONIC TECHNICIA	90	1998	3	2	0	0.0	0.0	0.00	0.00
3	9925	ELECTRONIC TECHNICIA	90	2005	4	3	0	0.0	0.0	0.00	0.00
4	0745	PARTS & SERVICE SALE	90	1998	1	1	0	0.0	17.6	-0.18	-0.46
4	0745	PARTS & SERVICE SALE	90	1999	1	1	0	0.0	0.0	0.00	0.00
4	0745	PARTS & SERVICE SALE	90	2001	1	1	0	0.0	0.0	0.00	0.00
4	0745	PARTS & SERVICE SALE	90	2005	3	3	0	0.0	5.9	-0.18	-0.46
4	0899	PT REPAIR ORDER CONT	17	1996	1	1	0	0.0	0.0	0.00	0.00
4	0899	PT REPAIR ORDER CONT	17	2005	1	1	0	0.0	0.0	0.00	0.00
4	1022	TRAILER INSIDE SALES	LUFO	1999	1	1	0	0.0	0.0	0.00	0.00
4	1022	TRAILER INSIDE SALES	LUFO	2005	1	1	0	0.0	0.0	0.00	0.00
5	0223	SECRETARY B-ENGR	LUFF	1995	1	1	0	0.0	0.0	0.00	0.00
5	0223	SECRETARY B-ENGR	LUFF	2005	1	1	0	0.0	0.0	0.00	0.00
6	0556	MECHANIC CLASS A	90	1997	3	1	0	0.0	14.3	-0.43	-0.87
6	0556	MECHANIC CLASS A	90	2005	3	1	0	0.0	14.3	-0.43	-0.87
6	3601	TOOL MAKER	13	1997	1	1	0	0.0	0.0	0.00	0.00
6	3601	TOOL MAKER	13	2005	1	1	0	0.0	0.0	0.00	0.00
6	3602	TOOL GRINDER-CLASS A	LUFT	1994	1	0	0	0.0	66.7	-0.67	-1.41
6	3602	TOOL GRINDER-CLASS A	LUFT	1995	1	1	0	0.0	16.7	-0.17	-0.45
6	3602	TOOL GRINDER-CLASS A	LUFT	1996	1	0	0	0.0	0.0	0.00	0.00
6	3602	TOOL GRINDER-CLASS A	LUFT	2002	1	1	0	0.0	0.0	0.00	0.00
6	3602	TOOL GRINDER-CLASS A	LUFT	2005	4	2	0	0.0	20.8	-0.83	-1.39
6	3603	TOOL GRINDER SPECIAL	LUFF	2000	1	0	0	0.0	0.0	0.00	0.00
6	3603	TOOL GRINDER SPECIAL	LUFF	2002	1	0	0	0.0	25.0	-0.25	-0.58
6	3603	TOOL GRINDER SPECIAL	LUFF	2005	2	0	0	0.0	12.5	-0.25	-0.58
6	3604	ASSEMBLE COMMERCIAL	13	1995	2	2	0	0.0	4.4	-0.09	-0.31
6	3604	ASSEMBLE COMMERCIAL	13	1996	3	3	0	0.0	22.5	-0.68	-1.01
6	3604	ASSEMBLE COMMERCIAL	13	1997	2	2	0	0.0	0.0	0.00	0.00
6	3604	ASSEMBLE COMMERCIAL	13	1998	2	1	1	50.0	25.0	0.50	1.00
6	3604	ASSEMBLE COMMERCIAL	13	2005	9	8	1	11.1	14.0	-0.26	-0.30
6	3605	ASSEMBLER - CLASS A	13	1995	1	1	0	0.0	0.0	0.00	0.00
6	3605	ASSEMBLER - CLASS A	13	1996	4	2	2	50.0	38.1	0.48	0.49
6	3605	ASSEMBLER - CLASS A	13	1997	2	1	1	50.0	58.3	-0.17	-0.24
6	3605	ASSEMBLER - CLASS A	13	1998	2	2	0	0.0	0.0	0.00	0.00
6	3605	ASSEMBLER - CLASS A	13	2005	9	6	3	33.3	29.9	0.31	0.26
6	3606	ASSEMB-CLASS A SPECI	13	1995	4	3	0	0.0	17.4	-0.69	-1.05
6	3606	ASSEMB-CLASS A SPECI	13	1996	5	5	0	0.0	0.0	0.00	0.00
6	3606	ASSEMB-CLASS A SPECI	13	1997	5	5	0	0.0	0.0	0.00	0.00
6	3606	ASSEMB-CLASS A SPECI	13	1998	4	4	0	0.0	0.0	0.00	0.00
6	3606	ASSEMB-CLASS A SPECI	13	2005	18	17	0	0.0	3.9	-0.69	-1.05
6	3608	ASSEMBLER HELPER	LUFF	1994	1	1	0	0.0	40.0	-0.40	-0.82
6	3608	ASSEMBLER HELPER	LUFF	1995	1	1	0	0.0	28.6	-0.29	-0.63
6	3608	ASSEMBLER HELPER	LUFF	1996	3	3	0	0.0	23.9	-0.72	-0.97
6	3608	ASSEMBLER HELPER	LUFF	2000	1	1	0	0.0	0.0	0.00	0.00
6	3608	ASSEMBLER HELPER	LUFF	2005	6	6	0	0.0	23.4	-1.40	-1.41
6	3609	UTILITY MAINT CL A	13	1994	1	1	0	0.0	0.0	0.00	0.00
6	3609	UTILITY MAINT CL A	13	2005	1	1	0	0.0	0.0	0.00	0.00
6	3614	INSPECTOR	13	1994	2	2	0	0.0	0.0	0.00	0.00
6	3614	INSPECTOR	13	1995	2	2	0	0.0	0.0	0.00	0.00
6	3614	INSPECTOR	13	1996	2	1	1	50.0	12.6	0.75	1.60
6	3614	INSPECTOR	13	1997	1	1	0	0.0	10.0	-0.10	-0.33
6	3614	INSPECTOR	13	2001	1	1	0	0.0	0.0	0.00	0.00
6	3614	INSPECTOR	13	2005	8	7	1	12.5	4.4	0.65	1.17
6	3621	HEAT TREATER	LUFF	1996	1	0	0	0.0	0.0	0.00	0.00
6	3621	HEAT TREATER	LUFF	1997	1	1	0	0.0	0.0	0.00	0.00
6	3621	HEAT TREATER	LUFF	2005	2	1	0	0.0	0.0	0.00	0.00
6	3640	WELDER-JIG & COMM GE	13	1995	1	1	0	0.0	0.0	0.00	0.00
6	3640	WELDER-JIG & COMM GE	13	1996	1	0	1	100.0	25.0	0.75	1.73
6	3640	WELDER-JIG & COMM GE	13	2005	2	1	1	50.0	12.5	0.75	1.73
6	3642	MACHINIST	12	1994	8	8	0	0.0	6.6	-0.53	-0.77
6	3642	MACHINIST	12	1995	11	9	0	0.0	6.7	-0.74	-0.92
6	3642	MACHINIST	12	1996	13	12	0	0.0	10.3	-1.34	-1.24
6	3642	MACHINIST	12	1997	19	14	2	10.5	14.2	-0.71	-0.58

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6 3642 MACHINIST	12 1998	17	14	1	5.9	13.6	-1.31	-1.29
6 3642 MACHINIST	12 1999	12	11	0	0.0	5.9	-0.71	-0.96
6 3642 MACHINIST	12 2000	14	10	0	0.0	12.2	-1.71	-1.47
6 3642 MACHINIST	12 2001	5	3	2	40.0	15.3	1.24	1.64
6 3642 MACHINIST	12 2002	7	6	0	0.0	13.4	-0.94	-1.09
6 3642 MACHINIST	12 2005	106	87	5	4.7	11.1	-6.76	-2.38
6 3643 MACHINE OPERATOR-CLA	LUPF 1994	11	10	0	0.0	15.1	-1.66	-1.59
6 3643 MACHINE OPERATOR-CLA	LUPF 1995	17	14	1	5.9	10.5	-0.79	-1.00
6 3643 MACHINE OPERATOR-CLA	LUPF 1996	25	20	4	16.0	21.9	-1.48	-1.09
6 3643 MACHINE OPERATOR-CLA	LUPF 1997	24	17	5	20.8	16.5	1.05	0.64
6 3643 MACHINE OPERATOR-CLA	LUPF 1998	10	9	1	10.0	8.8	0.12	0.14
6 3643 MACHINE OPERATOR-CLA	LUPF 1999	5	1	3	60.0	32.3	1.38	1.54
6 3643 MACHINE OPERATOR-CLA	LUPF 2000	5	3	1	20.0	20.0	0.00	0.00
6 3643 MACHINE OPERATOR-CLA	LUPF 2001	19	11	3	15.8	26.6	-2.06	-1.24
6 3643 MACHINE OPERATOR-CLA	LUPF 2002	1	1	0	0.0	0.0	0.00	0.00
6 3643 MACHINE OPERATOR-CLA	LUPF 2005	117	86	18	15.4	18.3	-3.44	-1.06
6 3644 MACHINE OPERATOR-CLA	LUFT 1994	3	1	1	33.3	25.0	0.25	0.58
6 3644 MACHINE OPERATOR-CLA	LUFT 1995	3	1	1	33.3	8.3	0.75	1.73
6 3644 MACHINE OPERATOR-CLA	LUFT 1996	6	4	2	33.3	25.4	0.48	0.77
6 3644 MACHINE OPERATOR-CLA	LUFT 1997	12	9	3	25.0	20.9	0.49	0.48
6 3644 MACHINE OPERATOR-CLA	LUFT 1998	6	2	1	16.7	21.8	-0.31	-0.36
6 3644 MACHINE OPERATOR-CLA	LUFT 2000	7	5	2	28.6	28.6	0.00	0.00
6 3644 MACHINE OPERATOR-CLA	LUFT 2001	14	6	5	35.7	27.7	1.12	0.69
6 3644 MACHINE OPERATOR-CLA	LUFT 2002	1	1	0	0.0	0.0	0.00	0.00
6 3644 MACHINE OPERATOR-CLA	LUFT 2005	52	29	15	28.8	23.5	2.78	1.22
6 3655 MAINT MECH CLASS A	LUPF 1995	2	2	0	0.0	0.0	0.00	0.00
6 3655 MAINT MECH CLASS A	LUPF 2001	2	2	0	0.0	0.0	0.00	0.00
6 3655 MAINT MECH CLASS A	LUPF 2002	1	1	0	0.0	0.0	0.00	0.00
6 3655 MAINT MECH CLASS A	LUPF 2005	5	5	0	0.0	0.0	0.00	0.00
6 3656 MAINT MECH SPECIALIS	13 1994	1	1	0	0.0	16.7	-0.17	-0.45
6 3656 MAINT MECH SPECIALIS	13 1996	1	1	0	0.0	16.7	-0.17	-0.45
6 3656 MAINT MECH SPECIALIS	13 1997	3	3	0	0.0	0.0	0.00	0.00
6 3656 MAINT MECH SPECIALIS	13 1998	1	1	0	0.0	33.3	-0.33	-0.71
6 3656 MAINT MECH SPECIALIS	13 2005	6	6	0	0.0	11.1	-0.67	-0.94
6 3661 INSPECTOR SPECIALIST	13 1995	2	2	0	0.0	0.0	0.00	0.00
6 3661 INSPECTOR SPECIALIST	13 1997	1	1	0	0.0	0.0	0.00	0.00
6 3661 INSPECTOR SPECIALIST	13 2000	3	3	0	0.0	0.0	0.00	0.00
6 3661 INSPECTOR SPECIALIST	13 2001	1	1	0	0.0	0.0	0.00	0.00
6 3661 INSPECTOR SPECIALIST	13 2005	7	7	0	0.0	0.0	0.00	0.00
6 3694 MASTER ASSEMBLER	LUPF 1995	2	2	0	0.0	7.1	-0.14	-0.41
6 3694 MASTER ASSEMBLER	LUPF 1996	4	3	1	25.0	23.7	0.05	0.06
6 3694 MASTER ASSEMBLER	LUPF 1997	1	1	0	0.0	14.3	-0.14	-0.41
6 3694 MASTER ASSEMBLER	LUPF 1998	2	2	0	0.0	8.3	-0.17	-0.45
6 3694 MASTER ASSEMBLER	LUPF 1999	1	0	1	100.0	50.0	0.50	1.00
6 3694 MASTER ASSEMBLER	LUPF 2005	10	8	2	20.0	19.0	0.10	0.09
6 3696 CERTIFIED ASSEMBLER	13 1997	2	2	0	0.0	17.1	-0.34	-0.65
6 3696 CERTIFIED ASSEMBLER	13 1998	6	5	1	16.7	11.1	0.33	0.53
6 3696 CERTIFIED ASSEMBLER	13 2005	8	7	1	12.5	12.6	-0.01	-0.01
6 3699 MASTER HEAT TREATER	13 1999	3	2	1	33.3	24.4	0.27	0.39
6 3699 MASTER HEAT TREATER	13 2000	1	1	0	0.0	0.0	0.00	0.00
6 3699 MASTER HEAT TREATER	13 2001	2	0	1	50.0	75.0	-0.50	-1.00
6 3699 MASTER HEAT TREATER	13 2005	6	3	2	33.3	37.2	-0.23	-0.28
6 3700 CERTIFIED MACHINIST	13 1996	15	14	0	0.0	0.0	0.00	0.00
6 3700 CERTIFIED MACHINIST	13 1997	4	4	0	0.0	0.0	0.00	0.00
6 3700 CERTIFIED MACHINIST	13 1998	12	11	0	0.0	1.7	-0.21	-0.46
6 3700 CERTIFIED MACHINIST	13 1999	2	2	0	0.0	1.4	-0.03	-0.17
6 3700 CERTIFIED MACHINIST	13 2005	33	31	0	0.0	0.7	-0.23	-0.49
6 3701 MASTER TOOL MAKER	13 1996	2	2	0	0.0	0.0	0.00	0.00
6 3701 MASTER TOOL MAKER	13 1997	1	1	0	0.0	0.0	0.00	0.00
6 3701 MASTER TOOL MAKER	13 2002	1	1	0	0.0	0.0	0.00	0.00
6 3701 MASTER TOOL MAKER	13 2005	4	4	0	0.0	0.0	0.00	0.00
6 3704 DISTRIBUTION SPECIAL	13 1998	5	4	1	20.0	20.0	0.00	0.00
6 3704 DISTRIBUTION SPECIAL	13 1999	2	1	1	50.0	50.0	0.00	0.00
6 3704 DISTRIBUTION SPECIAL	13 2001	2	1	1	50.0	50.0	0.00	0.00
6 3704 DISTRIBUTION SPECIAL	13 2005	9	6	3	33.3	33.3	0.00	0.00

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6	3705	COMM GEAR/WELDER/IGB	LUPP	2000	1	1	0	0.0	0.0	0.00	0.00
6	3705	COMM GEAR/WELDER/IGB	LUPP	2001	1	1	0	0.0	0.0	0.00	0.00
6	3705	COMM GEAR/WELDER/IGB	LUPP	2005	2	2	0	0.0	0.0	0.00	0.00
6	3708	MASTER HEAT SPEC		13 1999	1	1	0	0.0	0.0	0.00	0.00
6	3708	MASTER HEAT SPEC		13 2001	1	0	1	100.0	50.0	0.50	1.00
6	3708	MASTER HEAT SPEC		13 2005	2	1	1	50.0	25.0	0.50	1.00
6	3709	ASSEMBLY MASTER	LUFO	2002	1	1	0	0.0	0.0	0.00	0.00
6	3709	ASSEMBLY MASTER	LUFO	2005	1	1	0	0.0	0.0	0.00	0.00
6	4668	ASSEMB CL A SPEC	LUFO	1997	1	1	0	0.0	0.0	0.00	0.00
6	4668	ASSEMB CL A SPEC	LUFO	2005	1	1	0	0.0	0.0	0.00	0.00
6	4702	MAINT MECH SPECIALIS		15 1997	4	4	0	0.0	0.0	0.00	0.00
6	4702	MAINT MECH SPECIALIS		15 2005	4	4	0	0.0	0.0	0.00	0.00
6	4704	MAINT MECH CLASS B	LUFO	2001	1	0	1	100.0	100.0	0.00	0.00
6	4704	MAINT MECH CLASS B	LUFO	2005	1	0	1	100.0	100.0	0.00	0.00
6	4707	ASSEMBLER CLASS I		12 2002	2	1	1	50.0	25.0	0.50	1.00
6	4707	ASSEMBLER CLASS I		12 2005	2	1	1	50.0	25.0	0.50	1.00
6	4711	DISTRIBUTION SPECIAL	LUFO	2001	3	0	3	100.0	83.3	0.50	0.82
6	4711	DISTRIBUTION SPECIAL	LUFO	2005	3	0	3	100.0	83.3	0.50	0.82
6	5700	WELDER-CLASS A	LUFT	1995	2	1	0	0.0	0.0	0.00	0.00
6	5700	WELDER-CLASS A	LUFT	1997	1	1	0	0.0	0.0	0.00	0.00
6	5700	WELDER-CLASS A	LUFT	2000	4	3	0	0.0	6.3	-0.25	-0.58
6	5700	WELDER-CLASS A	LUFT	2001	4	1	1	25.0	25.0	0.00	0.00
6	5700	WELDER-CLASS A	LUFT	2005	11	6	1	9.1	11.4	-0.25	-0.58
6	5703	SHEET METAL WORKER		15 1995	1	1	0	0.0	0.0	0.00	0.00
6	5703	SHEET METAL WORKER		15 2005	1	1	0	0.0	0.0	0.00	0.00
6	5704	STRUCTURAL WORKER-CL	LUFT	1997	5	3	1	20.0	20.0	0.00	0.00
6	5704	STRUCTURAL WORKER-CL	LUFT	1998	1	0	1	100.0	100.0	0.00	0.00
6	5704	STRUCTURAL WORKER-CL	LUFT	2000	4	3	0	0.0	0.0	0.00	0.00
6	5704	STRUCTURAL WORKER-CL	LUFT	2001	4	1	1	25.0	25.0	0.00	0.00
6	5704	STRUCTURAL WORKER-CL	LUFT	2005	14	7	3	21.4	21.4	0.00	0.00
6	5733	MACH OPER STRUCT IV	LUPP	2001	7	5	1	14.3	26.2	-0.83	-0.78
6	5733	MACH OPER STRUCT IV	LUPP	2002	7	5	1	14.3	14.3	0.00	0.00
6	5733	MACH OPER STRUCT IV	LUPP	2005	14	10	2	14.3	20.2	-0.83	-0.78
6	5736	MACH OPER STRUCT III	LUPP	1997	3	2	1	33.3	33.3	0.00	0.00
6	5736	MACH OPER STRUCT III	LUPP	2000	3	2	1	33.3	33.3	0.00	0.00
6	5736	MACH OPER STRUCT III	LUPP	2001	4	2	2	50.0	50.0	0.00	0.00
6	5736	MACH OPER STRUCT III	LUPP	2005	10	6	4	40.0	40.0	0.00	0.00
6	5747	HOT GEAR WELDER		13 1999	2	1	1	50.0	23.6	0.53	0.88
6	5747	HOT GEAR WELDER		13 2005	2	1	1	50.0	23.6	0.53	0.88
6	5748	MAINT MECH SPECIALIS	LUFO	2002	1	1	0	0.0	50.0	-0.50	-1.00
6	5748	MAINT MECH SPECIALIS	LUFO	2005	1	1	0	0.0	50.0	-0.50	-1.00
6	6732	MOLDING MACH OP-CLAS		11 1994	4	1	2	50.0	37.5	0.50	1.00
6	6732	MOLDING MACH OP-CLAS		11 1996	2	0	0	0.0	25.0	-0.50	-1.00
6	6732	MOLDING MACH OP-CLAS		11 1997	4	0	1	25.0	52.1	-1.08	-1.33
6	6732	MOLDING MACH OP-CLAS		11 1998	3	1	1	33.3	40.0	-0.20	-0.50
6	6732	MOLDING MACH OP-CLAS		11 2000	2	0	0	0.0	0.0	0.00	0.00
6	6732	MOLDING MACH OP-CLAS		11 2002	1	0	0	0.0	0.0	0.00	0.00
6	6732	MOLDING MACH OP-CLAS		11 2005	16	2	4	25.0	33.0	-1.28	-1.12
6	6735	MOLDER FINISHER&CORE		11 1994	2	1	0	0.0	33.3	-0.67	-1.41
6	6735	MOLDER FINISHER&CORE		11 1996	1	0	1	100.0	50.0	0.50	1.00
6	6735	MOLDER FINISHER&CORE		11 2005	3	1	1	33.3	38.9	-0.17	-0.24
6	6740	CRANE OPERATOR-FDRY		11 1994	1	1	0	0.0	0.0	0.00	0.00
6	6740	CRANE OPERATOR-FDRY		11 1995	6	0	1	16.7	21.7	-0.30	-0.32
6	6740	CRANE OPERATOR-FDRY		11 1996	2	0	0	0.0	0.0	0.00	0.00
6	6740	CRANE OPERATOR-FDRY		11 1997	7	2	2	28.6	27.4	0.08	0.10
6	6740	CRANE OPERATOR-FDRY		11 1998	1	0	0	0.0	0.0	0.00	0.00
6	6740	CRANE OPERATOR-FDRY		11 1999	4	0	1	25.0	25.0	0.00	0.00
6	6740	CRANE OPERATOR-FDRY		11 2000	6	0	0	0.0	0.0	0.00	0.00
6	6740	CRANE OPERATOR-FDRY		11 2001	1	0	0	0.0	0.0	0.00	0.00
6	6740	CRANE OPERATOR-FDRY		11 2005	28	3	4	14.3	15.1	-0.22	-0.18
6	6746	CORE MACH OP-CLASS A	LUFF	1995	2	0	0	0.0	0.0	0.00	0.00
6	6746	CORE MACH OP-CLASS A	LUFF	1996	1	0	0	0.0	0.0	0.00	0.00
6	6746	CORE MACH OP-CLASS A	LUFF	1997	2	0	1	50.0	50.0	0.00	0.00
6	6746	CORE MACH OP-CLASS A	LUFF	2000	1	0	0	0.0	0.0	0.00	0.00
6	6746	CORE MACH OP-CLASS A	LUFF	2001	4	0	2	50.0	25.0	1.00	1.41

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6 6746	CORE MACH OP-CLASS A	LUFF	2005	10	0	3	30.0	20.0	1.00	1.41
6 6748	CORE FINISHER		11 1995	1	1	0	0.0	30.0	-0.30	-0.65
6 6748	CORE FINISHER		11 2005	1	1	0	0.0	30.0	-0.30	-0.65
6 6766	FDRY MECHANIC A	LUFO	1994	2	1	1	50.0	41.7	0.17	0.24
6 6766	FDRY MECHANIC A	LUFO	1995	3	3	0	0.0	8.9	-0.27	-0.61
6 6766	FDRY MECHANIC A	LUFO	1996	1	1	0	0.0	36.7	-0.37	-0.76
6 6766	FDRY MECHANIC A	LUFO	1997	3	2	0	0.0	0.0	0.00	0.00
6 6766	FDRY MECHANIC A	LUFO	1998	2	1	0	0.0	0.0	0.00	0.00
6 6766	FDRY MECHANIC A	LUFO	1999	1	1	0	0.0	0.0	0.00	0.00
6 6766	FDRY MECHANIC A	LUFO	2000	1	1	0	0.0	0.0	0.00	0.00
6 6766	FDRY MECHANIC A	LUFO	2005	13	10	1	7.7	11.3	-0.47	-0.49
6 6772	WELDER CLASS A-FDRY	LUFF	1996	2	1	0	0.0	0.0	0.00	0.00
6 6772	WELDER CLASS A-FDRY	LUFF	2005	2	1	0	0.0	0.0	0.00	0.00
6 6784	CHIPPER GRINDER FINI	LUFT	1994	3	0	0	0.0	10.6	-0.32	-0.60
6 6784	CHIPPER GRINDER FINI	LUFT	1995	4	0	1	25.0	34.2	-0.37	-0.66
6 6784	CHIPPER GRINDER FINI	LUFT	1996	7	1	0	0.0	13.0	-0.91	-1.05
6 6784	CHIPPER GRINDER FINI	LUFT	1997	1	0	1	100.0	33.3	0.67	1.41
6 6784	CHIPPER GRINDER FINI	LUFT	1998	3	1	0	0.0	17.3	-0.52	-0.80
6 6784	CHIPPER GRINDER FINI	LUFT	1999	2	0	0	0.0	12.5	-0.25	-0.58
6 6784	CHIPPER GRINDER FINI	LUFT	2000	2	0	0	0.0	0.0	0.00	0.00
6 6784	CHIPPER GRINDER FINI	LUFT	2001	51	11	11	21.6	35.8	-7.24	-2.15
6 6784	CHIPPER GRINDER FINI	LUFT	2005	73	13	13	17.8	30.1	-8.94	-2.43
6 6791	ELECTRICIAN CL B	LUFF	1994	1	0	0	0.0	0.0	0.00	0.00
6 6791	ELECTRICIAN CL B	LUFF	2005	1	0	0	0.0	0.0	0.00	0.00
6 6798	MELTER A		11 1997	5	1	1	20.0	20.0	0.00	0.00
6 6798	MELTER A		11 1998	1	0	1	100.0	50.0	0.50	1.00
6 6798	MELTER A		11 1999	1	0	0	0.0	10.5	-0.11	-0.34
6 6798	MELTER A		11 2001	5	1	2	40.0	19.0	1.05	1.36
6 6798	MELTER A		11 2002	2	1	0	0.0	11.0	-0.22	-0.50
6 6798	MELTER A		11 2005	14	3	4	28.6	19.8	1.23	0.96
6 6801	MASTER FOUNDRYMAN		11 1996	1	0	1	100.0	100.0	0.00	0.00
6 6801	MASTER FOUNDRYMAN		11 1997	1	0	1	100.0	100.0	0.00	0.00
6 6801	MASTER FOUNDRYMAN		11 1998	1	1	0	0.0	42.9	-0.43	-0.87
6 6801	MASTER FOUNDRYMAN		11 2000	2	0	1	50.0	62.5	-0.25	-0.38
6 6801	MASTER FOUNDRYMAN		11 2005	5	1	3	60.0	73.6	-0.68	-0.82
6 6804	PATTERN TENDER CL A		11 1999	1	1	0	0.0	0.0	0.00	0.00
6 6804	PATTERN TENDER CL A		11 2005	1	1	0	0.0	0.0	0.00	0.00
6 6806	MASTER MAINTENANCEMA		11 1995	1	1	0	0.0	0.0	0.00	0.00
6 6806	MASTER MAINTENANCEMA		11 1997	2	2	0	0.0	25.0	-0.50	-1.00
6 6806	MASTER MAINTENANCEMA		11 2005	3	3	0	0.0	16.7	-0.50	-1.00
6 6808	HVAC SPECIALIST	LUFF	1995	1	1	0	0.0	0.0	0.00	0.00
6 6808	HVAC SPECIALIST	LUFF	1998	1	1	0	0.0	0.0	0.00	0.00
6 6808	HVAC SPECIALIST	LUFF	2005	2	2	0	0.0	0.0	0.00	0.00
6 6809	IMPACT MOLD MACHINE		11 1995	1	0	0	0.0	0.0	0.00	0.00
6 6809	IMPACT MOLD MACHINE		11 1996	2	1	1	50.0	50.0	0.00	0.00
6 6809	IMPACT MOLD MACHINE		11 2005	3	1	1	33.3	33.3	0.00	0.00
6 6813	CORESETTER		11 1996	7	2	3	42.9	41.3	0.11	0.09
6 6813	CORESETTER		11 1997	1	0	0	0.0	37.5	-0.38	-0.77
6 6813	CORESETTER		11 2000	1	0	0	0.0	37.5	-0.38	-0.77
6 6813	CORESETTER		11 2001	2	0	0	0.0	0.0	0.00	0.00
6 6813	CORESETTER		11 2005	11	2	3	27.3	33.1	-0.64	-0.47
6 6815	CUPOLA OPERATOR		11 1996	1	0	1	100.0	57.1	0.43	0.87
6 6815	CUPOLA OPERATOR		11 1997	1	0	1	100.0	45.5	0.55	1.10
6 6815	CUPOLA OPERATOR		11 2000	1	0	0	0.0	42.9	-0.43	-0.87
6 6815	CUPOLA OPERATOR		11 2001	1	1	0	0.0	50.0	-0.50	-1.00
6 6815	CUPOLA OPERATOR		11 2005	4	1	2	50.0	48.9	0.05	0.05
6 6819	MASTER MECHANIC		11 1997	4	3	1	25.0	37.3	-0.49	-0.86
6 6819	MASTER MECHANIC		11 2005	4	3	1	25.0	37.3	-0.49	-0.86
6 7800	PAT MKR, WOOD CL A		11 1995	1	1	0	0.0	0.0	0.00	0.00
6 7800	PAT MKR, WOOD CL A		11 1996	1	0	0	0.0	0.0	0.00	0.00
6 7800	PAT MKR, WOOD CL A		11 1997	1	1	0	0.0	0.0	0.00	0.00
6 7800	PAT MKR, WOOD CL A		11 1999	1	1	0	0.0	50.0	-0.50	-1.00
6 7800	PAT MKR, WOOD CL A		11 2002	1	0	1	100.0	100.0	0.00	0.00
6 7800	PAT MKR, WOOD CL A		11 2005	5	3	1	20.0	30.0	-0.50	-1.00
6 7801	PAT MKR, WOOD CL B	LUFF	1997	1	0	1	100.0	100.0	0.00	0.00

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6	7801	PAT MKR, WOOD CL B	LUFF	2005	1	0	1	100.0	100.0	0.00	0.00
6	7804	PAT MKR,METAL CL A	11	1995	1	1	0	0.0	0.0	0.00	0.00
6	7804	PAT MKR,METAL CL A	11	2001	1	1	0	0.0	0.0	0.00	0.00
6	7804	PAT MKR,METAL CL A	11	2005	2	2	0	0.0	0.0	0.00	0.00
6	7812	MASTER PATTERNMAKER	LUFF	1994	1	1	0	0.0	0.0	0.00	0.00
6	7812	MASTER PATTERNMAKER	LUFF	2005	1	1	0	0.0	0.0	0.00	0.00
6	7814	PATTERN TENDER CL A	LUFF	2001	1	0	0	0.0	0.0	0.00	0.00
6	7814	PATTERN TENDER CL A	LUFF	2002	1	0	1	100.0	50.0	0.50	1.00
6	7814	PATTERN TENDER CL A	LUFF	2005	2	0	1	50.0	25.0	0.50	1.00
6	9900	TRAILER BUILDER SPEC	90	1994	2	2	0	0.0	18.2	-0.36	-0.67
6	9900	TRAILER BUILDER SPEC	90	1996	4	2	2	50.0	19.0	1.24	1.58
6	9900	TRAILER BUILDER SPEC	90	1997	14	10	3	21.4	18.8	0.37	0.26
6	9900	TRAILER BUILDER SPEC	90	1998	2	1	1	50.0	23.3	0.53	0.89
6	9900	TRAILER BUILDER SPEC	90	1999	4	3	1	25.0	17.3	0.31	0.43
6	9900	TRAILER BUILDER SPEC	90	2000	1	0	0	0.0	20.0	-0.20	-0.50
6	9900	TRAILER BUILDER SPEC	90	2002	3	2	0	0.0	17.2	-0.52	-0.83
6	9900	TRAILER BUILDER SPEC	90	2005	30	20	7	23.3	18.8	1.37	0.65
6	9903	WELDER-SPECIALIST	90	1994	2	1	1	50.0	23.2	0.54	0.90
6	9903	WELDER-SPECIALIST	90	1995	3	3	0	0.0	19.9	-0.60	-0.87
6	9903	WELDER-SPECIALIST	90	1996	27	14	5	18.5	17.6	0.26	0.14
6	9903	WELDER-SPECIALIST	90	1997	3	3	0	0.0	8.8	-0.26	-0.54
6	9903	WELDER-SPECIALIST	90	1999	17	15	2	11.8	17.4	-0.96	-0.63
6	9903	WELDER-SPECIALIST	90	2000	6	4	0	0.0	9.9	-0.60	-0.90
6	9903	WELDER-SPECIALIST	90	2001	2	2	0	0.0	25.0	-0.50	-0.82
6	9903	WELDER-SPECIALIST	90	2002	3	3	0	0.0	0.0	0.00	0.00
6	9903	WELDER-SPECIALIST	90	2005	63	45	8	12.7	16.1	-2.12	-0.77
6	9907	INSPECTOR	90	1994	2	2	0	0.0	25.0	-0.50	-1.00
6	9907	INSPECTOR	90	1995	4	4	0	0.0	24.2	-0.97	-1.25
6	9907	INSPECTOR	90	1997	4	4	0	0.0	40.2	-1.61	-1.67
6	9907	INSPECTOR	90	1998	1	0	1	100.0	36.4	0.64	1.32
6	9907	INSPECTOR	90	1999	2	2	0	0.0	34.5	-0.69	-1.03
6	9907	INSPECTOR	90	2000	1	1	0	0.0	50.0	-0.50	-1.00
6	9907	INSPECTOR	90	2001	2	0	2	100.0	50.0	1.00	1.41
6	9907	INSPECTOR	90	2005	16	13	3	18.8	35.2	-2.63	-1.47
6	9909	DECOIL MACHINE OPERA	90	2002	1	0	1	100.0	100.0	0.00	0.00
6	9909	DECOIL MACHINE OPERA	90	2005	1	0	1	100.0	100.0	0.00	0.00
6	9914	MATERIAL HANDLER SPE	90	1997	2	0	1	50.0	50.0	0.00	0.00
6	9914	MATERIAL HANDLER SPE	90	1999	1	1	0	0.0	0.0	0.00	0.00
6	9914	MATERIAL HANDLER SPE	90	2002	1	0	1	100.0	100.0	0.00	0.00
6	9914	MATERIAL HANDLER SPE	90	2005	4	1	2	50.0	50.0	0.00	0.00
6	9917	MAINT, ELECTRICAL-CL	90	1997	1	0	0	0.0	0.0	0.00	0.00
6	9917	MAINT, ELECTRICAL-CL	90	2005	1	0	0	0.0	0.0	0.00	0.00
6	9919	MAINT, MECHANIC-CLAS	90	1994	2	2	0	0.0	0.0	0.00	0.00
6	9919	MAINT, MECHANIC-CLAS	90	1995	2	2	0	0.0	0.0	0.00	0.00
6	9919	MAINT, MECHANIC-CLAS	90	1996	2	1	0	0.0	35.0	-0.70	-1.04
6	9919	MAINT, MECHANIC-CLAS	90	1997	3	3	0	0.0	37.6	-1.13	-1.37
6	9919	MAINT, MECHANIC-CLAS	90	1998	1	1	0	0.0	14.6	-0.15	-0.41
6	9919	MAINT, MECHANIC-CLAS	90	2005	10	9	0	0.0	19.7	-1.97	-1.76
6	9924	MACH OP SPECIALIST	LUFT	1996	2	1	1	50.0	80.0	-0.60	-1.22
6	9924	MACH OP SPECIALIST	LUFT	1997	3	0	2	66.7	77.8	-0.33	-0.71
6	9924	MACH OP SPECIALIST	LUFT	1998	1	0	0	0.0	25.0	-0.25	-0.58
6	9924	MACH OP SPECIALIST	LUFT	1999	1	1	0	0.0	14.3	-0.14	-0.41
6	9924	MACH OP SPECIALIST	LUFT	2002	2	0	2	100.0	100.0	0.00	0.00
6	9924	MACH OP SPECIALIST	LUFT	2005	9	2	5	55.6	70.3	-1.33	-1.51
6	9926	CNC MACHINE OPERATOR	LUFT	1995	3	1	1	33.3	42.2	-0.27	-0.39
6	9926	CNC MACHINE OPERATOR	LUFT	1999	1	0	0	0.0	16.7	-0.17	-0.45
6	9926	CNC MACHINE OPERATOR	LUFT	2002	1	1	0	0.0	0.0	0.00	0.00
6	9926	CNC MACHINE OPERATOR	LUFT	2005	5	2	1	20.0	28.7	-0.43	-0.56
6	9984	CERTIFIED GEAR REPAI	17	1997	9	7	1	11.1	10.7	0.04	0.04
6	9984	CERTIFIED GEAR REPAI	17	1998	3	3	0	0.0	7.5	-0.23	-0.49
6	9984	CERTIFIED GEAR REPAI	17	2005	12	10	1	8.3	9.9	-0.19	-0.18
7	2001	TB PARTSMAN	90	1998	1	1	0	0.0	0.0	0.00	0.00
7	2001	TB PARTSMAN	90	1999	2	2	0	0.0	36.5	-0.73	-1.12
7	2001	TB PARTSMAN	90	2005	3	3	0	0.0	24.4	-0.73	-1.12
7	3619	MACHINIST HELPER	13	1995	1	1	0	0.0	0.0	0.00	0.00

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7 3619	MACHINIST HELPER	13 1996	13	10	2	15.4	17.3	-0.25	-0.19
7 3619	MACHINIST HELPER	13 1997	6	4	2	33.3	38.9	-0.33	-0.71
7 3619	MACHINIST HELPER	13 1998	1	1	0	0.0	0.0	0.00	0.00
7 3619	MACHINIST HELPER	13 2005	21	16	4	19.0	21.8	-0.58	-0.41
7 3625	SPRAY PAINTER	LUFF 1996	1	1	0	0.0	0.0	0.00	0.00
7 3625	SPRAY PAINTER	LUFF 2005	1	1	0	0.0	0.0	0.00	0.00
7 3645	MACHINE OPERATOR-CLA	13 1994	4	2	2	50.0	50.0	0.00	0.00
7 3645	MACHINE OPERATOR-CLA	13 1995	8	5	3	37.5	51.7	-1.13	-1.38
7 3645	MACHINE OPERATOR-CLA	13 1996	6	4	2	33.3	31.7	0.10	0.13
7 3645	MACHINE OPERATOR-CLA	13 1997	7	4	3	42.9	32.9	0.70	0.74
7 3645	MACHINE OPERATOR-CLA	13 1998	2	2	0	0.0	9.1	-0.18	-0.45
7 3645	MACHINE OPERATOR-CLA	13 2000	2	1	0	0.0	0.0	0.00	0.00
7 3645	MACHINE OPERATOR-CLA	13 2001	8	2	3	37.5	21.2	1.30	1.15
7 3645	MACHINE OPERATOR-CLA	13 2002	1	1	0	0.0	0.0	0.00	0.00
7 3645	MACHINE OPERATOR-CLA	13 2005	38	21	13	34.2	32.2	0.78	0.41
7 3648	MACH OP TRAINEE	13 1994	3	2	0	0.0	40.0	-1.20	-1.41
7 3648	MACH OP TRAINEE	13 1995	28	25	3	10.7	35.0	-6.81	-3.01
7 3648	MACH OP TRAINEE	13 1996	29	22	4	13.8	19.8	-1.74	-0.83
7 3648	MACH OP TRAINEE	13 1997	31	28	2	6.5	11.2	-1.47	-1.53
7 3648	MACH OP TRAINEE	13 1998	2	0	1	50.0	26.8	0.46	0.74
7 3648	MACH OP TRAINEE	13 2000	15	7	2	13.3	13.3	0.00	0.00
7 3648	MACH OP TRAINEE	13 2001	4	3	1	25.0	53.6	-1.14	-1.18
7 3648	MACH OP TRAINEE	13 2005	112	87	13	11.6	22.2	-11.89	-3.37
7 3657	MAINT MECH CLASS B	LUFF 1995	2	2	0	0.0	0.0	0.00	0.00
7 3657	MAINT MECH CLASS B	LUFF 1998	1	1	0	0.0	0.0	0.00	0.00
7 3657	MAINT MECH CLASS B	LUFF 2001	2	2	0	0.0	0.0	0.00	0.00
7 3657	MAINT MECH CLASS B	LUFF 2005	5	5	0	0.0	0.0	0.00	0.00
7 3658	MAINT MECH CLASS C	13 1994	1	1	0	0.0	40.0	-0.40	-0.82
7 3658	MAINT MECH CLASS C	13 2000	1	0	1	100.0	100.0	0.00	0.00
7 3658	MAINT MECH CLASS C	13 2005	2	1	1	50.0	70.0	-0.40	-0.82
7 3660	HEAT TREAT HELPER	13 1994	1	1	0	0.0	40.0	-0.40	-0.82
7 3660	HEAT TREAT HELPER	13 1995	1	1	0	0.0	0.0	0.00	0.00
7 3660	HEAT TREAT HELPER	13 1997	1	1	0	0.0	0.0	0.00	0.00
7 3660	HEAT TREAT HELPER	13 2005	3	3	0	0.0	13.3	-0.40	-0.82
7 3695	ASSEMBLER TRAINEE	LUFF 1994	2	2	0	0.0	18.2	-0.36	-0.76
7 3695	ASSEMBLER TRAINEE	LUFF 1995	1	0	1	100.0	60.0	0.40	0.82
7 3695	ASSEMBLER TRAINEE	LUFF 1996	6	6	0	0.0	14.5	-0.87	-1.11
7 3695	ASSEMBLER TRAINEE	LUFF 1997	2	2	0	0.0	25.0	-0.50	-1.00
7 3695	ASSEMBLER TRAINEE	LUFF 2000	1	1	0	0.0	0.0	0.00	0.00
7 3695	ASSEMBLER TRAINEE	LUFF 2005	12	11	1	8.3	19.5	-1.34	-1.15
7 3697	FINISH PAINTER	13 1996	3	2	0	0.0	0.0	0.00	0.00
7 3697	FINISH PAINTER	13 1998	1	1	0	0.0	0.0	0.00	0.00
7 3697	FINISH PAINTER	13 2005	4	3	0	0.0	0.0	0.00	0.00
7 3703	DISTRIBUTION HANDLER	LUFF 1998	2	2	0	0.0	0.0	0.00	0.00
7 3703	DISTRIBUTION HANDLER	LUFF 2000	1	0	1	100.0	100.0	0.00	0.00
7 3703	DISTRIBUTION HANDLER	LUFF 2001	6	2	4	66.7	58.3	0.50	0.52
7 3703	DISTRIBUTION HANDLER	LUFF 2002	1	1	0	0.0	0.0	0.00	0.00
7 3703	DISTRIBUTION HANDLER	LUFF 2005	10	5	5	50.0	45.0	0.50	0.52
7 3707	ASSEMBLER CLASS II	LUFO 2000	1	1	0	0.0	0.0	0.00	0.00
7 3707	ASSEMBLER CLASS II	LUFO 2001	2	2	0	0.0	0.0	0.00	0.00
7 3707	ASSEMBLER CLASS II	LUFO 2005	3	3	0	0.0	0.0	0.00	0.00
7 4676	SPRAY PAINTER	LUFO 2000	1	1	0	0.0	0.0	0.00	0.00
7 4676	SPRAY PAINTER	LUFO 2005	1	1	0	0.0	0.0	0.00	0.00
7 4700	CARPENTER/CRATING	LUFO 1997	1	1	0	0.0	0.0	0.00	0.00
7 4700	CARPENTER/CRATING	LUFO 2005	1	1	0	0.0	0.0	0.00	0.00
7 4701	FINISH PAINTER	LUFO 2001	1	1	0	0.0	0.0	0.00	0.00
7 4701	FINISH PAINTER	LUFO 2005	1	1	0	0.0	0.0	0.00	0.00
7 4708	ASSEMBLER CLASS II	LUFO 2000	15	5	9	60.0	60.0	0.00	0.00
7 4708	ASSEMBLER CLASS II	LUFO 2001	5	4	0	0.0	0.0	0.00	0.00
7 4708	ASSEMBLER CLASS II	LUFO 2005	20	9	9	45.0	45.0	0.00	0.00
7 4709	ASSEMBLER TRAINEE	LUFO 2000	1	0	1	100.0	100.0	0.00	0.00
7 4709	ASSEMBLER TRAINEE	LUFO 2005	1	0	1	100.0	100.0	0.00	0.00
7 4712	DISTRIBUTION HANDLER	LUFO 2000	3	1	2	66.7	66.7	0.00	0.00
7 4712	DISTRIBUTION HANDLER	LUFO 2005	3	1	2	66.7	66.7	0.00	0.00
7 5705	STRUCTURAL WORKER-CL	LUFO 1997	1	1	0	0.0	0.0	0.00	0.00

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7 5705	STRUCTURAL WORKER-CL	LUFO	2005	1	1	0	0.0	0.0	0.00	0.00
7 5711	BC/CG MAKER	02	1994	1	1	0	0.0	0.0	0.00	0.00
7 5711	BC/CG MAKER	02	2000	2	0	1	50.0	50.0	0.00	0.00
7 5711	BC/CG MAKER	02	2005	3	1	1	33.3	33.3	0.00	0.00
7 5732	MACH OPER STRUCT II	LUFO	1997	2	1	1	50.0	50.0	0.00	0.00
7 5732	MACH OPER STRUCT II	LUFO	2000	1	1	0	0.0	0.0	0.00	0.00
7 5732	MACH OPER STRUCT II	LUFO	2001	3	0	3	100.0	66.7	1.00	1.41
7 5732	MACH OPER STRUCT II	LUFO	2005	6	2	4	66.7	50.0	1.00	1.41
7 5738	SPRAY PAINTER	13	1997	1	1	0	0.0	0.0	0.00	0.00
7 5738	SPRAY PAINTER	13	2005	1	1	0	0.0	0.0	0.00	0.00
7 5744	FORK LIFT SPECIALIST	LUFO	2001	1	1	0	0.0	0.0	0.00	0.00
7 5744	FORK LIFT SPECIALIST	LUFO	2005	1	1	0	0.0	0.0	0.00	0.00
7 5745	PARTS FINISHER CLASS	LUFF	1999	1	1	0	0.0	0.0	0.00	0.00
7 5745	PARTS FINISHER CLASS	LUFF	2001	1	1	0	0.0	0.0	0.00	0.00
7 5745	PARTS FINISHER CLASS	LUFF	2005	2	2	0	0.0	0.0	0.00	0.00
7 6730	SAND RECLAIMER OPERA	11	1995	4	0	0	0.0	20.8	-0.83	-1.21
7 6730	SAND RECLAIMER OPERA	11	1998	1	0	1	100.0	100.0	0.00	0.00
7 6730	SAND RECLAIMER OPERA	11	2005	5	0	1	20.0	36.7	-0.83	-1.21
7 6733	MOLDING MACH OP-CLAS	11	1994	4	0	0	0.0	4.4	-0.18	-0.43
7 6733	MOLDING MACH OP-CLAS	11	1996	2	1	0	0.0	0.0	0.00	0.00
7 6733	MOLDING MACH OP-CLAS	11	1997	5	1	1	20.0	24.8	-0.24	-0.26
7 6733	MOLDING MACH OP-CLAS	11	1998	1	0	0	0.0	39.4	-0.39	-0.81
7 6733	MOLDING MACH OP-CLAS	11	2001	3	2	1	33.3	37.9	-0.14	-0.16
7 6733	MOLDING MACH OP-CLAS	11	2005	15	4	2	13.3	19.7	-0.95	-0.68
7 6736	SHAKEOUT OPERATOR	LUFF	1994	2	1	0	0.0	0.0	0.00	0.00
7 6736	SHAKEOUT OPERATOR	LUFF	2000	1	0	0	0.0	0.0	0.00	0.00
7 6736	SHAKEOUT OPERATOR	LUFF	2005	3	1	0	0.0	0.0	0.00	0.00
7 6741	CRANE OP LEARNER-FDR	LUFT	1994	5	1	0	0.0	0.0	0.00	0.00
7 6741	CRANE OP LEARNER-FDR	LUFT	1995	1	1	0	0.0	0.0	0.00	0.00
7 6741	CRANE OP LEARNER-FDR	LUFT	1996	5	2	2	40.0	27.8	0.61	0.72
7 6741	CRANE OP LEARNER-FDR	LUFT	1997	5	1	2	40.0	33.1	0.35	0.50
7 6741	CRANE OP LEARNER-FDR	LUFT	1998	3	0	2	66.7	28.0	1.16	1.52
7 6741	CRANE OP LEARNER-FDR	LUFT	1999	1	0	0	0.0	47.6	-0.48	-0.95
7 6741	CRANE OP LEARNER-FDR	LUFT	2000	6	0	1	16.7	20.4	-0.22	-0.50
7 6741	CRANE OP LEARNER-FDR	LUFT	2001	1	1	0	0.0	38.9	-0.39	-0.80
7 6741	CRANE OP LEARNER-FDR	LUFT	2005	27	6	7	25.9	22.1	1.03	0.65
7 6742	DRILL PRESS OPERATOR	11	1994	1	1	0	0.0	0.0	0.00	0.00
7 6742	DRILL PRESS OPERATOR	11	1995	1	1	0	0.0	0.0	0.00	0.00
7 6742	DRILL PRESS OPERATOR	11	1996	2	2	0	0.0	23.1	-0.46	-0.77
7 6742	DRILL PRESS OPERATOR	11	2001	1	0	0	0.0	14.3	-0.14	-0.41
7 6742	DRILL PRESS OPERATOR	11	2005	5	4	0	0.0	12.1	-0.60	-0.87
7 6743	FORK LIFT TOW MOTOR	11	1994	5	2	1	20.0	26.7	-0.33	-0.71
7 6743	FORK LIFT TOW MOTOR	11	1995	9	4	1	11.1	29.0	-1.61	-1.23
7 6743	FORK LIFT TOW MOTOR	11	1996	10	2	2	20.0	32.8	-1.28	-0.93
7 6743	FORK LIFT TOW MOTOR	11	1997	9	2	2	22.2	18.1	0.37	0.34
7 6743	FORK LIFT TOW MOTOR	11	1998	6	0	3	50.0	37.9	0.73	0.85
7 6743	FORK LIFT TOW MOTOR	11	2000	6	2	1	16.7	16.7	0.00	0.00
7 6743	FORK LIFT TOW MOTOR	11	2001	2	0	0	0.0	42.7	-0.85	-1.24
7 6743	FORK LIFT TOW MOTOR	11	2005	47	12	10	21.3	27.6	-2.98	-1.19
7 6747	CORE MACH OP-CLASS B	11	1994	4	1	1	25.0	5.6	0.77	1.74
7 6747	CORE MACH OP-CLASS B	11	1995	2	0	0	0.0	12.5	-0.25	-0.58
7 6747	CORE MACH OP-CLASS B	11	1996	1	0	0	0.0	0.0	0.00	0.00
7 6747	CORE MACH OP-CLASS B	11	1997	6	2	1	16.7	12.2	0.27	0.34
7 6747	CORE MACH OP-CLASS B	11	2000	1	0	0	0.0	0.0	0.00	0.00
7 6747	CORE MACH OP-CLASS B	11	2001	5	0	2	40.0	20.8	0.96	1.19
7 6747	CORE MACH OP-CLASS B	11	2005	19	3	4	21.1	11.8	1.75	1.37
7 6752	CLEANING MACH OPER	11	1995	1	0	0	0.0	25.0	-0.25	-0.58
7 6752	CLEANING MACH OPER	11	1996	1	0	0	0.0	5.9	-0.06	-0.25
7 6752	CLEANING MACH OPER	11	1997	1	0	0	0.0	50.0	-0.50	-1.00
7 6752	CLEANING MACH OPER	11	1998	1	0	0	0.0	37.5	-0.38	-0.77
7 6752	CLEANING MACH OPER	11	2005	4	0	0	0.0	29.6	-1.18	-1.39
7 6754	CHIPPER GRINDER	LUFT	1994	8	1	0	0.0	4.2	-0.33	-0.71
7 6754	CHIPPER GRINDER	LUFT	1995	12	0	1	8.3	30.6	-2.67	-1.68
7 6754	CHIPPER GRINDER	LUFT	1996	43	4	13	30.2	28.2	0.85	0.29
7 6754	CHIPPER GRINDER	LUFT	1997	23	7	8	34.8	21.3	3.10	1.65

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7 6754 CHIPPER GRINDER	LUFT 1998	33	5	8	24.2	35.6	-3.76	-1.39
7 6754 CHIPPER GRINDER	LUFT 1999	1	0	0	0.0	47.6	-0.48	-0.95
7 6754 CHIPPER GRINDER	LUFT 2005	120	17	30	25.0	27.7	-3.29	-0.70
7 6767 FDRY MECHANIC B	LUFF 1994	1	0	0	0.0	6.2	-0.06	-0.26
7 6767 FDRY MECHANIC B	LUFF 1995	1	0	0	0.0	25.0	-0.25	-0.58
7 6767 FDRY MECHANIC B	LUFF 1996	1	1	0	0.0	0.0	0.00	0.00
7 6767 FDRY MECHANIC B	LUFF 1997	2	2	0	0.0	40.0	-0.80	-1.18
7 6767 FDRY MECHANIC B	LUFF 1998	1	1	0	0.0	0.0	0.00	0.00
7 6767 FDRY MECHANIC B	LUFF 2005	6	4	0	0.0	18.5	-1.11	-1.32
7 6773 WELDER CLASS B-FDRY	LUFF 1995	3	1	1	33.3	23.9	0.28	0.42
7 6773 WELDER CLASS B-FDRY	LUFF 1998	1	1	0	0.0	20.0	-0.20	-0.50
7 6773 WELDER CLASS B-FDRY	LUFF 2000	1	0	1	100.0	100.0	0.00	0.00
7 6773 WELDER CLASS B-FDRY	LUFF 2005	5	2	2	40.0	38.4	0.08	0.10
7 6778 MN BAY MOLD CLOSER	LUFF 1996	4	2	1	25.0	36.2	-0.45	-0.76
7 6778 MN BAY MOLD CLOSER	LUFF 1997	2	1	0	0.0	16.0	-0.32	-0.62
7 6778 MN BAY MOLD CLOSER	LUFF 1998	1	1	0	0.0	60.0	-0.60	-1.22
7 6778 MN BAY MOLD CLOSER	LUFF 2000	1	0	0	0.0	0.0	0.00	0.00
7 6778 MN BAY MOLD CLOSER	LUFF 2001	2	1	0	0.0	36.1	-0.72	-1.07
7 6778 MN BAY MOLD CLOSER	LUFF 2005	10	5	1	10.0	30.9	-2.09	-1.82
7 6779 CASTING PAINTER	11 1994	14	2	4	28.6	22.5	0.85	0.71
7 6779 CASTING PAINTER	11 1995	3	1	2	66.7	23.2	1.30	1.91
7 6779 CASTING PAINTER	11 1996	1	0	0	0.0	10.0	-0.10	-0.33
7 6779 CASTING PAINTER	11 2001	1	0	0	0.0	0.0	0.00	0.00
7 6779 CASTING PAINTER	11 2005	19	3	6	31.6	20.8	2.05	1.45
7 6785 HYDRAULIC MANIPULATO	LUFF 1995	1	1	0	0.0	0.0	0.00	0.00
7 6785 HYDRAULIC MANIPULATO	LUFF 1996	1	0	1	100.0	100.0	0.00	0.00
7 6785 HYDRAULIC MANIPULATO	LUFF 2000	1	0	1	100.0	100.0	0.00	0.00
7 6785 HYDRAULIC MANIPULATO	LUFF 2005	3	1	2	66.7	66.7	0.00	0.00
7 6786 HYD MANIP OPER LEARN	LUFF 1995	1	0	1	100.0	26.8	0.73	1.65
7 6786 HYD MANIP OPER LEARN	LUFF 2005	1	0	1	100.0	26.8	0.73	1.65
7 6797 MELTER B	11 1995	2	1	1	50.0	31.0	0.38	0.61
7 6797 MELTER B	11 1996	1	0	0	0.0	35.0	-0.35	-0.73
7 6797 MELTER B	11 1997	9	1	2	22.2	26.1	-0.35	-0.29
7 6797 MELTER B	11 1998	3	1	1	33.3	15.3	0.54	0.94
7 6797 MELTER B	11 2000	3	1	1	33.3	33.3	0.00	0.00
7 6797 MELTER B	11 2001	1	0	1	100.0	35.5	0.65	1.35
7 6797 MELTER B	11 2005	19	4	6	31.6	27.0	0.87	0.54
7 6800 STOREKEEPER	11 1994	1	1	0	0.0	0.0	0.00	0.00
7 6800 STOREKEEPER	11 1995	2	1	1	50.0	10.0	0.80	2.00
7 6800 STOREKEEPER	11 1996	1	0	0	0.0	0.0	0.00	0.00
7 6800 STOREKEEPER	11 1997	1	0	1	100.0	21.4	0.79	1.91
7 6800 STOREKEEPER	11 1998	1	0	0	0.0	50.0	-0.50	-1.00
7 6800 STOREKEEPER	11 2000	1	1	0	0.0	0.0	0.00	0.00
7 6800 STOREKEEPER	11 2005	7	3	2	28.6	13.1	1.09	1.43
7 6805 PATTERN TENDER CL B	11 1996	1	1	0	0.0	36.7	-0.37	-0.76
7 6805 PATTERN TENDER CL B	11 2005	1	1	0	0.0	36.7	-0.37	-0.76
7 6807 DIF SHAKEOUT OPERATO	11 1994	1	0	0	0.0	0.0	0.00	0.00
7 6807 DIF SHAKEOUT OPERATO	11 2005	1	0	0	0.0	0.0	0.00	0.00
7 6810 CASTING FINISHER	LUFF 1996	15	1	1	6.7	0.4	0.94	4.12
7 6810 CASTING FINISHER	LUFF 2001	1	0	1	100.0	35.5	0.65	1.35
7 6810 CASTING FINISHER	LUFF 2005	16	1	2	12.5	2.6	1.59	3.00
7 6811 CLEANING ROOM SPECIA	11 1999	1	0	0	0.0	7.7	-0.08	-0.29
7 6811 CLEANING ROOM SPECIA	11 2005	1	0	0	0.0	7.7	-0.08	-0.29
7 6812 CORE/MOLD FINISHER	LUFF 1996	8	3	4	50.0	40.9	0.72	0.62
7 6812 CORE/MOLD FINISHER	LUFF 1997	3	1	0	0.0	17.2	-0.52	-0.79
7 6812 CORE/MOLD FINISHER	LUFF 2000	2	1	0	0.0	0.0	0.00	0.00
7 6812 CORE/MOLD FINISHER	LUFF 2005	13	5	4	30.8	29.2	0.21	0.16
7 6814 CORELESS FURNACE OPE	11 1997	1	1	0	0.0	50.0	-0.50	-1.00
7 6814 CORELESS FURNACE OPE	11 2000	1	1	0	0.0	37.5	-0.38	-0.77
7 6814 CORELESS FURNACE OPE	11 2001	1	0	0	0.0	60.0	-0.60	-1.22
7 6814 CORELESS FURNACE OPE	11 2005	3	2	0	0.0	49.2	-1.48	-1.73
7 6817 SHIPPING/RECEIVING O	11 1996	1	0	0	0.0	25.0	-0.25	-0.58
7 6817 SHIPPING/RECEIVING O	11 2000	1	1	0	0.0	0.0	0.00	0.00
7 6817 SHIPPING/RECEIVING O	11 2005	2	1	0	0.0	12.5	-0.25	-0.58
7 6822 FORK LIFT SPECIALIST	11 1999	1	0	1	100.0	33.3	0.67	1.41

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7 6822 FORK LIFT SPECIALIST	11 2005	1	0	1	100.0	33.3	0.67	1.41
7 9901 TRAILER BUILDER-CLAS	LUFT 1994	37	24	8	21.6	15.5	2.25	1.04
7 9901 TRAILER BUILDER-CLAS	LUFT 1995	42	25	12	28.6	29.3	-0.32	-0.14
7 9901 TRAILER BUILDER-CLAS	LUFT 1996	8	4	3	37.5	39.6	-0.17	-0.20
7 9901 TRAILER BUILDER-CLAS	LUFT 1997	80	50	19	23.8	36.6	-10.30	-3.01
7 9901 TRAILER BUILDER-CLAS	LUFT 1998	94	65	20	21.3	37.3	-15.05	-3.40
7 9901 TRAILER BUILDER-CLAS	LUFT 1999	70	37	18	25.7	54.4	-20.10	-5.19
7 9901 TRAILER BUILDER-CLAS	LUFT 2000	21	9	8	38.1	38.0	0.02	0.01
7 9901 TRAILER BUILDER-CLAS	LUFT 2001	9	5	3	33.3	26.7	0.60	1.06
7 9901 TRAILER BUILDER-CLAS	LUFT 2002	13	7	2	15.4	15.4	0.00	0.00
7 9901 TRAILER BUILDER-CLAS	LUFT 2005	374	226	93	24.9	36.4	-43.07	-5.51
7 9902 TRAILER BUILDER-CLAS	90 1994	4	3	1	25.0	32.1	-0.29	-0.58
7 9902 TRAILER BUILDER-CLAS	90 1996	2	0	2	100.0	100.0	0.00	0.00
7 9902 TRAILER BUILDER-CLAS	90 1998	2	0	2	100.0	100.0	0.00	0.00
7 9902 TRAILER BUILDER-CLAS	90 2002	2	1	1	50.0	50.0	0.00	0.00
7 9902 TRAILER BUILDER-CLAS	90 2005	10	4	6	60.0	62.9	-0.29	-0.58
7 9904 WELDER-CLASS A	LUFT 1994	3	2	0	0.0	14.8	-0.44	-0.72
7 9904 WELDER-CLASS A	LUFT 1995	20	13	5	25.0	36.6	-2.31	-1.23
7 9904 WELDER-CLASS A	LUFT 1997	22	18	3	13.6	35.5	-4.82	-2.62
7 9904 WELDER-CLASS A	LUFT 1998	11	9	1	9.1	23.5	-1.59	-1.17
7 9904 WELDER-CLASS A	LUFT 1999	6	3	2	33.3	55.3	-1.32	-1.29
7 9904 WELDER-CLASS A	LUFT 2000	13	7	5	38.5	36.3	-0.29	0.21
7 9904 WELDER-CLASS A	LUFT 2001	1	1	0	0.0	20.0	-0.20	-0.50
7 9904 WELDER-CLASS A	LUFT 2005	76	53	16	21.1	34.7	-10.40	-2.98
7 9905 WELDER-CLASS B	90 1995	8	6	2	25.0	42.5	-1.40	-1.09
7 9905 WELDER-CLASS B	90 1997	7	3	4	57.1	39.0	1.27	1.04
7 9905 WELDER-CLASS B	90 1998	2	1	1	50.0	14.3	0.71	1.58
7 9905 WELDER-CLASS B	90 1999	4	1	1	25.0	33.3	-0.33	-0.39
7 9905 WELDER-CLASS B	90 2000	3	1	1	33.3	42.6	-0.28	-0.62
7 9905 WELDER-CLASS B	90 2002	1	0	0	0.0	0.0	0.00	0.00
7 9905 WELDER-CLASS B	90 2005	25	12	9	36.0	36.1	-0.02	-0.01
7 9910 MACHINE OPERATOR-CLA	LUFT 1994	2	1	0	0.0	14.3	-0.29	-0.58
7 9910 MACHINE OPERATOR-CLA	LUFT 1995	7	4	1	14.3	17.6	-0.23	-0.55
7 9910 MACHINE OPERATOR-CLA	LUFT 1997	7	2	3	42.9	44.4	-0.11	-0.08
7 9910 MACHINE OPERATOR-CLA	LUFT 1998	7	5	2	28.6	34.7	-0.43	-0.36
7 9910 MACHINE OPERATOR-CLA	LUFT 1999	6	2	2	33.3	33.3	0.00	0.00
7 9910 MACHINE OPERATOR-CLA	LUFT 2000	4	1	0	0.0	6.9	-0.28	-0.62
7 9910 MACHINE OPERATOR-CLA	LUFT 2001	1	0	1	100.0	20.0	0.80	2.00
7 9910 MACHINE OPERATOR-CLA	LUFT 2005	34	15	9	26.5	28.0	-0.53	-0.25
7 9911 MACHINE OPERATOR-CLA	LUFT 1994	1	1	0	0.0	15.0	-0.15	-0.42
7 9911 MACHINE OPERATOR-CLA	LUFT 1995	6	4	2	33.3	44.8	-0.69	-0.66
7 9911 MACHINE OPERATOR-CLA	LUFT 1997	1	1	0	0.0	45.5	-0.45	-0.91
7 9911 MACHINE OPERATOR-CLA	LUFT 1999	3	1	0	0.0	48.1	-1.44	-1.67
7 9911 MACHINE OPERATOR-CLA	LUFT 2005	11	7	2	18.2	43.1	-2.74	-1.84
7 9912 PAINTER-CLASS A	90 1994	2	1	0	0.0	7.1	-0.14	-0.41
7 9912 PAINTER-CLASS A	90 1995	4	3	1	25.0	25.0	0.00	0.00
7 9912 PAINTER-CLASS A	90 1997	9	5	1	11.1	13.1	-0.18	-0.46
7 9912 PAINTER-CLASS A	90 1998	6	4	0	0.0	24.5	-1.47	-1.45
7 9912 PAINTER-CLASS A	90 1999	4	1	2	50.0	56.1	-0.24	-0.29
7 9912 PAINTER-CLASS A	90 2000	3	2	0	0.0	9.6	-0.29	-0.64
7 9912 PAINTER-CLASS A	90 2001	2	1	0	0.0	20.0	-0.40	-0.71
7 9912 PAINTER-CLASS A	90 2002	1	0	1	100.0	100.0	0.00	0.00
7 9912 PAINTER-CLASS A	90 2005	31	17	5	16.1	24.9	-2.72	-1.72
7 9913 PAINTER-CLASS B	LUFT 1994	2	1	0	0.0	11.1	-0.22	-0.53
7 9913 PAINTER-CLASS B	LUFT 1995	13	10	2	15.4	33.3	-2.33	-1.44
7 9913 PAINTER-CLASS B	LUFT 1996	3	1	2	66.7	57.8	0.27	0.39
7 9913 PAINTER-CLASS B	LUFT 1997	6	2	1	16.7	30.3	-0.82	-0.82
7 9913 PAINTER-CLASS B	LUFT 1998	1	0	0	0.0	28.6	-0.29	-0.63
7 9913 PAINTER-CLASS B	LUFT 1999	2	1	1	50.0	16.7	0.67	1.41
7 9913 PAINTER-CLASS B	LUFT 2005	27	15	6	22.2	32.3	-2.72	-1.26
7 9915 MATERIAL HANDLER-CLA	90 1994	4	4	0	0.0	4.1	-0.16	-0.44
7 9915 MATERIAL HANDLER-CLA	90 1995	1	0	0	0.0	26.9	-0.27	-0.61
7 9915 MATERIAL HANDLER-CLA	90 1997	6	4	1	16.7	37.4	-1.24	-1.41
7 9915 MATERIAL HANDLER-CLA	90 1998	5	4	1	20.0	30.5	-0.52	-0.51
7 9915 MATERIAL HANDLER-CLA	90 1999	5	3	2	40.0	37.3	0.14	0.14

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7	9915	MATERIAL HANDLER-CLA	90	2000	3	0	3	100.0	30.3	2.09	2.63
7	9915	MATERIAL HANDLER-CLA	90	2005	24	15	7	29.2	29.1	0.03	0.01
7	9918	MAINT, ELECTRICAL-CL	90	1994	1	0	0	0.0	15.8	-0.16	-0.43
7	9918	MAINT, ELECTRICAL-CL	90	1995	1	0	1	100.0	19.3	0.81	2.04
7	9918	MAINT, ELECTRICAL-CL	90	2005	2	0	1	50.0	17.5	0.65	1.21
7	9920	MAINT, MECHANIC-CLAS	90	1994	1	1	0	0.0	0.0	0.00	0.00
7	9920	MAINT, MECHANIC-CLAS	90	2005	1	1	0	0.0	0.0	0.00	0.00
7	9930	FORK LIFT OPERATOR	LUFT	1997	3	2	1	33.3	30.3	0.09	0.13
7	9930	FORK LIFT OPERATOR	LUFT	1998	2	2	0	0.0	42.9	-0.86	-1.28
7	9930	FORK LIFT OPERATOR	LUFT	1999	2	0	2	100.0	47.6	1.05	1.49
7	9930	FORK LIFT OPERATOR	LUFT	2000	1	0	1	100.0	31.6	0.68	1.47
7	9930	FORK LIFT OPERATOR	LUFT	2002	1	1	0	0.0	0.0	0.00	0.00
7	9930	FORK LIFT OPERATOR	LUFT	2005	9	5	4	44.4	33.7	0.97	0.75
7	9933	SHOT BLAST OPERATOR	LUFT	2000	1	0	0	0.0	0.0	0.00	0.00
7	9933	SHOT BLAST OPERATOR	LUFT	2001	1	0	1	100.0	25.0	0.75	1.73
7	9933	SHOT BLAST OPERATOR	LUFT	2005	2	0	1	50.0	12.5	0.75	1.73
7	9983	GEAR REPAIR SPECIALI	LUFT	1996	1	1	0	0.0	22.2	-0.22	-0.53
7	9983	GEAR REPAIR SPECIALI	LUFT	1997	2	2	0	0.0	0.0	0.00	0.00
7	9983	GEAR REPAIR SPECIALI	LUFT	1998	4	4	0	0.0	11.3	-0.45	-0.73
7	9983	GEAR REPAIR SPECIALI	LUFT	1999	1	1	0	0.0	47.6	-0.48	-0.95
7	9983	GEAR REPAIR SPECIALI	LUFT	2005	8	8	0	0.0	14.4	-1.15	-1.28
8	0552	MECH HELPER-TRLR BR	90	1997	1	0	1	100.0	50.0	0.50	1.00
8	0552	MECH HELPER-TRLR BR	90	2005	1	0	1	100.0	50.0	0.50	1.00
8	6768	FDRY MAINT HELPER	LUFF	1997	1	1	0	0.0	17.6	-0.18	-0.46
8	6768	FDRY MAINT HELPER	LUFF	2000	1	1	0	0.0	16.7	-0.17	-0.45
8	6768	FDRY MAINT HELPER	LUFF	2005	2	2	0	0.0	17.2	-0.34	-0.64
8	6796	GENERAL FOUNDRYMAN	11	1994	3	1	2	66.7	22.2	1.33	1.85
8	6796	GENERAL FOUNDRYMAN	11	1995	4	2	0	0.0	5.0	-0.20	-0.50
8	6796	GENERAL FOUNDRYMAN	11	1996	3	1	0	0.0	12.7	-0.38	-0.69
8	6796	GENERAL FOUNDRYMAN	11	1998	4	0	2	50.0	26.7	0.93	1.05
8	6796	GENERAL FOUNDRYMAN	11	2000	1	0	0	0.0	0.0	0.00	0.00
8	6796	GENERAL FOUNDRYMAN	11	2005	15	4	4	26.7	15.4	1.68	1.27
8	9922	CLEANER GRINDER	LUFT	1994	9	5	3	33.3	13.6	1.78	1.75
8	9922	CLEANER GRINDER	LUFT	1995	14	9	5	35.7	34.9	0.11	0.07
8	9922	CLEANER GRINDER	LUFT	1996	3	2	1	33.3	43.3	-0.30	-0.35
8	9922	CLEANER GRINDER	LUFT	1998	9	4	4	44.4	33.8	0.96	0.68
8	9922	CLEANER GRINDER	LUFT	1999	9	1	3	33.3	51.3	-1.62	-1.24
8	9922	CLEANER GRINDER	LUFT	2000	4	1	1	25.0	23.7	0.05	0.07
8	9922	CLEANER GRINDER	LUFT	2001	2	1	0	0.0	10.0	-0.20	-0.50
8	9922	CLEANER GRINDER	LUFT	2002	2	1	0	0.0	0.0	0.00	0.00
8	9922	CLEANER GRINDER	LUFT	2005	52	24	17	32.7	31.2	0.78	0.26

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Summary of Promotion Analysis

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Restricted to Promotions from EEO 6, 7, and 8, after March 6, 1994
 Controlling for Year, Job, Dept, Earliest Hire Date
 Comparing Blacks to Non-Black

EEO	Job Code	Dept	Year	Promotions			Ave % Blk in Pool	Diff	Var	Z-Val
				Tot	Wht	Blk % Blk				
Tot	Total	Tot	1994	191	111	29 15.2	19.0	-7.30	22.11	-1.55
Tot	Total	Tot	1995	303	193	54 17.8	27.6	-29.58	41.66	-4.58
Tot	Total	Tot	1996	338	180	66 19.5	22.8	-11.22	44.68	-1.68
Tot	Total	Tot	1997	455	285	92 20.2	27.5	-32.94	64.70	-4.10
Tot	Total	Tot	1998	318	194	63 19.8	28.4	-27.30	49.77	-3.87
Tot	Total	Tot	1999	197	109	46 23.4	31.6	-16.20	31.37	-2.89
Tot	Total	Tot	2000	207	96	48 23.2	25.9	-5.62	12.52	-1.59
Tot	Total	Tot	2001	219	90	62 28.3	32.1	-8.31	32.76	-1.45
Tot	Total	Tot	2002	83	54	12 14.5	21.9	-6.18	5.62	-2.60
Tot	Total	Tot	Tot	2311	1312	472		-144.65	305.19	-8.28
Tot	Total	LUFF	1994	67	18	13 19.4	17.1	1.55	6.73	0.60
Tot	Total	LUFF	1995	72	21	12 16.7	24.1	-5.32	10.10	-1.67
Tot	Total	LUFF	1996	134	31	31 23.1	26.9	-4.99	20.83	-1.09
Tot	Total	LUFF	1997	112	42	27 24.1	28.0	-4.37	16.76	-1.07
Tot	Total	LUFF	1998	70	14	19 27.1	32.7	-3.91	12.25	-1.12
Tot	Total	LUFF	1999	15	3	4 26.7	29.4	-0.40	0.87	-0.43
Tot	Total	LUFF	2000	52	11	7 13.5	19.6	-3.21	2.10	-2.21
Tot	Total	LUFF	2001	87	21	21 24.1	35.9	-10.20	16.49	-2.51
Tot	Total	LUFF	2002	9	4	2 22.2	34.8	-1.14	0.77	-1.29
Tot	Total	LUFF	Tot	618	165	136		-31.99	86.91	-3.43
Tot	Total	LUFT	1994	78	53	13 16.7	20.2	-2.78	10.90	-0.84
Tot	Total	LUFT	1995	123	82	33 26.8	38.6	-14.44	22.11	-3.07
Tot	Total	LUFT	1996	51	26	16 31.4	34.9	-1.81	8.43	-0.62
Tot	Total	LUFT	1997	189	118	42 22.2	36.5	-27.06	36.86	-4.46
Tot	Total	LUFT	1998	157	104	36 22.9	36.2	-20.87	30.63	-3.77
Tot	Total	LUFT	1999	144	78	34 23.6	36.2	-18.15	27.71	-3.45
Tot	Total	LUFT	2000	52	28	14 26.9	34.2	-3.76	8.24	-1.31
Tot	Total	LUFT	2001	24	13	7 29.2	17.6	2.77	2.87	1.63
Tot	Total	LUFT	2002	33	18	8 24.2	27.8	-1.17	0.79	-1.31
Tot	Total	LUFT	Tot	851	520	203		-87.27	148.53	-7.16
Tot	Total	LUFC	1995	1	1	0 0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFC	2002	1	1	0 0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFC	Tot	2	2	0		0.00	0.00	0.00
Tot	Total	LUFG	1995	5	3	0 0.0	2.1	-0.10	0.09	-0.34
Tot	Total	LUFG	1996	1	1	0 0.0	13.3	-0.13	0.12	-0.39
Tot	Total	LUFG	1997	14	12	1 7.1	8.4	-0.18	1.02	-0.18
Tot	Total	LUFG	1998	5	4	1 20.0	8.3	0.59	0.37	0.96
Tot	Total	LUFG	1999	4	3	1 25.0	10.7	0.57	0.35	0.97
Tot	Total	LUFG	2000	1	1	0 0.0	5.6	-0.06	0.05	-0.24
Tot	Total	LUFG	Tot	30	24	3		0.69	1.99	0.49
Tot	Total	LUFO	1994	4	4	0 0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFO	1995	8	4	4 50.0	50.0	0.00	0.00	0.00
Tot	Total	LUFO	1996	7	4	1 14.3	14.3	0.00	0.00	0.00
Tot	Total	LUFO	1997	49	37	9 18.4	21.6	-1.59	1.67	-1.23
Tot	Total	LUFO	1998	30	25	1 3.3	12.5	-2.74	2.50	-1.73
Tot	Total	LUFO	1999	8	6	1 12.5	8.7	0.31	0.52	0.43
Tot	Total	LUFO	2000	83	42	24 28.9	29.9	-0.80	1.43	-0.67
Tot	Total	LUFO	2001	82	41	25 30.5	30.2	0.27	10.08	0.09
Tot	Total	LUFO	2002	29	22	2 6.9	18.7	-3.43	3.67	-1.79
Tot	Total	LUFO	Tot	300	185	67		-7.98	19.88	-1.79

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Tot Total LUFF 1994	42	36	3	7.1	21.6	-6.07	4.48	-2.87
Tot Total LUFF 1995	94	82	5	5.3	15.7	-9.72	9.36	-3.18
Tot Total LUFF 1996	145	118	18	12.4	15.4	-4.28	15.31	-1.09
Tot Total LUFF 1997	91	76	13	14.3	14.0	0.26	8.40	0.09
Tot Total LUFF 1998	56	47	6	10.7	11.4	-0.37	4.02	-0.19
Tot Total LUFF 1999	26	19	6	23.1	17.4	1.48	1.92	1.07
Tot Total LUFF 2000	19	14	3	15.8	4.2	2.21	0.69	2.66
Tot Total LUFF 2001	26	15	9	34.6	39.0	-1.15	3.33	-0.63
Tot Total LUFF 2002	11	9	0	0.0	4.1	-0.45	0.38	-0.72
Tot Total LUFF Tot	510	416	63			-18.09	47.88	-2.61
8 Total Tot 1994	87	42	17	19.5	18.7	0.69	11.65	0.20
8 Total Tot 1995	131	75	32	24.4	35.3	-14.19	24.01	-2.90
8 Total Tot 1996	105	37	27	25.7	29.2	-3.68	17.55	-0.88
8 Total Tot 1997	156	84	40	25.6	36.5	-16.96	33.86	-2.91
8 Total Tot 1998	166	91	38	22.9	38.1	-25.25	35.41	-4.24
8 Total Tot 1999	104	44	30	28.8	41.4	-13.06	22.05	-2.78
8 Total Tot 2000	74	29	24	32.4	33.6	-0.89	6.25	-0.36
8 Total Tot 2001	82	23	21	25.6	31.2	-4.56	15.16	-1.17
8 Total Tot 2002	24	11	7	29.2	29.2	0.00	0.00	0.00
8 Total Tot Tot	929	436	236			-77.90	165.92	-6.05
8 Total LUFF 1994	31	8	5	16.1	11.6	1.41	2.90	0.83
8 Total LUFF 1995	38	12	9	23.7	31.9	-3.11	7.14	-1.16
8 Total LUFF 1996	63	10	17	27.0	32.2	-3.26	13.61	-0.88
8 Total LUFF 1997	41	11	13	31.7	30.1	0.66	7.48	0.24
8 Total LUFF 1998	41	8	9	22.0	32.9	-4.49	8.86	-1.51
8 Total LUFF 1999	4	0	2	50.0	50.0	0.00	0.00	0.00
8 Total LUFF 2000	24	6	6	25.0	25.0	0.00	0.00	0.00
8 Total LUFF 2001	62	14	16	25.8	37.7	-7.36	13.45	-2.01
8 Total LUFF Tot	304	69	77			-16.16	53.45	-2.21
8 Total LUFT 1994	54	32	12	22.2	23.6	-0.72	8.75	-0.24
8 Total LUFT 1995	80	53	22	27.5	40.7	-10.58	16.62	-2.59
8 Total LUFT 1996	15	6	7	46.7	44.8	0.28	1.64	0.22
8 Total LUFT 1997	115	73	27	23.5	38.8	-17.62	26.38	-3.43
8 Total LUFT 1998	125	83	29	23.2	39.8	-20.75	26.54	-4.03
8 Total LUFT 1999	100	44	28	28.0	41.1	-13.06	22.05	-2.78
8 Total LUFT 2000	39	18	13	33.3	35.6	-0.89	6.25	-0.36
8 Total LUFT 2001	16	8	5	31.2	13.8	2.80	1.71	2.14
8 Total LUFT 2002	24	11	7	29.2	29.2	0.00	0.00	0.00
8 Total LUFT Tot	568	328	150			-60.54	109.93	-5.77
8 Total LUFC 1995	1	1	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFC Tot	1	1	0			0.00	0.00	0.00
8 Total LUFG 1995	3	2	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFG Tot	3	2	0			0.00	0.00	0.00
8 Total LUFO 1995	1	0	1	100.0	100.0	0.00	0.00	0.00
8 Total LUFO 2000	11	5	5	45.5	45.5	0.00	0.00	0.00
8 Total LUFO 2001	4	1	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFO Tot	16	6	6			0.00	0.00	0.00
8 Total LUFF 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFF 1995	8	7	0	0.0	6.2	-0.50	0.25	-1.00
8 Total LUFF 1996	27	21	3	11.1	13.7	-0.70	2.30	-0.46
8 Total LUFF Tot	37	30	3			-1.20	2.55	-0.75
7 Total Tot 1994	72	41	10	13.9	21.1	-5.22	8.06	-1.84
7 Total Tot 1995	132	85	19	14.4	24.3	-13.04	14.05	-3.48
7 Total Tot 1996	148	80	24	16.2	19.1	-4.30	18.20	-1.01
7 Total Tot 1997	202	120	42	20.8	26.4	-11.32	22.18	-2.40
7 Total Tot 1998	82	45	20	24.4	19.4	4.05	8.15	1.42

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7 Total Tot 1999	50	32	11	22.0	24.7	-1.35	5.24	-0.59
7 Total Tot 2000	88	38	19	21.6	24.3	-2.37	1.77	-1.79
7 Total Tot 2001	108	47	35	32.4	35.3	-3.13	14.67	-0.82
7 Total Tot 2002	19	13	3	15.8	18.0	-0.42	0.96	-0.43
7 Total Tot Tot	901	501	183			-37.10	93.26	-3.84
7 Total LUFF 1994	29	7	6	20.7	19.7	0.28	3.20	0.16
7 Total LUFF 1995	28	6	2	7.1	16.8	-2.71	2.60	-1.68
7 Total LUFF 1996	49	12	5	10.2	13.1	-1.42	3.86	-0.72
7 Total LUFF 1997	49	13	11	22.4	30.4	-3.87	7.45	-1.42
7 Total LUFF 1998	25	4	10	40.0	28.9	2.76	2.95	1.61
7 Total LUFF 1999	8	2	2	25.0	21.7	0.27	0.46	0.39
7 Total LUFF 2000	17	2	0	0.0	3.3	-0.56	0.38	-0.90
7 Total LUFF 2001	19	4	4	21.1	27.8	-1.28	2.21	-0.86
7 Total LUFF 2002	3	1	1	33.3	33.3	0.00	0.00	0.00
7 Total LUFF Tot	227	51	41			-6.51	23.11	-1.36
7 Total LUFT 1994	18	15	1	5.6	9.7	-0.75	1.44	-0.63
7 Total LUFT 1995	33	21	9	27.3	36.2	-2.94	3.85	-1.50
7 Total LUFT 1996	32	17	9	28.1	31.6	-1.11	6.16	-0.45
7 Total LUFT 1997	60	34	14	23.3	34.4	-6.65	8.26	-2.31
7 Total LUFT 1998	22	15	4	18.2	21.9	-0.82	3.14	-0.46
7 Total LUFT 1999	35	26	6	17.1	23.5	-2.24	4.14	-1.10
7 Total LUFT 2000	9	6	1	11.1	30.7	-1.76	1.33	-1.53
7 Total LUFT 2001	6	3	2	33.3	26.4	0.42	0.91	0.44
7 Total LUFT 2002	7	5	1	14.3	24.6	-0.72	0.55	-0.98
7 Total LUFT Tot	222	142	47			-16.58	29.77	-3.04
7 Total LUFC 2002	1	1	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFC Tot	1	1	0			0.00	0.00	0.00
7 Total LUFG 1995	1	1	0	0.0	10.3	-0.10	0.09	-0.34
7 Total LUFG 1996	1	1	0	0.0	13.3	-0.13	0.12	-0.39
7 Total LUFG 1997	12	10	1	8.3	9.8	-0.18	1.02	-0.18
7 Total LUFG 1998	4	3	1	25.0	10.4	0.59	0.37	0.96
7 Total LUFG 1999	2	2	0	0.0	8.8	-0.18	0.16	-0.44
7 Total LUFG 2000	1	1	0	0.0	5.6	-0.06	0.05	-0.24
7 Total LUFG Tot	21	18	2			-0.06	1.81	-0.05
7 Total LUFO 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFO 1995	5	2	3	60.0	60.0	0.00	0.00	0.00
7 Total LUFO 1996	4	1	1	25.0	25.0	0.00	0.00	0.00
7 Total LUFO 1997	29	21	8	27.6	27.6	0.00	0.00	0.00
7 Total LUFO 1998	18	14	1	5.6	5.3	0.04	0.78	0.05
7 Total LUFO 1999	2	2	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFO 2000	58	26	18	31.0	31.0	0.00	0.00	0.00
7 Total LUFO 2001	63	29	22	34.9	36.0	-0.69	8.52	-0.23
7 Total LUFO 2002	4	3	1	25.0	12.5	0.50	0.25	1.00
7 Total LUFO Tot	185	100	54			-0.14	9.55	-0.05
7 Total LUFFP 1994	23	17	3	13.0	33.7	-4.75	3.43	-2.57
7 Total LUFFP 1995	65	55	5	7.7	18.9	-7.29	7.50	-2.66
7 Total LUFFP 1996	62	49	9	14.5	17.2	-1.64	8.07	-0.58
7 Total LUFFP 1997	52	42	8	15.4	16.6	-0.62	5.45	-0.27
7 Total LUFFP 1998	13	9	4	30.8	19.4	1.48	0.91	1.55
7 Total LUFFP 1999	3	0	3	100.0	73.3	0.80	0.48	1.15
7 Total LUFFP 2000	3	3	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFFP 2001	20	11	7	35.0	42.9	-1.58	3.02	-0.91
7 Total LUFFP 2002	4	3	0	0.0	5.0	-0.20	0.16	-0.50
7 Total LUFFP Tot	245	189	39			-13.81	29.02	-2.56
6 Total Tot 1994	32	28	2	6.2	14.9	-2.77	2.40	-1.79
6 Total Tot 1995	40	33	3	7.5	13.4	-2.36	3.61	-1.24
6 Total Tot 1996	85	63	15	17.6	21.5	-3.23	8.93	-1.08
6 Total Tot 1997	97	81	10	10.3	15.1	-4.66	8.66	-1.58

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6 Total Tot 1998	70	58	5	7.1	15.9	-6.11	6.22	-2.45
6 Total Tot 1999	43	33	5	11.6	15.8	-1.78	4.09	-0.88
6 Total Tot 2000	45	29	5	11.1	16.4	-2.36	4.51	-1.11
6 Total Tot 2001	29	20	6	20.7	22.8	-0.62	2.94	-0.36
6 Total Tot 2002	40	30	2	5.0	19.4	-5.75	4.67	-2.66
6 Total Tot Tot	481	375	53			-29.64	46.01	-4.37
6 Total LUFF 1994	7	3	2	28.6	30.6	-0.14	0.63	-0.18
6 Total LUFF 1995	6	3	1	16.7	8.3	0.50	0.36	0.83
6 Total LUFF 1996	22	9	9	40.9	42.3	-0.31	3.37	-0.17
6 Total LUFF 1997	22	18	3	13.6	18.9	-1.16	1.82	-0.86
6 Total LUFF 1998	4	2	0	0.0	54.4	-2.18	0.44	-3.29
6 Total LUFF 1999	3	1	0	0.0	22.4	-0.67	0.41	-1.05
6 Total LUFF 2000	11	3	1	9.1	33.2	-2.66	1.72	-2.02
6 Total LUFF 2001	6	3	1	16.7	42.8	-1.57	0.83	-1.72
6 Total LUFF 2002	6	3	1	16.7	35.6	-1.14	0.77	-1.29
6 Total LUFF Tot	87	45	18			-9.32	10.35	-2.90
6 Total LUFT 1994	6	6	0	0.0	21.9	-1.31	0.71	-1.55
6 Total LUFT 1995	10	8	2	20.0	29.2	-0.92	1.64	-0.72
6 Total LUFT 1996	4	3	0	0.0	24.5	-0.98	0.62	-1.24
6 Total LUFT 1997	14	11	1	7.1	27.1	-2.79	2.22	-1.88
6 Total LUFT 1998	10	6	3	30.0	22.9	0.71	0.95	0.72
6 Total LUFT 1999	9	8	0	0.0	31.6	-2.85	1.53	-2.30
6 Total LUFT 2000	4	4	0	0.0	27.8	-1.11	0.66	-1.37
6 Total LUFT 2001	2	2	0	0.0	22.5	-0.45	0.25	-0.90
6 Total LUFT 2002	2	2	0	0.0	22.2	-0.44	0.25	-0.89
6 Total LUFT Tot	61	50	6			-10.16	8.83	-3.42
6 Total LUFG 1995	1	0	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1997	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1998	1	1	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1999	2	1	1	50.0	12.5	0.75	0.19	1.73
6 Total LUFG Tot	6	4	1			0.75	0.19	1.73
6 Total LUFO 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1995	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1996	3	3	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1997	20	16	1	5.0	12.9	-1.59	1.67	-1.23
6 Total LUFO 1998	12	11	0	0.0	23.2	-2.79	1.72	-2.12
6 Total LUFO 1999	6	4	1	16.7	11.5	0.31	0.52	0.43
6 Total LUFO 2000	14	11	1	7.1	12.9	-0.80	1.43	-0.67
6 Total LUFO 2001	15	11	3	20.0	13.6	0.96	1.55	0.77
6 Total LUFO 2002	25	19	1	4.0	19.7	-3.93	3.42	-2.12
6 Total LUFO Tot	99	79	7			-7.83	10.33	-2.44
6 Total LUFPP 1994	17	17	0	0.0	7.8	-1.32	1.05	-1.29
6 Total LUFPP 1995	21	20	0	0.0	9.2	-1.94	1.60	-1.53
6 Total LUFPP 1996	56	48	6	10.7	14.2	-1.94	4.94	-0.87
6 Total LUFPP 1997	39	34	5	12.8	10.6	0.88	2.94	0.51
6 Total LUFPP 1998	43	38	2	4.7	9.0	-1.85	3.11	-1.05
6 Total LUFPP 1999	23	19	3	13.0	10.1	0.68	1.44	0.57
6 Total LUFPP 2000	16	11	3	18.8	4.9	2.21	0.69	2.66
6 Total LUFPP 2001	6	4	2	33.3	26.0	0.44	0.31	0.79
6 Total LUFPP 2002	7	6	0	0.0	3.5	-0.25	0.22	-0.53
6 Total LUFPP Tot	228	197	21			-3.08	16.32	-0.76

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Summary of Promotion Analysis

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Restricted to Promotions from EEO 6, 7, and 8, after March 6, 1994
 Controlling for Year, Job, Dept, Sen'ty
 Comparing Blacks to Non-Black

				Promotions				Ave % Blk in			
EEO	Job Code	Dept	Year	Tot	Wht	Blk	% Blk	Pool	Diff	Var	Z-Val
Tot	Total	Tot	1994	191	111	29	15.2	18.1	-5.66	21.65	-1.22
Tot	Total	Tot	1995	303	193	54	17.8	26.5	-26.34	41.69	-4.08
Tot	Total	Tot	1996	338	180	66	19.5	23.1	-11.94	45.23	-1.78
Tot	Total	Tot	1997	455	285	92	20.2	27.0	-30.71	65.42	-3.80
Tot	Total	Tot	1998	318	194	63	19.8	26.8	-22.26	49.40	-3.17
Tot	Total	Tot	1999	197	109	46	23.4	37.1	-27.14	32.27	-4.78
Tot	Total	Tot	2000	207	96	48	23.2	24.0	-1.60	13.71	-0.43
Tot	Total	Tot	2001	219	90	62	28.3	28.9	-1.39	30.96	-0.25
Tot	Total	Tot	2002	83	54	12	14.5	20.7	-5.21	5.66	-2.19
Tot	Total	Tot	Tot	2311	1312	472			-132.25	305.98	-7.56
Tot	Total	LUFF	1994	67	18	13	19.4	16.2	2.12	6.46	0.84
Tot	Total	LUFF	1995	72	21	12	16.7	22.4	-4.13	9.62	-1.33
Tot	Total	LUFF	1996	134	31	31	23.1	27.2	-5.47	20.66	-1.20
Tot	Total	LUFF	1997	112	42	27	24.1	25.2	-1.20	16.90	-0.29
Tot	Total	LUFF	1998	70	14	19	27.1	29.9	-1.95	12.09	-0.56
Tot	Total	LUFF	1999	15	3	4	26.7	31.4	-0.72	1.17	-0.66
Tot	Total	LUFF	2000	52	11	7	13.5	19.3	-3.06	2.16	-2.08
Tot	Total	LUFF	2001	87	21	21	24.1	31.4	-6.29	16.58	-1.54
Tot	Total	LUFF	2002	9	4	2	22.2	27.8	-0.50	0.94	-0.52
Tot	Total	LUFF	Tot	618	165	136			-21.19	86.59	-2.28
Tot	Total	LUFT	1994	78	53	13	16.7	19.2	-1.98	10.79	-0.60
Tot	Total	LUFT	1995	123	82	33	26.8	36.7	-12.20	22.47	-2.57
Tot	Total	LUFT	1996	51	26	16	31.4	34.5	-1.59	8.38	-0.55
Tot	Total	LUFT	1997	189	118	42	22.2	36.3	-26.60	37.13	-4.37
Tot	Total	LUFT	1998	157	104	36	22.9	34.4	-17.97	30.58	-3.25
Tot	Total	LUFT	1999	144	78	34	23.6	43.6	-28.85	28.20	-5.43
Tot	Total	LUFT	2000	52	28	14	26.9	26.5	0.20	9.32	0.07
Tot	Total	LUFT	2001	24	13	7	29.2	23.5	1.35	2.43	0.87
Tot	Total	LUFT	2002	33	18	8	24.2	28.0	-1.23	0.82	-1.36
Tot	Total	LUFT	Tot	851	520	203			-88.87	150.11	-7.25
Tot	Total	LUFC	1995	1	1	0	0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFC	2002	1	1	0	0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFC	Tot	2	2	0			0.00	0.00	0.00
Tot	Total	LUFG	1995	5	3	0	0.0	1.8	-0.09	0.08	-0.32
Tot	Total	LUFG	1996	1	1	0	0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFG	1997	14	12	1	7.1	6.8	0.04	0.85	0.04
Tot	Total	LUFG	1998	5	4	1	20.0	7.4	0.63	0.34	1.09
Tot	Total	LUFG	1999	4	3	1	25.0	7.8	0.69	0.27	1.31
Tot	Total	LUFG	2000	1	1	0	0.0	7.0	-0.07	0.07	-0.27
Tot	Total	LUFG	Tot	30	24	3			1.20	1.61	0.94
Tot	Total	LUFO	1994	4	4	0	0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFO	1995	8	4	4	50.0	50.0	0.00	0.00	0.00
Tot	Total	LUFO	1996	7	4	1	14.3	14.3	0.00	0.00	0.00
Tot	Total	LUFO	1997	49	37	9	18.4	21.4	-1.47	1.57	-1.17
Tot	Total	LUFO	1998	30	25	1	3.3	13.2	-2.96	2.72	-1.79
Tot	Total	LUFO	1999	8	6	1	12.5	9.0	0.28	0.54	0.39
Tot	Total	LUFO	2000	83	42	24	28.9	30.0	-0.90	1.49	-0.74
Tot	Total	LUFO	2001	82	41	25	30.5	26.2	3.48	8.87	1.17
Tot	Total	LUFO	2002	29	22	2	6.9	17.2	-3.00	3.51	-1.60
Tot	Total	LUFO	Tot	300	185	67			-4.57	18.70	-1.06

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Tot Total LUFF 1994	42	36	3	7.1	21.0	-5.81	4.40	-2.77
Tot Total LUFF 1995	94	82	5	5.3	15.9	-9.92	9.51	-3.22
Tot Total LUFF 1996	145	118	18	12.4	15.8	-4.88	16.19	-1.21
Tot Total LUFF 1997	91	76	13	14.3	15.9	-1.47	8.97	-0.49
Tot Total LUFF 1998	56	47	6	10.7	10.7	-0.01	3.67	-0.01
Tot Total LUFF 1999	26	19	6	23.1	17.5	1.45	2.08	1.01
Tot Total LUFF 2000	19	14	3	15.8	4.1	2.23	0.68	2.71
Tot Total LUFF 2001	26	15	9	34.6	34.4	0.07	3.08	0.04
Tot Total LUFF 2002	11	9	0	0.0	4.3	-0.47	0.39	-0.76
Tot Total LUFF Tot	510	416	63			-18.82	48.97	-2.69
8 Total Tot 1994	87	42	17	19.5	16.6	2.52	11.16	0.75
8 Total Tot 1995	131	75	32	24.4	33.1	-11.37	23.77	-2.33
8 Total Tot 1996	105	37	27	25.7	30.8	-5.32	18.94	-1.22
8 Total Tot 1997	156	84	40	25.6	34.7	-14.07	33.88	-2.42
8 Total Tot 1998	166	91	38	22.9	35.8	-21.40	34.87	-3.62
8 Total Tot 1999	104	44	30	28.8	52.7	-24.85	22.91	-5.19
8 Total Tot 2000	74	29	24	32.4	30.1	1.76	7.52	0.64
8 Total Tot 2001	82	23	21	25.6	30.4	-3.97	15.22	-1.02
8 Total Tot 2002	24	11	7	29.2	29.2	0.00	0.00	0.00
8 Total Tot Tot	929	436	236			-76.70	168.26	-5.91
8 Total LUFF 1994	31	8	5	16.1	10.0	1.89	2.68	1.15
8 Total LUFF 1995	38	12	9	23.7	27.7	-1.53	6.35	-0.61
8 Total LUFF 1996	63	10	17	27.0	32.7	-3.61	13.36	-0.99
8 Total LUFF 1997	41	11	13	31.7	25.2	2.68	7.50	0.98
8 Total LUFF 1998	41	8	9	22.0	31.4	-3.85	8.57	-1.32
8 Total LUFF 1999	4	0	2	50.0	56.2	-0.25	0.19	-0.58
8 Total LUFF 2000	24	6	6	25.0	25.0	0.00	0.00	0.00
8 Total LUFF 2001	62	14	16	25.8	34.4	-5.32	13.91	-1.43
8 Total LUFF Tot	304	69	77			-9.99	52.57	-1.38
8 Total LUFT 1994	54	32	12	22.2	21.1	0.63	8.48	0.22
8 Total LUFT 1995	80	53	22	27.5	39.2	-9.34	17.16	-2.25
8 Total LUFT 1996	15	6	7	46.7	52.4	-0.86	2.30	-0.57
8 Total LUFT 1997	115	73	27	23.5	38.0	-16.75	26.38	-3.26
8 Total LUFT 1998	125	83	29	23.2	37.2	-17.55	26.30	-3.42
8 Total LUFT 1999	100	44	28	28.0	52.6	-24.60	22.72	-5.16
8 Total LUFT 2000	39	18	13	33.3	28.8	1.76	7.52	0.64
8 Total LUFT 2001	16	8	5	31.2	22.8	1.35	1.31	1.18
8 Total LUFT 2002	24	11	7	29.2	29.2	0.00	0.00	0.00
8 Total LUFT Tot	568	328	150			-65.36	112.17	-6.17
8 Total LUFC 1995	1	1	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFC Tot	1	1	0			0.00	0.00	0.00
8 Total LUFG 1995	3	2	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFG Tot	3	2	0			0.00	0.00	0.00
8 Total LUFO 1995	1	0	1	100.0	100.0	0.00	0.00	0.00
8 Total LUFO 2000	11	5	5	45.5	45.5	0.00	0.00	0.00
8 Total LUFO 2001	4	1	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFO Tot	16	6	6			0.00	0.00	0.00
8 Total LUFF 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFF 1995	8	7	0	0.0	6.2	-0.50	0.25	-1.00
8 Total LUFF 1996	27	21	3	11.1	14.2	-0.85	3.28	-0.47
8 Total LUFF Tot	37	30	3			-1.35	3.53	-0.72
7 Total Tot 1994	72	41	10	13.9	22.2	-5.96	8.34	-2.06
7 Total Tot 1995	132	85	19	14.4	24.2	-12.96	14.49	-3.40
7 Total Tot 1996	148	80	24	16.2	19.0	-4.09	17.54	-0.98
7 Total Tot 1997	202	120	42	20.8	26.4	-11.33	23.02	-2.36
7 Total Tot 1998	82	45	20	24.4	18.6	4.73	8.48	1.63

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7 Total Tot 1999	50	32	11	22.0	23.4	-0.71	5.36	-0.31
7 Total Tot 2000	88	38	19	21.6	22.9	-1.17	1.61	-0.92
7 Total Tot 2001	108	47	35	32.4	30.1	2.44	12.63	0.69
7 Total Tot 2002	19	13	3	15.8	15.4	0.08	1.25	0.07
7 Total Tot Tot	901	501	183			-28.96	92.73	-3.01
7 Total LUFF 1994	29	7	6	20.7	19.0	0.48	3.12	0.27
7 Total LUFF 1995	28	6	2	7.1	18.1	-3.07	2.90	-1.81
7 Total LUFF 1996	49	12	5	10.2	13.1	-1.44	3.89	-0.73
7 Total LUFF 1997	49	13	11	22.4	27.7	-2.55	7.40	-0.94
7 Total LUFF 1998	25	4	10	40.0	24.4	3.89	2.93	2.27
7 Total LUFF 1999	8	2	2	25.0	22.3	0.22	0.57	0.29
7 Total LUFF 2000	17	2	0	0.0	3.2	-0.54	0.37	-0.89
7 Total LUFF 2001	19	4	4	21.1	17.8	0.61	1.83	0.45
7 Total LUFF 2002	3	1	1	33.3	16.7	0.50	0.25	1.00
7 Total LUFF Tot	227	51	41			-1.91	23.26	-0.40
7 Total LUFT 1994	18	15	1	5.6	15.7	-1.82	1.85	-1.34
7 Total LUFT 1995	33	21	9	27.3	33.5	-2.06	3.70	-1.07
7 Total LUFT 1996	32	17	9	28.1	27.5	0.20	5.46	0.09
7 Total LUFT 1997	60	34	14	23.3	34.8	-6.90	8.49	-2.37
7 Total LUFT 1998	22	15	4	18.2	22.8	-1.02	3.29	-0.56
7 Total LUFT 1999	35	26	6	17.1	21.7	-1.58	4.17	-0.77
7 Total LUFT 2000	9	6	1	11.1	17.3	-0.56	1.17	-0.51
7 Total LUFT 2001	6	3	2	33.3	25.0	0.50	0.88	0.53
7 Total LUFT 2002	7	5	1	14.3	25.2	-0.77	0.57	-1.01
7 Total LUFT Tot	222	142	47			-14.00	29.57	-2.57
7 Total LUFC 2002	1	1	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFC Tot	1	1	0			0.00	0.00	0.00
7 Total LUFG 1995	1	1	0	0.0	9.1	-0.09	0.08	-0.32
7 Total LUFG 1996	1	1	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFG 1997	12	10	1	8.3	8.0	0.04	0.85	0.04
7 Total LUFG 1998	4	3	1	25.0	9.3	0.63	0.34	1.09
7 Total LUFG 1999	2	2	0	0.0	7.3	-0.15	0.14	-0.40
7 Total LUFG 2000	1	1	0	0.0	7.0	-0.07	0.07	-0.27
7 Total LUFG Tot	21	18	2			0.36	1.47	0.30
7 Total LUFO 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFO 1995	5	2	3	60.0	60.0	0.00	0.00	0.00
7 Total LUFO 1996	4	1	1	25.0	25.0	0.00	0.00	0.00
7 Total LUFO 1997	29	21	8	27.6	27.6	0.00	0.00	0.00
7 Total LUFO 1998	18	14	1	5.6	6.9	-0.24	1.02	-0.24
7 Total LUFO 1999	2	2	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFO 2000	58	26	18	31.0	31.0	0.00	0.00	0.00
7 Total LUFO 2001	63	29	22	34.9	30.9	2.56	7.26	0.95
7 Total LUFO 2002	4	3	1	25.0	10.0	0.60	0.24	1.22
7 Total LUFO Tot	185	100	54			2.93	8.52	1.00
7 Total LUFFP 1994	23	17	3	13.0	33.1	-4.62	3.38	-2.52
7 Total LUFFP 1995	65	55	5	7.7	19.6	-7.73	7.81	-2.77
7 Total LUFFP 1996	62	49	9	14.5	19.1	-2.85	8.19	-1.00
7 Total LUFFP 1997	52	42	8	15.4	19.1	-1.92	6.28	-0.77
7 Total LUFFP 1998	13	9	4	30.8	19.4	1.48	0.91	1.55
7 Total LUFFP 1999	3	0	3	100.0	73.3	0.80	0.48	1.15
7 Total LUFFP 2000	3	3	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFFP 2001	20	11	7	35.0	41.2	-1.23	2.67	-0.75
7 Total LUFFP 2002	4	3	0	0.0	6.2	-0.25	0.19	-0.58
7 Total LUFFP Tot	245	189	39			-16.34	29.90	-2.99
6 Total Tot 1994	32	28	2	6.2	13.2	-2.21	2.14	-1.51
6 Total Tot 1995	40	33	3	7.5	12.5	-2.02	3.43	-1.09
6 Total Tot 1996	85	63	15	17.6	20.6	-2.53	8.75	-0.86
6 Total Tot 1997	97	81	10	10.3	15.8	-5.31	8.52	-1.82

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6 Total Tot 1998	70	58	5	7.1	15.1	-5.59	6.05	-2.27
6 Total Tot 1999	43	33	5	11.6	15.3	-1.57	4.00	-0.79
6 Total Tot 2000	45	29	5	11.1	16.0	-2.20	4.58	-1.03
6 Total Tot 2001	29	20	6	20.7	20.2	0.14	3.11	0.08
6 Total Tot 2002	40	30	2	5.0	18.2	-5.29	4.41	-2.52
6 Total Tot Tot	481	375	53			-26.59	44.99	-3.96
6 Total LUFF 1994	7	3	2	28.6	32.1	-0.24	0.65	-0.30
6 Total LUFF 1995	6	3	1	16.7	8.7	0.48	0.37	0.78
6 Total LUFF 1996	22	9	9	40.9	42.8	-0.42	3.41	-0.23
6 Total LUFF 1997	22	18	3	13.6	19.7	-1.33	1.99	-0.94
6 Total LUFF 1998	4	2	0	0.0	49.6	-1.98	0.59	-2.58
6 Total LUFF 1999	3	1	0	0.0	22.7	-0.68	0.42	-1.06
6 Total LUFF 2000	11	3	1	9.1	32.0	-2.52	1.79	-1.88
6 Total LUFF 2001	6	3	1	16.7	42.9	-1.58	0.83	-1.73
6 Total LUFF 2002	6	3	1	16.7	33.4	-1.00	0.69	-1.21
6 Total LUFF Tot	87	45	18			-9.28	10.75	-2.83
6 Total LUFT 1994	6	6	0	0.0	13.1	-0.79	0.47	-1.15
6 Total LUFT 1995	10	8	2	20.0	28.1	-0.81	1.60	-0.64
6 Total LUFT 1996	4	3	0	0.0	23.3	-0.93	0.62	-1.18
6 Total LUFT 1997	14	11	1	7.1	28.3	-2.96	2.26	-1.97
6 Total LUFT 1998	10	6	3	30.0	24.0	0.60	0.99	0.61
6 Total LUFT 1999	9	8	0	0.0	29.6	-2.66	1.31	-2.33
6 Total LUFT 2000	4	4	0	0.0	25.0	-1.00	0.63	-1.27
6 Total LUFT 2001	2	2	0	0.0	25.0	-0.50	0.25	-1.00
6 Total LUFT 2002	2	2	0	0.0	23.3	-0.47	0.25	-0.94
6 Total LUFT Tot	61	50	6			-9.51	8.38	-3.29
6 Total LUFG 1995	1	0	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1997	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1998	1	1	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1999	2	1	1	50.0	8.3	0.83	0.14	2.24
6 Total LUFG Tot	6	4	1			0.83	0.14	2.24
6 Total LUFO 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1995	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1996	3	3	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1997	20	16	1	5.0	12.3	-1.47	1.57	-1.17
6 Total LUFO 1998	12	11	0	0.0	22.7	-2.72	1.70	-2.09
6 Total LUFO 1999	6	4	1	16.7	11.9	0.28	0.54	0.39
6 Total LUFO 2000	14	11	1	7.1	13.6	-0.90	1.49	-0.74
6 Total LUFO 2001	15	11	3	20.0	13.9	0.91	1.62	0.72
6 Total LUFO 2002	25	19	1	4.0	18.4	-3.60	3.27	-1.99
6 Total LUFO Tot	99	79	7			-7.50	10.18	-2.35
6 Total LUFP 1994	17	17	0	0.0	7.0	-1.18	1.02	-1.17
6 Total LUFP 1995	21	20	0	0.0	8.0	-1.69	1.45	-1.40
6 Total LUFP 1996	56	48	6	10.7	12.8	-1.18	4.72	-0.54
6 Total LUFP 1997	39	34	5	12.8	11.7	0.45	2.70	0.27
6 Total LUFP 1998	43	38	2	4.7	8.1	-1.49	2.76	-0.90
6 Total LUFP 1999	23	19	3	13.0	10.2	0.65	1.60	0.52
6 Total LUFP 2000	16	11	3	18.8	4.8	2.23	0.68	2.71
6 Total LUFP 2001	6	4	2	33.3	11.7	1.30	0.41	2.03
6 Total LUFP 2002	7	6	0	0.0	3.2	-0.22	0.20	-0.50
6 Total LUFP Tot	228	197	21			-1.13	15.54	-0.29

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Summary of Promotion Analysis

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Restricted to Promotions from EEO 6, 7, and 8, after March 6, 1994

Controlling for Year, Job, Dept

Comparing Blacks to Non-Black

EEO	Job Code	Dept	Year	Promotions			Ave % Blk in Pool	Diff	Var	Z-Val
				Tot	Wht	Blk % Blk				
Tot	Total	Tot	1994	191	111	29 15.2	17.7	-4.87	22.42	-1.03
Tot	Total	Tot	1995	303	193	54 17.8	26.0	-24.72	45.78	-3.65
Tot	Total	Tot	1996	338	180	66 19.5	19.7	-0.52	46.81	-0.08
Tot	Total	Tot	1997	455	285	92 20.2	26.3	-27.74	69.96	-3.32
Tot	Total	Tot	1998	318	194	63 19.8	22.8	-9.43	49.49	-1.34
Tot	Total	Tot	1999	197	109	46 23.4	32.6	-18.19	35.75	-3.04
Tot	Total	Tot	2000	207	96	48 23.2	24.6	-2.99	15.08	-0.77
Tot	Total	Tot	2001	219	90	62 28.3	30.4	-4.58	37.68	-0.75
Tot	Total	Tot	2002	83	54	12 14.5	22.5	-6.68	6.76	-2.57
Tot	Total	Tot	Tot	2311	1312	472		-99.70	329.75	-5.49
Tot	Total	LUFF	1994	67	18	13 19.4	13.6	3.90	6.12	1.58
Tot	Total	LUFF	1995	72	21	12 16.7	22.2	-3.98	10.11	-1.25
Tot	Total	LUFF	1996	134	31	31 23.1	25.5	-3.19	22.51	-0.67
Tot	Total	LUFF	1997	112	42	27 24.1	27.7	-3.99	19.45	-0.90
Tot	Total	LUFF	1998	70	14	19 27.1	29.7	-1.78	13.04	-0.49
Tot	Total	LUFF	1999	15	3	4 26.7	27.8	-0.18	1.58	-0.14
Tot	Total	LUFF	2000	52	11	7 13.5	20.1	-3.47	2.28	-2.30
Tot	Total	LUFF	2001	87	21	21 24.1	32.8	-7.54	17.47	-1.80
Tot	Total	LUFF	2002	9	4	2 22.2	28.5	-0.56	0.98	-0.57
Tot	Total	LUFF	Tot	618	165	136		-20.79	93.54	-2.15
Tot	Total	LUFT	1994	78	53	13 16.7	20.7	-3.17	11.65	-0.93
Tot	Total	LUFT	1995	123	82	33 26.8	34.4	-9.29	24.62	-1.87
Tot	Total	LUFT	1996	51	26	16 31.4	22.8	4.39	8.44	1.51
Tot	Total	LUFT	1997	189	118	42 22.2	34.0	-22.24	38.69	-3.58
Tot	Total	LUFT	1998	157	104	36 22.9	26.0	-4.85	29.23	-0.90
Tot	Total	LUFT	1999	144	78	34 23.6	37.3	-19.74	30.31	-3.59
Tot	Total	LUFT	2000	52	28	14 26.9	27.6	-0.33	10.15	-0.10
Tot	Total	LUFT	2001	24	13	7 29.2	21.4	1.85	3.91	0.94
Tot	Total	LUFT	2002	33	18	8 24.2	27.4	-1.03	0.76	-1.18
Tot	Total	LUFT	Tot	851	520	203		-54.42	157.77	-4.33
Tot	Total	LUFC	1995	1	1	0 0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFC	2002	1	1	0 0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFC	Tot	2	2	0		0.00	0.00	0.00
Tot	Total	LUFG	1995	5	3	0 0.0	1.7	-0.08	0.08	-0.30
Tot	Total	LUFG	1996	1	1	0 0.0	7.0	-0.07	0.06	-0.27
Tot	Total	LUFG	1997	14	12	1 7.1	5.8	0.18	0.75	0.21
Tot	Total	LUFG	1998	5	4	1 20.0	7.7	0.61	0.35	1.04
Tot	Total	LUFG	1999	4	3	1 25.0	8.3	0.67	0.30	1.21
Tot	Total	LUFG	2000	1	1	0 0.0	6.6	-0.07	0.06	-0.26
Tot	Total	LUFG	Tot	30	24	3		1.24	1.61	0.98
Tot	Total	LUFO	1994	4	4	0 0.0	0.0	0.00	0.00	0.00
Tot	Total	LUFO	1995	8	4	4 50.0	50.0	0.00	0.00	0.00
Tot	Total	LUFO	1996	7	4	1 14.3	14.3	0.00	0.00	0.00
Tot	Total	LUFO	1997	49	37	9 18.4	22.4	-1.97	1.96	-1.41
Tot	Total	LUFO	1998	30	25	1 3.3	11.9	-2.57	2.58	-1.60
Tot	Total	LUFO	1999	8	6	1 12.5	9.1	0.27	0.58	0.36
Tot	Total	LUFO	2000	83	42	24 28.9	29.6	-0.61	1.32	-0.53
Tot	Total	LUFO	2001	82	41	25 30.5	31.8	-1.06	12.12	-0.31
Tot	Total	LUFO	2002	29	22	2 6.9	23.0	-4.67	4.66	-2.16
Tot	Total	LUFO	Tot	300	185	67		-10.61	23.22	-2.20

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Tot Total LUFF 1994	42	36	3	7.1	20.5	-5.60	4.66	-2.60
Tot Total LUFF 1995	94	82	5	5.3	17.4	-11.36	10.97	-3.43
Tot Total LUFF 1996	145	118	18	12.4	13.5	-1.64	15.80	-0.41
Tot Total LUFF 1997	91	76	13	14.3	14.0	0.28	9.12	0.09
Tot Total LUFF 1998	56	47	6	10.7	12.2	-0.84	4.29	-0.41
Tot Total LUFF 1999	26	19	6	23.1	20.0	0.80	2.98	0.46
Tot Total LUFF 2000	19	14	3	15.8	7.9	1.49	1.27	1.33
Tot Total LUFF 2001	26	15	9	34.6	26.2	2.18	4.18	1.07
Tot Total LUFF 2002	11	9	0	0.0	3.8	-0.42	0.36	-0.70
Tot Total LUFF Tot	510	416	63			-15.12	53.62	-2.06
8 Total Tot 1994	87	42	17	19.5	16.4	2.73	11.01	0.82
8 Total Tot 1995	131	75	32	24.4	31.9	-9.80	25.57	-1.94
8 Total Tot 1996	105	37	27	25.7	25.7	-0.04	19.42	-0.01
8 Total Tot 1997	156	84	40	25.6	34.1	-13.14	34.34	-2.24
8 Total Tot 1998	166	91	38	22.9	28.0	-8.45	33.08	-1.47
8 Total Tot 1999	104	44	30	28.8	44.2	-15.99	24.78	-3.21
8 Total Tot 2000	74	29	24	32.4	30.8	1.23	8.21	0.43
8 Total Tot 2001	82	23	21	25.6	29.8	-3.46	16.53	-0.85
8 Total Tot 2002	24	11	7	29.2	29.2	0.00	0.00	0.00
8 Total Tot Tot	929	436	236			-46.92	172.92	-3.57
8 Total LUFF 1994	31	8	5	16.1	7.2	2.77	2.06	1.93
8 Total LUFF 1995	38	12	9	23.7	28.3	-1.74	6.78	-0.67
8 Total LUFF 1996	63	10	17	27.0	29.0	-1.26	12.97	-0.35
8 Total LUFF 1997	41	11	13	31.7	27.9	1.57	8.16	0.55
8 Total LUFF 1998	41	8	9	22.0	31.0	-3.73	8.67	-1.27
8 Total LUFF 1999	4	0	2	50.0	56.2	-0.25	0.19	-0.58
8 Total LUFF 2000	24	6	6	25.0	25.0	0.00	0.00	0.00
8 Total LUFF 2001	62	14	16	25.8	34.3	-5.26	13.97	-1.41
8 Total LUFF Tot	304	69	77			-7.90	52.80	-1.09
8 Total LUFT 1994	54	32	12	22.2	22.3	-0.04	8.95	-0.01
8 Total LUFT 1995	80	53	22	27.5	36.3	-7.06	18.29	-1.65
8 Total LUFT 1996	15	6	7	46.7	32.8	2.08	3.14	1.17
8 Total LUFT 1997	115	73	27	23.5	36.3	-14.71	26.17	-2.88
8 Total LUFT 1998	125	83	29	23.2	27.0	-4.72	24.40	-0.96
8 Total LUFT 1999	100	44	28	28.0	43.7	-15.74	24.59	-3.17
8 Total LUFT 2000	39	18	13	33.3	30.2	1.23	8.21	0.43
8 Total LUFT 2001	16	8	5	31.2	20.0	1.80	2.56	1.12
8 Total LUFT 2002	24	11	7	29.2	29.2	0.00	0.00	0.00
8 Total LUFT Tot	568	328	150			-37.16	116.32	-3.45
8 Total LUFC 1995	1	1	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFC Tot	1	1	0			0.00	0.00	0.00
8 Total LUFG 1995	3	2	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFG Tot	3	2	0			0.00	0.00	0.00
8 Total LUFO 1995	1	0	1	100.0	100.0	0.00	0.00	0.00
8 Total LUFO 2000	11	5	5	45.5	45.5	0.00	0.00	0.00
8 Total LUFO 2001	4	1	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFO Tot	16	6	6			0.00	0.00	0.00
8 Total LUFF 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
8 Total LUFF 1995	8	7	0	0.0	12.5	-1.00	0.50	-1.41
8 Total LUFF 1996	27	21	3	11.1	14.3	-0.86	3.31	-0.47
8 Total LUFF Tot	37	30	3			-1.86	3.81	-0.95
7 Total Tot 1994	72	41	10	13.9	20.8	-4.98	8.49	-1.71
7 Total Tot 1995	132	85	19	14.4	24.5	-13.27	16.70	-3.25
7 Total Tot 1996	148	80	24	16.2	16.8	-0.83	18.31	-0.19
7 Total Tot 1997	202	120	42	20.8	26.1	-10.79	26.35	-2.10
7 Total Tot 1998	82	45	20	24.4	20.1	3.56	9.69	1.14

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7 Total Tot 1999	50	32	11	22.0	21.4	0.31	5.71	0.13
7 Total Tot 2000	88	38	19	21.6	23.1	-1.31	1.77	-0.99
7 Total Tot 2001	108	47	35	32.4	33.1	-0.77	17.30	-0.19
7 Total Tot 2002	19	13	3	15.8	17.4	-0.31	1.44	-0.25
7 Total Tot Tot	901	501	183			-28.39	105.77	-2.76
7 Total LUFF 1994	29	7	6	20.7	17.7	0.87	3.26	0.48
7 Total LUFF 1995	28	6	2	7.1	17.0	-2.75	2.98	-1.59
7 Total LUFF 1996	49	12	5	10.2	16.1	-2.89	5.48	-1.23
7 Total LUFF 1997	49	13	11	22.4	31.9	-4.64	9.11	-1.54
7 Total LUFF 1998	25	4	10	40.0	26.0	3.50	3.63	1.84
7 Total LUFF 1999	8	2	2	25.0	15.7	0.74	0.99	0.74
7 Total LUFF 2000	17	2	0	0.0	2.9	-0.50	0.36	-0.83
7 Total LUFF 2001	19	4	4	21.1	26.0	-0.95	2.67	-0.58
7 Total LUFF 2002	3	1	1	33.3	16.7	0.50	0.25	1.00
7 Total LUFF Tot	227	51	41			-6.11	28.73	-1.14
7 Total LUFT 1994	18	15	1	5.6	15.4	-1.76	1.81	-1.31
7 Total LUFT 1995	33	21	9	27.3	33.9	-2.20	4.91	-0.99
7 Total LUFT 1996	32	17	9	28.1	18.5	3.07	4.76	1.41
7 Total LUFT 1997	60	34	14	23.3	32.5	-5.48	10.44	-1.70
7 Total LUFT 1998	22	15	4	18.2	24.7	-1.43	3.58	-0.76
7 Total LUFT 1999	35	26	6	17.1	21.2	-1.41	4.10	-0.70
7 Total LUFT 2000	9	6	1	11.1	19.4	-0.75	1.35	-0.64
7 Total LUFT 2001	6	3	2	33.3	24.4	0.54	0.98	0.54
7 Total LUFT 2002	7	5	1	14.3	25.0	-0.75	0.56	-1.00
7 Total LUFT Tot	222	142	47			-10.17	32.50	-1.78
7 Total LUFC 2002	1	1	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFC Tot	1	1	0			0.00	0.00	0.00
7 Total LUFG 1995	1	1	0	0.0	8.3	-0.08	0.08	-0.30
7 Total LUFG 1996	1	1	0	0.0	7.0	-0.07	0.06	-0.27
7 Total LUFG 1997	12	10	1	8.3	6.8	0.18	0.75	0.21
7 Total LUFG 1998	4	3	1	25.0	9.7	0.61	0.35	1.04
7 Total LUFG 1999	2	2	0	0.0	6.7	-0.13	0.12	-0.38
7 Total LUFG 2000	1	1	0	0.0	6.6	-0.07	0.06	-0.26
7 Total LUFG Tot	21	18	2			0.44	1.43	0.37
7 Total LUFO 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFO 1995	5	2	3	60.0	60.0	0.00	0.00	0.00
7 Total LUFO 1996	4	1	1	25.0	25.0	0.00	0.00	0.00
7 Total LUFO 1997	29	21	8	27.6	27.6	0.00	0.00	0.00
7 Total LUFO 1998	18	14	1	5.6	6.2	-0.12	0.97	-0.12
7 Total LUFO 1999	2	2	0	0.0	0.0	0.00	0.00	0.00
7 Total LUFO 2000	58	26	18	31.0	31.0	0.00	0.00	0.00
7 Total LUFO 2001	63	29	22	34.9	37.0	-1.30	9.94	-0.41
7 Total LUFO 2002	4	3	1	25.0	21.4	0.14	0.47	0.21
7 Total LUFO Tot	185	100	54			-1.27	11.38	-0.38
7 Total LUPP 1994	23	17	3	13.0	30.8	-4.08	3.42	-2.21
7 Total LUPP 1995	65	55	5	7.7	20.4	-8.24	8.72	-2.79
7 Total LUPP 1996	62	49	9	14.5	16.0	-0.95	8.00	-0.33
7 Total LUPP 1997	52	42	8	15.4	17.0	-0.85	6.04	-0.34
7 Total LUPP 1998	13	9	4	30.8	23.2	0.99	1.17	0.92
7 Total LUPP 1999	3	0	3	100.0	63.0	1.11	0.49	1.58
7 Total LUPP 2000	3	3	0	0.0	0.0	0.00	0.00	0.00
7 Total LUPP 2001	20	11	7	35.0	30.3	0.93	3.72	0.48
7 Total LUPP 2002	4	3	0	0.0	5.0	-0.20	0.16	-0.50
7 Total LUPP Tot	245	189	39			-11.28	31.73	-2.00
6 Total Tot 1994	32	28	2	6.2	14.4	-2.62	2.93	-1.53
6 Total Tot 1995	40	33	3	7.5	11.6	-1.64	3.52	-0.87
6 Total Tot 1996	85	63	15	17.6	17.2	0.35	9.08	0.12
6 Total Tot 1997	97	81	10	10.3	14.2	-3.80	9.28	-1.25

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6 Total Tot 1998	70	58	5	7.1	13.6	-4.54	6.72	-1.75
6 Total Tot 1999	43	33	5	11.6	17.4	-2.50	5.26	-1.09
6 Total Tot 2000	45	29	5	11.1	17.6	-2.91	5.09	-1.29
6 Total Tot 2001	29	20	6	20.7	21.9	-0.35	3.85	-0.18
6 Total Tot 2002	40	30	2	5.0	20.9	-6.38	5.32	-2.77
6 Total Tot Tot	481	375	53			-24.38	51.06	-3.41
6 Total LUFF 1994	7	3	2	28.6	24.8	0.26	0.80	0.29
6 Total LUFF 1995	6	3	1	16.7	8.2	0.51	0.35	0.86
6 Total LUFF 1996	22	9	9	40.9	36.6	0.96	4.05	0.47
6 Total LUFF 1997	22	18	3	13.6	17.8	-0.92	2.17	-0.62
6 Total LUFF 1998	4	2	0	0.0	38.8	-1.55	0.74	-1.81
6 Total LUFF 1999	3	1	0	0.0	22.2	-0.67	0.40	-1.05
6 Total LUFF 2000	11	3	1	9.1	36.1	-2.97	1.92	-2.15
6 Total LUFF 2001	6	3	1	16.7	39.0	-1.34	0.84	-1.46
6 Total LUFF 2002	6	3	1	16.7	34.4	-1.06	0.73	-1.25
6 Total LUFF Tot	87	45	18			-6.79	12.01	-1.96
6 Total LUFT 1994	6	6	0	0.0	22.8	-1.37	0.89	-1.45
6 Total LUFT 1995	10	8	2	20.0	20.3	-0.03	1.42	-0.03
6 Total LUFT 1996	4	3	0	0.0	19.2	-0.77	0.53	-1.05
6 Total LUFT 1997	14	11	1	7.1	21.8	-2.05	2.07	-1.42
6 Total LUFT 1998	10	6	3	30.0	16.9	1.31	1.26	1.17
6 Total LUFT 1999	9	8	0	0.0	28.8	-2.59	1.61	-2.04
6 Total LUFT 2000	4	4	0	0.0	20.5	-0.82	0.59	-1.07
6 Total LUFT 2001	2	2	0	0.0	24.3	-0.49	0.37	-0.80
6 Total LUFT 2002	2	2	0	0.0	14.1	-0.28	0.20	-0.63
6 Total LUFT Tot	61	50	6			-7.08	8.95	-2.37
6 Total LUFG 1995	1	0	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1997	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1998	1	1	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFG 1999	2	1	1	50.0	10.0	0.80	0.18	1.89
6 Total LUFG Tot	6	4	1			0.80	0.18	1.89
6 Total LUFO 1994	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1995	2	2	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1996	3	3	0	0.0	0.0	0.00	0.00	0.00
6 Total LUFO 1997	20	16	1	5.0	14.8	-1.97	1.96	-1.41
6 Total LUFO 1998	12	11	0	0.0	20.5	-2.46	1.61	-1.93
6 Total LUFO 1999	6	4	1	16.7	12.1	0.27	0.58	0.36
6 Total LUFO 2000	14	11	1	7.1	11.5	-0.61	1.32	-0.53
6 Total LUFO 2001	15	11	3	20.0	18.4	0.23	2.19	0.16
6 Total LUFO 2002	25	19	1	4.0	23.3	-4.81	4.19	-2.35
6 Total LUFO Tot	99	79	7			-9.34	11.84	-2.71
6 Total LUPP 1994	17	17	0	0.0	8.9	-1.52	1.23	-1.37
6 Total LUPP 1995	21	20	0	0.0	10.1	-2.12	1.75	-1.60
6 Total LUPP 1996	56	48	6	10.7	10.4	0.16	4.49	0.08
6 Total LUPP 1997	39	34	5	12.8	9.9	1.13	3.07	0.64
6 Total LUPP 1998	43	38	2	4.7	8.9	-1.83	3.12	-1.04
6 Total LUPP 1999	23	19	3	13.0	14.4	-0.32	2.49	-0.20
6 Total LUPP 2000	16	11	3	18.8	9.4	1.49	1.27	1.33
6 Total LUPP 2001	6	4	2	33.3	12.6	1.24	0.46	1.83
6 Total LUPP 2002	7	6	0	0.0	3.1	-0.22	0.20	-0.49
6 Total LUPP Tot	228	197	21			-1.97	18.08	-0.46

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ANALYSIS OF PLACEMENT OF ENTRY LEVEL NEW HIRES
 INTO FOUNDRY DEPT CONTROLLING FOR DAY OF HIRE
 BLACKS V. NON-BLACK

=====

restricted to eeo 8 into LUF depts

N = total hires this date

N1 = total success (not hired into LUFF)

n = number of nonblacks hired

k = number of successes nonblacks hired

If loss > 0 then blacks overly assigned to LUFF jobs.

Mantel-Haenszel Statistics
 (normal approximation method)

Population		Sample								
N	N1	n	k	Expect	Loss	Var	Z			
6	1	16.7	5	1	0.83	0.17	0.14	0.45	19940307	non LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940310	non LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940314	non LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940317	non LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940321	non LUFF
6	0	0.0	4	0	0.00	0.00	0.00	0.00	19940324	non LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19940330	non LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19940331	non LUFF
9	5	55.6	6	3	3.33	-0.33	0.56	-0.45	19940404	non LUFF
5	5	100.0	3	3	3.00	0.00	0.00	0.00	19940405	non LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19940406	non LUFF
2	1	50.0	1	0	0.50	-0.50	0.25	-1.00	19940407	non LUFF
5	1	20.0	5	1	1.00	0.00	0.00	0.00	19940411	non LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19940413	non LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940414	non LUFF
7	1	14.3	3	1	0.43	0.57	0.24	1.15	19940421	non LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940425	non LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19940427	non LUFF
3	1	33.3	1	0	0.33	-0.33	0.22	-0.71	19940428	non LUFF
3	0	0.0	1	0	0.00	0.00	0.00	0.00	19940502	non LUFF
3	0	0.0	1	0	0.00	0.00	0.00	0.00	19940509	non LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940510	non LUFF
6	2	33.3	4	2	1.33	0.67	0.36	1.12	19940512	non LUFF
4	4	100.0	4	4	4.00	0.00	0.00	0.00	19940518	non LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19940519	non LUFF
3	2	66.7	2	2	1.33	0.67	0.22	1.41	19940523	non LUFF
3	2	66.7	2	1	1.33	-0.33	0.22	-0.71	19940525	non LUFF
3	2	66.7	2	1	1.33	-0.33	0.22	-0.71	19940526	non LUFF
4	4	100.0	3	3	3.00	0.00	0.00	0.00	19940531	non LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19940601	non LUFF
3	1	33.3	2	1	0.67	0.33	0.22	0.71	19940602	non LUFF
3	3	100.0	1	1	1.00	0.00	0.00	0.00	19940606	non LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940608	non LUFF
3	1	33.3	2	0	0.67	-0.67	0.22	-1.41	19940609	non LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940610	non LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19940613	non LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940615	non LUFF
3	1	33.3	3	1	1.00	0.00	0.00	0.00	19940616	non LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19940622	non LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19940623	non LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940627	non LUFF
4	4	100.0	2	2	2.00	0.00	0.00	0.00	19940629	non LUFF

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1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940630	non	LUFF
3	2	66.7	2	1	1.33	-0.33	0.22	-0.71	19940705	non	LUFF
5	4	80.0	4	3	3.20	-0.20	0.16	-0.50	19940706	non	LUFF
12	6	50.0	4	4	2.00	2.00	0.73	2.35	19940707	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940711	non	LUFF
8	8	100.0	8	8	8.00	0.00	0.00	0.00	19940713	non	LUFF
4	3	75.0	4	3	3.00	0.00	0.00	0.00	19940714	non	LUFF
6	3	50.0	5	3	2.50	0.50	0.25	1.00	19940718	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19940720	non	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19940721	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940722	non	LUFF
4	1	25.0	4	1	1.00	0.00	0.00	0.00	19940727	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19940728	non	LUFF
5	5	100.0	4	4	4.00	0.00	0.00	0.00	19940803	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19940810	non	LUFF
3	0	0.0	2	0	0.00	0.00	0.00	0.00	19940811	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940815	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940824	non	LUFF
3	1	33.3	2	1	0.67	0.33	0.22	0.71	19940825	non	LUFF
4	1	25.0	3	1	0.75	0.25	0.19	0.58	19940831	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19940901	non	LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19940906	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940907	non	LUFF
3	2	66.7	3	2	2.00	0.00	0.00	0.00	19940908	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19940912	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940914	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19940915	non	LUFF
4	0	0.0	4	0	0.00	0.00	0.00	0.00	19940921	non	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19940928	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940929	non	LUFF
7	1	14.3	3	0	0.43	-0.43	0.24	-0.87	19941006	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19941007	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19941010	non	LUFF
8	1	12.5	6	1	0.75	0.25	0.19	0.58	19941013	non	LUFF
3	2	66.7	3	2	2.00	0.00	0.00	0.00	19941017	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941020	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941021	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19941024	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941027	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941107	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19941109	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19941110	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19941114	non	LUFF
3	0	0.0	1	0	0.00	0.00	0.00	0.00	19941117	non	LUFF
3	2	66.7	3	2	2.00	0.00	0.00	0.00	19941128	non	LUFF
11	5	45.5	8	5	3.64	1.36	0.60	1.77	19941129	non	LUFF
2	1	50.0	1	0	0.50	-0.50	0.25	-1.00	19941130	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941212	non	LUFF
2	2	0.0	0	0	0.00	0.00	0.00	0.00	19941214	non	LUFF
3	3	100.0	1	1	1.00	0.00	0.00	0.00	19941215	non	LUFF
3	3	100.0	1	1	1.00	0.00	0.00	0.00	19941219	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941227	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19941229	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950103	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950105	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950106	non	LUFF
6	0	0.0	5	0	0.00	0.00	0.00	0.00	19950109	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950111	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950112	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950113	non	LUFF
3	2	66.7	2	1	1.33	-0.33	0.22	-0.71	19950116	non	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19950118	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950119	non	LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19950123	non	LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19950125	non	LUFF

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1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950130	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950201	non	LUFF
2	2	0.0	0	0	0.00	0.00	0.00	0.00	19950215	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950216	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950301	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950302	non	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19950306	non	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19950308	non	LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19950309	non	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19950313	non	LUFF
5	5	100.0	4	4	4.00	0.00	0.00	0.00	19950315	non	LUFF
3	0	0.0	2	0	0.00	0.00	0.00	0.00	19950316	non	LUFF
3	2	66.7	2	1	1.33	-0.33	0.22	-0.71	19950320	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950327	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950329	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950404	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950406	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19950410	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950411	non	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19950412	non	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950413	non	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950417	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950503	non	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19950504	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950508	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950515	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950522	non	LUFF
3	3	100.0	2	2	2.00	0.00	0.00	0.00	19950524	non	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950530	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950531	non	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950601	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950605	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950615	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950629	non	LUFF
5	5	100.0	3	3	3.00	0.00	0.00	0.00	19950706	non	LUFF
2	1	0.0	0	0	0.00	0.00	0.00	0.00	19950710	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950717	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19950720	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950731	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950807	non	LUFF
4	3	75.0	3	2	2.25	-0.25	0.19	-0.58	19950809	non	LUFF
4	1	25.0	3	1	0.75	0.25	0.19	0.58	19950810	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950814	non	LUFF
3	1	33.3	2	1	0.67	0.33	0.22	0.71	19950816	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19950817	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950821	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950824	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950901	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19950905	non	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950906	non	LUFF
3	1	33.3	3	1	1.00	0.00	0.00	0.00	19950907	non	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19950911	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950912	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950913	non	LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19950928	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951004	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19951012	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951013	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19951016	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951018	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19951019	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951020	non	LUFF
19	19	100.0	17	17	17.00	0.00	0.00	0.00	19951023	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19951024	non	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19951025	non	LUFF

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1	1	0.0	0	0	0.00	0.00	0.00	0.00	19951030	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19951101	non	LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19951106	non	LUFF
7	4	57.1	6	3	3.43	-0.43	0.24	-0.87	19951108	non	LUFF
5	0	0.0	3	0	0.00	0.00	0.00	0.00	19951109	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19951113	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19951116	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19951120	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951201	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19951204	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951211	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19951221	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19951222	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960102	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19960104	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960115	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960116	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960216	non	LUFF
7	7	100.0	7	7	7.00	0.00	0.00	0.00	19960304	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960306	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960307	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960308	non	LUFF
3	0	0.0	3	0	0.00	0.00	0.00	0.00	19960314	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960319	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960320	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960321	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960328	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19960404	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960408	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960410	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960411	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960417	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19960418	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960422	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960424	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19960425	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960429	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19960506	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960508	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960509	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960515	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960516	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960520	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19960528	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960529	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960531	non	LUFF
3	0	0.0	0	0	0.00	0.00	0.00	0.00	19960611	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19960620	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960625	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960626	non	LUFF
4	0	0.0	4	0	0.00	0.00	0.00	0.00	19960708	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19960711	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19960725	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960726	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960805	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960808	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960822	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960909	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19961030	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19961114	non	LUFF
2	0	0.0	0	0	0.00	0.00	0.00	0.00	19961121	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19961205	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19961211	non	LUFF
3	0	0.0	1	0	0.00	0.00	0.00	0.00	19961226	non	LUFF
7	5	71.4	5	5	3.57	1.43	0.34	2.45	19961230	non	LUFF

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1	1	0.0	0	0	0.00	0.00	0.00	0.00	19961231	non	LUFF
11	9	81.8	7	6	5.73	0.27	0.42	0.42	19970106	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19970110	non	LUFF
18	14	77.8	14	10	10.89	-0.89	0.57	-1.18	19970113	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970114	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970115	non	LUFF
17	14	82.4	13	11	10.71	0.29	0.47	0.43	19970120	non	LUFF
5	5	100.0	4	4	4.00	0.00	0.00	0.00	19970127	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19970128	non	LUFF
5	3	60.0	3	2	1.80	0.20	0.36	0.33	19970203	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19970210	non	LUFF
5	5	100.0	5	5	5.00	0.00	0.00	0.00	19970217	non	LUFF
4	3	75.0	3	3	2.25	0.75	0.19	1.73	19970224	non	LUFF
3	2	66.7	2	2	1.33	0.67	0.22	1.41	19970317	non	LUFF
13	13	100.0	7	7	7.00	0.00	0.00	0.00	19970324	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970331	non	LUFF
6	5	83.3	4	3	3.33	-0.33	0.22	-0.71	19970407	non	LUFF
2	1	0.0	0	0	0.00	0.00	0.00	0.00	19970414	non	LUFF
14	8	57.1	10	6	5.71	0.29	0.75	0.33	19970421	non	LUFF
6	4	66.7	2	2	1.33	0.67	0.36	1.12	19970428	non	LUFF
11	8	72.7	9	7	6.55	0.45	0.36	0.76	19970505	non	LUFF
3	1	33.3	2	0	0.67	-0.67	0.22	-1.41	19970519	non	LUFF
5	5	100.0	4	4	4.00	0.00	0.00	0.00	19970527	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19970602	non	LUFF
10	7	70.0	6	5	4.20	0.80	0.56	1.07	19970609	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970610	non	LUFF
12	10	83.3	7	6	5.83	0.17	0.44	0.25	19970616	non	LUFF
10	8	80.0	8	6	6.40	-0.40	0.28	-0.75	19970623	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970625	non	LUFF
11	5	45.5	7	4	3.18	0.82	0.69	0.98	19970630	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19970702	non	LUFF
6	4	66.7	5	3	3.33	-0.33	0.22	-0.71	19970707	non	LUFF
4	4	100.0	2	2	2.00	0.00	0.00	0.00	19970714	non	LUFF
5	3	60.0	2	2	1.20	0.80	0.36	1.33	19970721	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970725	non	LUFF
4	3	75.0	3	2	2.25	-0.25	0.19	-0.58	19970728	non	LUFF
3	1	33.3	3	1	1.00	0.00	0.00	0.00	19970804	non	LUFF
4	1	25.0	4	1	1.00	0.00	0.00	0.00	19970811	non	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19970818	non	LUFF
7	3	42.9	4	3	1.71	1.29	0.49	1.84	19970825	non	LUFF
12	11	91.7	11	10	10.08	-0.08	0.08	-0.30	19970902	non	LUFF
5	5	100.0	3	3	3.00	0.00	0.00	0.00	19970908	non	LUFF
6	5	83.3	6	5	5.00	0.00	0.00	0.00	19970915	non	LUFF
9	5	55.6	7	4	3.89	0.11	0.43	0.17	19970922	non	LUFF
8	6	75.0	8	6	6.00	0.00	0.00	0.00	19970929	non	LUFF
20	14	70.0	17	14	11.90	2.10	0.56	2.80	19971006	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19971008	non	LUFF
13	7	53.8	8	4	4.31	-0.31	0.83	-0.34	19971013	non	LUFF
16	11	68.8	12	9	8.25	0.75	0.69	0.90	19971020	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19971021	non	LUFF
9	3	33.3	7	2	2.33	-0.33	0.39	-0.53	19971027	non	LUFF
13	11	84.6	9	7	7.62	-0.62	0.39	-0.98	19971103	non	LUFF
8	0	0.0	7	0	0.00	0.00	0.00	0.00	19971110	non	LUFF
9	5	55.6	8	5	4.44	0.56	0.25	1.12	19971117	non	LUFF
6	0	0.0	4	0	0.00	0.00	0.00	0.00	19971124	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19971201	non	LUFF
28	24	85.7	25	22	21.43	0.57	0.34	0.98	19971208	non	LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19971215	non	LUFF
4	0	0.0	3	0	0.00	0.00	0.00	0.00	19971229	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19971230	non	LUFF
3	1	33.3	2	1	0.67	0.33	0.22	0.71	19980112	non	LUFF
12	7	58.3	9	6	5.25	0.75	0.60	0.97	19980119	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19980123	non	LUFF
3	2	66.7	2	2	1.33	0.67	0.22	1.41	19980126	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19980202	non	LUFF

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6	6	100.0	4	4	4.00	0.00	0.00	0.00	19980209	non	LUFF
6	6	100.0	4	4	4.00	0.00	0.00	0.00	19980216	non	LUFF
4	1	25.0	4	1	1.00	0.00	0.00	0.00	19980223	non	LUFF
4	4	100.0	2	2	2.00	0.00	0.00	0.00	19980302	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19980305	non	LUFF
12	6	50.0	10	5	5.00	0.00	0.45	0.00	19980309	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19980316	non	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19980427	non	LUFF
7	7	100.0	5	5	5.00	0.00	0.00	0.00	19980504	non	LUFF
3	3	100.0	2	2	2.00	0.00	0.00	0.00	19980511	non	LUFF
8	8	100.0	6	6	6.00	0.00	0.00	0.00	19980518	non	LUFF
5	5	100.0	5	5	5.00	0.00	0.00	0.00	19980526	non	LUFF
9	9	100.0	5	5	5.00	0.00	0.00	0.00	19980601	non	LUFF
3	3	100.0	2	2	2.00	0.00	0.00	0.00	19980608	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19980610	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19980629	non	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19980706	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19980713	non	LUFF
4	4	100.0	3	3	3.00	0.00	0.00	0.00	19980803	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19980810	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19981026	non	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19981116	non	LUFF
4	4	100.0	4	4	4.00	0.00	0.00	0.00	19990712	non	LUFF
6	6	100.0	4	4	4.00	0.00	0.00	0.00	19990802	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19990830	non	LUFF
5	5	100.0	5	5	5.00	0.00	0.00	0.00	19990907	non	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19990913	non	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	20000410	non	LUFF
5	5	100.0	2	2	2.00	0.00	0.00	0.00	20000501	non	LUFF
3	3	100.0	2	2	2.00	0.00	0.00	0.00	20000508	non	LUFF
5	5	100.0	2	2	2.00	0.00	0.00	0.00	20000515	non	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	20000516	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	20000530	non	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	20000605	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	20000905	non	LUFF
3	0	0.0	1	0	0.00	0.00	0.00	0.00	20000925	non	LUFF
4	0	0.0	4	0	0.00	0.00	0.00	0.00	20001009	non	LUFF
9	0	0.0	6	0	0.00	0.00	0.00	0.00	20001016	non	LUFF
5	0	0.0	3	0	0.00	0.00	0.00	0.00	20001023	non	LUFF
3	0	0.0	2	0	0.00	0.00	0.00	0.00	20001030	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	20001106	non	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	20001113	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	20001120	non	LUFF
4	0	0.0	2	0	0.00	0.00	0.00	0.00	20001211	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	20001218	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	20001226	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	20010102	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	20010108	non	LUFF
5	0	0.0	3	0	0.00	0.00	0.00	0.00	20010115	non	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	20010129	non	LUFF
6	0	0.0	5	0	0.00	0.00	0.00	0.00	20010205	non	LUFF
13	0	0.0	5	0	0.00	0.00	0.00	0.00	20010212	non	LUFF
5	0	0.0	4	0	0.00	0.00	0.00	0.00	20010219	non	LUFF
12	0	0.0	7	0	0.00	0.00	0.00	0.00	20010226	non	LUFF
5	0	0.0	2	0	0.00	0.00	0.00	0.00	20010305	non	LUFF
8	0	0.0	5	0	0.00	0.00	0.00	0.00	20010312	non	LUFF
9	1	11.1	4	1	0.44	0.56	0.25	1.12	20010319	non	LUFF
7	0	0.0	3	0	0.00	0.00	0.00	0.00	20010326	non	LUFF
8	0	0.0	8	0	0.00	0.00	0.00	0.00	20010409	non	LUFF
3	0	0.0	2	0	0.00	0.00	0.00	0.00	20010416	non	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	20010423	non	LUFF
5	0	0.0	1	0	0.00	0.00	0.00	0.00	20010430	non	LUFF
4	0	0.0	2	0	0.00	0.00	0.00	0.00	20010507	non	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	20010514	non	LUFF
3	2	66.7	2	2	1.33	0.67	0.22	1.41	20010723	non	LUFF

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1	0	0.0	1	0	0.00	0.00	0.00	0.00	20010730 non LUFF
12	12	100.0	8	8	8.00	0.00	0.00	0.00	20021008 non LUFF
4	0	0.0	4	0	0.00	0.00	0.00	0.00	20030217 non LUFF
Total			508			16.12	21.85	3.45	

Exact Mantel-Haenszel Probabilities
(convolution method)

P(S <= 508) = 0.9997984619
P(S = 508) = 0.0002400262
P(S >= 508) = 0.0004415643

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ANALYSIS OF PLACEMENT OF ENTRY LEVEL NEW HIRES
INTO FOUNDRY DEPT CONTROLLING FOR DAY OF HIRE
BLACKS V. WHITE

=====

restricted to eeo 8 into LUF depts

N = total hires this date
N1 = total success (not hired into LUFF)
n = number of whites hired
k = number of successes whites hired

If loss > 0 then blacks overly assigned to LUFF jobs.

Mantel-Haenszel Statistics
(normal approximation method)

Population		Sample								
N	N1	n	k	Expect	Loss	Var	Z			
6	1	16.7	5	1	0.83	0.17	0.14	0.45	19940307	wht LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940314	wht LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940321	wht LUFF
2	0	0.0	0	0	0.00	0.00	0.00	0.00	19940324	wht LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19940330	wht LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19940331	wht LUFF
7	4	57.1	4	2	2.29	-0.29	0.49	-0.41	19940404	wht LUFF
5	5	100.0	3	3	3.00	0.00	0.00	0.00	19940405	wht LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19940406	wht LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19940407	wht LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19940411	wht LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19940413	wht LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940414	wht LUFF
6	1	16.7	2	1	0.33	0.67	0.22	1.41	19940421	wht LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940425	wht LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19940427	wht LUFF
2	1	0.0	0	0	0.00	0.00	0.00	0.00	19940428	wht LUFF
2	0	0.0	0	0	0.00	0.00	0.00	0.00	19940502	wht LUFF
3	0	0.0	1	0	0.00	0.00	0.00	0.00	19940509	wht LUFF
5	2	40.0	3	2	1.20	0.80	0.36	1.33	19940512	wht LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19940518	wht LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19940519	wht LUFF
3	2	66.7	2	2	1.33	0.67	0.22	1.41	19940523	wht LUFF
3	2	66.7	2	1	1.33	-0.33	0.22	-0.71	19940525	wht LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19940526	wht LUFF
4	4	100.0	3	3	3.00	0.00	0.00	0.00	19940531	wht LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19940601	wht LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19940602	wht LUFF
2	2	0.0	0	0	0.00	0.00	0.00	0.00	19940606	wht LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940608	wht LUFF
2	1	50.0	1	0	0.50	-0.50	0.25	-1.00	19940609	wht LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19940613	wht LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940615	wht LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940616	wht LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940623	wht LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940627	wht LUFF
3	3	100.0	1	1	1.00	0.00	0.00	0.00	19940629	wht LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940630	wht LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19940705	wht LUFF
4	4	100.0	3	3	3.00	0.00	0.00	0.00	19940706	wht LUFF
12	6	50.0	4	4	2.00	2.00	0.73	2.35	19940707	wht LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940711	wht LUFF

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6	6	100.0	6	6	6.00	0.00	0.00	0.00	19940713	wht	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19940714	wht	LUFF
6	3	50.0	5	3	2.50	0.50	0.25	1.00	19940718	wht	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19940721	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940722	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940727	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940728	wht	LUFF
4	4	100.0	3	3	3.00	0.00	0.00	0.00	19940803	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19940810	wht	LUFF
3	0	0.0	2	0	0.00	0.00	0.00	0.00	19940811	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940815	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19940824	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19940825	wht	LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19940831	wht	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19940901	wht	LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19940906	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940907	wht	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19940908	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19940912	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19940915	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940928	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19940929	wht	LUFF
6	1	16.7	2	0	0.33	-0.33	0.22	-0.71	19941006	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19941007	wht	LUFF
3	1	33.3	1	1	0.33	0.67	0.22	1.41	19941013	wht	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19941017	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941020	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941021	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19941024	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941027	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941107	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19941114	wht	LUFF
2	0	0.0	0	0	0.00	0.00	0.00	0.00	19941117	wht	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19941128	wht	LUFF
8	5	62.5	5	5	3.12	1.88	0.50	2.65	19941129	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941130	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941212	wht	LUFF
2	2	0.0	0	0	0.00	0.00	0.00	0.00	19941214	wht	LUFF
3	3	100.0	1	1	1.00	0.00	0.00	0.00	19941215	wht	LUFF
2	2	0.0	0	0	0.00	0.00	0.00	0.00	19941219	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19941227	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19941229	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950103	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950105	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950106	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19950109	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950111	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950112	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950113	wht	LUFF
3	2	66.7	2	1	1.33	-0.33	0.22	-0.71	19950116	wht	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19950118	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950119	wht	LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19950123	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950125	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950201	wht	LUFF
2	2	0.0	0	0	0.00	0.00	0.00	0.00	19950215	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950216	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950301	wht	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19950306	wht	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950308	wht	LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19950309	wht	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19950313	wht	LUFF
4	4	100.0	3	3	3.00	0.00	0.00	0.00	19950315	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19950316	wht	LUFF
3	2	66.7	2	1	1.33	-0.33	0.22	-0.71	19950320	wht	LUFF

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1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950329	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950404	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950406	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19950410	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950411	wht	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19950412	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950413	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950417	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950503	wht	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19950504	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950508	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950515	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950522	wht	LUFF
3	3	100.0	2	2	2.00	0.00	0.00	0.00	19950524	wht	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950530	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950531	wht	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950601	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950605	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950629	wht	LUFF
5	5	100.0	3	3	3.00	0.00	0.00	0.00	19950706	wht	LUFF
2	1	0.0	0	0	0.00	0.00	0.00	0.00	19950710	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19950717	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19950720	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950731	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950807	wht	LUFF
3	3	100.0	2	2	2.00	0.00	0.00	0.00	19950809	wht	LUFF
3	1	33.3	2	1	0.67	0.33	0.22	0.71	19950810	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950814	wht	LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19950816	wht	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19950817	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950821	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950824	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950901	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19950905	wht	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950906	wht	LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19950907	wht	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19950911	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19950912	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950913	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19950928	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19951012	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951013	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19951016	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19951019	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951020	wht	LUFF
17	17	100.0	15	15	15.00	0.00	0.00	0.00	19951023	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19951024	wht	LUFF
2	2	100.0	2	2	2.00	0.00	0.00	0.00	19951025	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19951030	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19951106	wht	LUFF
3	3	100.0	2	2	2.00	0.00	0.00	0.00	19951108	wht	LUFF
3	0	0.0	1	0	0.00	0.00	0.00	0.00	19951109	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19951113	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951116	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19951120	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951201	wht	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19951204	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19951211	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19951221	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19951222	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960102	wht	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19960104	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960115	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960116	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960216	wht	LUFF

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7	7	100.0	7	7	7.00	0.00	0.00	0.00	19960304	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960307	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960308	wht	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	19960314	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960319	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960321	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960328	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19960404	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960408	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960411	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960417	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960422	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960424	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960429	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19960506	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960508	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960515	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960516	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960520	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	19960528	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960529	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960531	wht	LUFF
3	0	0.0	0	0	0.00	0.00	0.00	0.00	19960611	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960620	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960625	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960626	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960708	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960711	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960726	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19960805	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19960808	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960822	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19960909	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19961030	wht	LUFF
2	0	0.0	0	0	0.00	0.00	0.00	0.00	19961121	wht	LUFF
2	0	0.0	0	0	0.00	0.00	0.00	0.00	19961226	wht	LUFF
4	2	50.0	2	2	1.00	1.00	0.33	1.73	19961230	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19961231	wht	LUFF
10	8	80.0	6	5	4.80	0.20	0.43	0.31	19970106	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19970110	wht	LUFF
16	13	81.2	12	9	9.75	-0.75	0.49	-1.07	19970113	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970114	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970115	wht	LUFF
15	13	86.7	11	10	9.53	0.47	0.36	0.77	19970120	wht	LUFF
5	5	100.0	4	4	4.00	0.00	0.00	0.00	19970127	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19970128	wht	LUFF
4	2	50.0	2	1	1.00	0.00	0.33	0.00	19970203	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19970210	wht	LUFF
5	5	100.0	5	5	5.00	0.00	0.00	0.00	19970217	wht	LUFF
4	3	75.0	3	3	2.25	0.75	0.19	1.73	19970224	wht	LUFF
3	2	66.7	2	2	1.33	0.67	0.22	1.41	19970317	wht	LUFF
13	13	100.0	7	7	7.00	0.00	0.00	0.00	19970324	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970331	wht	LUFF
5	5	100.0	3	3	3.00	0.00	0.00	0.00	19970407	wht	LUFF
2	1	0.0	0	0	0.00	0.00	0.00	0.00	19970414	wht	LUFF
12	6	50.0	8	4	4.00	0.00	0.73	0.00	19970421	wht	LUFF
6	4	66.7	2	2	1.33	0.67	0.36	1.12	19970428	wht	LUFF
9	6	66.7	7	5	4.67	0.33	0.39	0.53	19970505	wht	LUFF
3	1	33.3	2	0	0.67	-0.67	0.22	-1.41	19970519	wht	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19970527	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19970602	wht	LUFF
8	5	62.5	4	3	2.50	0.50	0.54	0.68	19970609	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970610	wht	LUFF
11	9	81.8	6	5	4.91	0.09	0.45	0.14	19970616	wht	LUFF
8	7	87.5	6	5	5.25	-0.25	0.19	-0.58	19970623	wht	LUFF

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1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970625	wht	LUFF
11	5	45.5	7	4	3.18	0.82	0.69	0.98	19970630	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19970702	wht	LUFF
4	4	100.0	3	3	3.00	0.00	0.00	0.00	19970707	wht	LUFF
4	4	100.0	2	2	2.00	0.00	0.00	0.00	19970714	wht	LUFF
5	3	60.0	2	2	1.20	0.80	0.36	1.33	19970721	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19970725	wht	LUFF
3	3	100.0	2	2	2.00	0.00	0.00	0.00	19970728	wht	LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19970804	wht	LUFF
2	1	50.0	2	1	1.00	0.00	0.00	0.00	19970811	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19970818	wht	LUFF
6	3	50.0	3	3	1.50	1.50	0.45	2.24	19970825	wht	LUFF
11	10	90.9	10	9	9.09	-0.09	0.08	-0.32	19970902	wht	LUFF
5	5	100.0	3	3	3.00	0.00	0.00	0.00	19970908	wht	LUFF
4	4	100.0	4	4	4.00	0.00	0.00	0.00	19970915	wht	LUFF
9	5	55.6	7	4	3.89	0.11	0.43	0.17	19970922	wht	LUFF
7	6	85.7	7	6	6.00	0.00	0.00	0.00	19970929	wht	LUFF
18	13	72.2	15	13	10.83	2.17	0.53	2.97	19971006	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19971008	wht	LUFF
11	7	63.6	6	4	3.82	0.18	0.69	0.22	19971013	wht	LUFF
15	11	73.3	11	9	8.07	0.93	0.61	1.19	19971020	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19971021	wht	LUFF
6	3	50.0	4	2	2.00	0.00	0.40	0.00	19971027	wht	LUFF
9	8	88.9	5	4	4.44	-0.44	0.25	-0.89	19971103	wht	LUFF
5	0	0.0	4	0	0.00	0.00	0.00	0.00	19971110	wht	LUFF
6	4	66.7	5	4	3.33	0.67	0.22	1.41	19971117	wht	LUFF
3	0	0.0	1	0	0.00	0.00	0.00	0.00	19971124	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19971201	wht	LUFF
22	20	90.9	19	18	17.27	0.73	0.22	1.54	19971208	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19971215	wht	LUFF
3	0	0.0	2	0	0.00	0.00	0.00	0.00	19971229	wht	LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	19980112	wht	LUFF
9	7	77.8	6	6	4.67	1.33	0.39	2.14	19980119	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	19980123	wht	LUFF
3	2	66.7	2	2	1.33	0.67	0.22	1.41	19980126	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19980202	wht	LUFF
6	6	100.0	4	4	4.00	0.00	0.00	0.00	19980209	wht	LUFF
4	4	100.0	2	2	2.00	0.00	0.00	0.00	19980216	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19980223	wht	LUFF
4	4	100.0	2	2	2.00	0.00	0.00	0.00	19980302	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19980305	wht	LUFF
6	4	66.7	4	3	2.67	0.33	0.36	0.56	19980309	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	19980316	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19980427	wht	LUFF
6	6	100.0	4	4	4.00	0.00	0.00	0.00	19980504	wht	LUFF
3	3	100.0	2	2	2.00	0.00	0.00	0.00	19980511	wht	LUFF
6	6	100.0	4	4	4.00	0.00	0.00	0.00	19980518	wht	LUFF
4	4	100.0	4	4	4.00	0.00	0.00	0.00	19980526	wht	LUFF
7	7	100.0	3	3	3.00	0.00	0.00	0.00	19980601	wht	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19980608	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19980610	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19980629	wht	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19980706	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19980713	wht	LUFF
4	4	100.0	3	3	3.00	0.00	0.00	0.00	19980803	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	19980810	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19981026	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19981116	wht	LUFF
3	3	100.0	3	3	3.00	0.00	0.00	0.00	19990712	wht	LUFF
4	4	100.0	2	2	2.00	0.00	0.00	0.00	19990802	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	19990830	wht	LUFF
4	4	100.0	4	4	4.00	0.00	0.00	0.00	19990907	wht	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	19990913	wht	LUFF
2	2	100.0	1	1	1.00	0.00	0.00	0.00	20000410	wht	LUFF
5	5	100.0	2	2	2.00	0.00	0.00	0.00	20000501	wht	LUFF

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2	2	100.0	1	1	1.00	0.00	0.00	0.00	20000508	wht	LUFF
5	5	100.0	2	2	2.00	0.00	0.00	0.00	20000515	wht	LUFF
1	1	0.0	0	0	0.00	0.00	0.00	0.00	20000516	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	20000530	wht	LUFF
1	1	100.0	1	1	1.00	0.00	0.00	0.00	20000605	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	20000905	wht	LUFF
2	0	0.0	0	0	0.00	0.00	0.00	0.00	20000925	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	20001009	wht	LUFF
7	0	0.0	4	0	0.00	0.00	0.00	0.00	20001016	wht	LUFF
4	0	0.0	2	0	0.00	0.00	0.00	0.00	20001023	wht	LUFF
3	0	0.0	2	0	0.00	0.00	0.00	0.00	20001030	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	20001106	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	20001113	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	20001120	wht	LUFF
2	0	0.0	0	0	0.00	0.00	0.00	0.00	20001211	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	20001226	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	20010102	wht	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	20010108	wht	LUFF
3	0	0.0	1	0	0.00	0.00	0.00	0.00	20010115	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	20010129	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	20010205	wht	LUFF
10	0	0.0	2	0	0.00	0.00	0.00	0.00	20010212	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	20010219	wht	LUFF
10	0	0.0	5	0	0.00	0.00	0.00	0.00	20010226	wht	LUFF
3	0	0.0	0	0	0.00	0.00	0.00	0.00	20010305	wht	LUFF
6	0	0.0	3	0	0.00	0.00	0.00	0.00	20010312	wht	LUFF
8	1	12.5	3	1	0.38	0.62	0.23	1.29	20010319	wht	LUFF
5	0	0.0	1	0	0.00	0.00	0.00	0.00	20010326	wht	LUFF
1	0	0.0	1	0	0.00	0.00	0.00	0.00	20010409	wht	LUFF
2	0	0.0	1	0	0.00	0.00	0.00	0.00	20010416	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	20010423	wht	LUFF
5	0	0.0	1	0	0.00	0.00	0.00	0.00	20010430	wht	LUFF
2	0	0.0	0	0	0.00	0.00	0.00	0.00	20010507	wht	LUFF
1	0	0.0	0	0	0.00	0.00	0.00	0.00	20010514	wht	LUFF
2	1	50.0	1	1	0.50	0.50	0.25	1.00	20010723	wht	LUFF
10	10	100.0	6	6	6.00	0.00	0.00	0.00	20021008	wht	LUFF
2	0	0.0	2	0	0.00	0.00	0.00	0.00	20030217	wht	LUFF
Total			430			22.39	17.62	5.33			

Exact Mantel-Haenszel Probabilities
(convolution method)

P(S <= 430) = 0.9999999720
P(S = 430) = 0.0000000766
P(S >= 430) = 0.0000001046

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Summary of EEO 6-8 Hires into Lufkin Production Departments

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Restricted to Hires 1994-2003 in EEO 6-8

Restricted to Production Departments LUFF, LUFP, LUFO, LUFT, LUFG

Hires taken from merged Mainframe + Cyborg data

EEO Job	Hires						
	Tot	Wht	Blk	Hisp	%Wht	%Blk	%Hisp
8 Total	1235	608	356	259	49.2	28.8	21.0
8 106796 GENERAL FOUNDRYMAN	534	160	188	183	30.0	35.2	34.3
8 109906 HELPER	639	406	157	69	63.5	24.6	10.8
8 100552 MECH HELPER-TRLR BR	24	12	6	5	50.0	25.0	20.8
8 103629 LABORER	26	21	4	0	80.8	15.4	0.0
8 Other	12	9	1	2	75.0	8.3	16.7
7 Total	561	416	93	39	74.2	16.6	7.0
7 103619 MACHINIST HELPER	102	79	18	3	77.5	17.6	2.9
7 109904 WELDER-CLASS A	137	115	14	4	83.9	10.2	2.9
7 103648 MACH OP TRAINEE	61	35	15	7	57.4	24.6	11.5
7 100495 PARTS HELPER	29	25	2	2	86.2	6.9	6.9
7 100554 MECHANIC CLASS B	83	52	19	9	62.7	22.9	10.8
7 100261 OPERATIVE-P/T	39	30	4	5	76.9	10.3	12.8
7 Other	110	80	21	9	72.7	19.1	8.2
6 Total	229	181	24	15	79.0	10.5	6.6
6 100556 MECHANIC CLASS A	89	61	13	7	68.5	14.6	7.9
6 109983 GEAR REPAIR SPECIALIST	61	52	7	2	85.2	11.5	3.3
6 105700 WELDER-CLASS A	13	10	0	2	76.9	0.0	15.4
6 106766 FDRY MECHANIC A	29	25	2	2	86.2	6.9	6.9
6 Other	37	33	2	2	89.2	5.4	5.4
15 Total	2185	1345	481	320	61.6	22.0	14.6
15 106796 GENERAL FOUNDRYMAN	534	160	188	183	30.0	35.2	34.3
15 109906 HELPER	639	406	157	69	63.5	24.6	10.8
15 103619 MACHINIST HELPER	102	79	18	3	77.5	17.6	2.9
15 100556 MECHANIC CLASS A	89	61	13	7	68.5	14.6	7.9
15 109904 WELDER-CLASS A	137	115	14	4	83.9	10.2	2.9
15 109983 GEAR REPAIR SPECIALIST	61	52	7	2	85.2	11.5	3.3
15 105700 WELDER-CLASS A	13	10	0	2	76.9	0.0	15.4
15 106766 FDRY MECHANIC A	29	25	2	2	86.2	6.9	6.9
15 103648 MACH OP TRAINEE	61	35	15	7	57.4	24.6	11.5
15 100495 PARTS HELPER	29	25	2	2	86.2	6.9	6.9
15 100554 MECHANIC CLASS B	83	52	19	9	62.7	22.9	10.8
15 100552 MECH HELPER-TRLR BR	24	12	6	5	50.0	25.0	20.8
15 103629 LABORER	26	21	4	0	80.8	15.4	0.0
15 100261 OPERATIVE-P/T	39	30	4	5	76.9	10.3	12.8
15 Other	319	262	32	20	82.1	10.0	6.3

544 = number of EEO 8 hires, during 1994-2003, into LUFF

263263-13-0384	w	19970929	M	B	6798	6	432432-98-2745	w	20020923	C16	C	ZR	0891	LUFF	1			
263263-13-0384	w	19970929	M	C	6798	LUFF	6	432432-98-2745	w	20021118	I15	C	ZF	0891	LUFF	1		
263263-13-0384	w	19970929	0	M	D	6798	LUFF	6	432432-98-2745	w	20030309	C	E	0891	LUFF	1		
263263-13-0384	w	19970929	001	C	ZD	6798	LUFF	6	438438-86-1480	b	19730521	003	C	ZC				
263263-13-0384	w	19970929	A02	C	ZD	6798	LUFF	6	438438-86-1480	b	19730521	C03	C	ZR	LUFF			
263263-13-0384	w	19970929	A02	C	ZF	6798	LUFF	6	438438-86-1480	b	19730521	C23	C	ZR	LUFF			
263263-13-0384	w	19970929	C03	C	ZR	6798	LUFF	6	438438-86-1480	b	19740501	C23	C	ZR	LUFF			
263263-13-0384	w	19971006	4	M	D	6798	LUFF	6	438438-86-1480	b	19830224		M	B	6784	LUFF	6	
263263-13-0384	w	19971006	I70	C	ZF	6798	LUFF	6	438438-86-1480	b	19830224		M	C	6784	LUFF	6	
263263-13-0384	w	19971103	2	M	1	0930	LUFF	1	438438-86-1480	b	19830224		4	M	D	6784	LUFF	6
263263-13-0384	w	19971103		M	B	0930	LUFF	1	438438-86-1480	b	19830930		4	M	D	6784	LUFF	6
263263-13-0384	w	19971103	2	M	D	0930	LUFF	1	438438-86-1480	b	19840930		4	M	D	6784	LUFF	6
263263-13-0384	w	19971107	I35	C	ZD	0930	LUFF	1	438438-86-1480	b	19850930		4	M	D	6784	LUFF	6
263263-13-0384	w	19971107	I35	C	ZF	0930	LUFF	1	438438-86-1480	b	19881002		4	M	D	6784	LUFF	6
263263-13-0384	w	19981109	I15	C	ZF	0930	LUFF	1	438438-86-1480	b	19890724		M	B	6767	LUFF	7	
263263-13-0384	w	19981116		C	ZG	0930	LUFF	1	438438-86-1480	b	19890724	2	M	D	6767	LUFF	7	
263263-13-0384	w	20000103	I15	C	ZF	0930	LUFF	1	438438-86-1480	b	19891002	4	M	D	6767	LUFF	7	
263263-13-0384	w	20000211	101	C	ZC	0930	LUFF	1	438438-86-1480	b	19900326		M	B	6803	LUFF	6	
263263-13-0384	w	20030309		C	E	0930	LUFF	1	438438-86-1480	b	19900326	2	M	D	6803	LUFF	6	
263263-13-0384	w	20030309		C	E	0930	LUFF	1	438438-86-1480	b	19910318	1	M	D	6803	LUFF	6	
432432-98-2745	w	19810809	001	C	ZC				438438-86-1480	b	19910708		M	B	6803	LUFF	6	
432432-98-2745	w	19840923		M	B	3644	6		438438-86-1480	b	19910930	4	M	D	6803	LUFF	6	
432432-98-2745	w	19840923		M	C	3644	LUFF	6	438438-86-1480	b	19920113	A01	C	ZD	6803	LUFF	6	
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432432-98-2745	w	19840923	C03	C	ZR	3644	LUFF	6	438438-86-1480	b	19920928	I56	C	ZF	6803	LUFF	6	
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438438-86-1480	b	20030309		C	E	0930	LUFF	1
438438-86-1480	b	20030309		C	E	0930	LUFF	1
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449449-72-2723	w	19620323	C25	C	ZR		LUFF	
449449-72-2723	w	19830224		M	B	0531	LUFF	5
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449449-72-2723	w	19840611	1	M	D	0531	LUFF	5
449449-72-2723	w	19850610	1	M	D	0531	LUFF	5
449449-72-2723	w	19880620	1	M	D	0531	LUFF	5
449449-72-2723	w	19910211	1	M	D	0531	LUFF	5
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449449-72-2723	w	19910812	1	M	D	0285	LUFF	1
449449-72-2723	w	19920113	A01	C	ZD	0285	LUFF	1
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449449-72-2723	w	19931115	1	M	D	0285	LUFF	1
449449-72-2723	w	19931115	I15	C	ZF	0285	LUFF	1
449449-72-2723	w	19941128	1	M	D	0285	LUFF	1
449449-72-2723	w	19941205	I15	C	ZF	0285	LUFF	1
449449-72-2723	w	19960122	1	M	D	0285	LUFF	1
449449-72-2723	w	19960131	I15	C	ZF	0285	LUFF	1
449449-72-2723	w	19970203		M	B	3604	LUFF	6
449449-72-2723	w	19970203	2	M	D	3604	LUFF	6
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449449-72-2723	w	19971006	4	M	D	3604	LUFF	6
449449-72-2723	w	19971006	I70	C	ZF	3604	LUFF	6
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449449-72-2723	w	19990719	991	C	ZC	3604	LUFF	6
449449-72-2723	w	19990719	I35	C	ZD	0891	LUFF	1
449449-72-2723	w	19990719	I30	C	ZF	0891	LUFF	1
449449-72-2723	w	19990719	W04	C	ZF	0891	LUFF	1
449449-72-2723	w	20000504		C	ZG	0891	LUFF	1
449449-72-2723	w	20000814	I15	C	ZF	0891	LUFF	1
449449-72-2723	w	20010702	T01	C	ZF	0891	LUFF	1
449449-72-2723	w	20010813	I15	C	ZF	0891	LUFF	1
449449-72-2723	w	20020331	300	C	ZC	0891	LUFF	1
449449-72-2723	w	20030309		C	E	0891	LUFF	1
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450450-06-6045	w	19931004	R01	C	ZD	9983	LUFF	7
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450450-06-6045	w	20000407		C	ZG	0931	LUFF	1
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450450-06-6045	w	20010702	T01	C	ZF	0931	LUFF	1
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450450-06-6045	w	20011008	W04	C	ZF	0898	LUFF	4
450450-06-6045	w	20020208		C	ZG	0898	LUFF	4
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450450-06-6045	w	20020923	C16	C	ZR	0898	LUFF	4
450450-06-6045	w	20030309		C	E	0898	LUFF	4
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451451-47-4736	b	20020923	C16	C	ZR	0930	LUFF	1
451451-47-4736	b	20021104	I15	C	ZF	0930	LUFF	1
451451-47-4736	b	20030309		C	E	0930	LUFF	1
452452-39-6658	b	19810601	001	C	ZC			
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452452-39-6658	b	19840131	C03	C	ZR	6769	LUFF	7
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452452-39-6658	b	19840930		4	M	D	6769	LUFF 7
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452452-39-6658	b	19860217		1	M	D	7810	LUFF 6
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452452-39-6658	b	19880613		1	M	D	7810	LUFF 6
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452452-39-6658	b	19901015		2	M	D	6732	LUFF 6
452452-39-6658	b	19910408		1	M	D	6732	LUFF 6
452452-39-6658	b	19910930		4	M	D	6732	LUFF 6
452452-39-6658	b	19911202		1	M	D	6732	LUFF 6
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452452-39-6658	b	19931220		1	M	D	6732	LUFF 6
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452452-39-6658	b	19940623	I35	C	ZD	0070	LUFF	1
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452452-39-6658	b	19960418	I15	C	ZF	0070	LUFF	1
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452452-39-6658	b	19970221	I30	C	ZD	0930	LUFF	1
452452-39-6658	b	19970221	I30	C	ZF	0930	LUFF	1
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452452-39-6658	b	19970303	I70	C	ZF	0930	LUFF	1
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452452-39-6658	b	19980316		1	M	D	0930	LUFF 1
452452-39-6658	b	19980319	I15	C	ZF	0930	LUFF	1
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452452-39-6658	b	19991011	I15	C	ZF	0930	LUFF	1
452452-39-6658	b	20001023	I15	C	ZF	0930	LUFF	1
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452452-39-6658	b	20011022	I15	C	ZF	0930	LUFF	1
452452-39-6658	b	20020418		C	ZG	0930	LUFF	1
452452-39-6658	b	20020812	I30	C	ZD	0929	LUFF	1
452452-39-6658	b	20020812	I30	C	ZF	0929	LUFF	1
452452-39-6658	b	20020923	C16	C	ZR	0929	LUFF	1
452452-39-6658	b	20030309		C	E	0929	LUFF	1
452452-74-0592	w	19801028	001	C	ZC			
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452452-74-0592	w	19801028	C27	C	ZR		LUFF	
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452452-74-0592	w	19850930		4	M	D	9924	LUFF 6
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452452-74-0592	w	19921116	I70	C	ZF	9924	LUFF	6
452452-74-0592	w	19931004		4	M	D	9924	LUFF 6
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452452-74-0592	w	19941114	I15	C	ZF	9907	LUFF	6
452452-74-0592	w	19950327		1	M	D	9907	LUFF 6
452452-74-0592	w	19950330	I15	C	ZF	9907	LUFF	6
452452-74-0592	w	19951002		4	M	D	9907	LUFF 6
452452-74-0592	w	19951002	I70	C	ZF	9907	LUFF	6
452452-74-0592	w	19960701		M	B	9924	LUFF	6
452452-74-0592	w	19960701		M	C	9924	LUFF	6
452452-74-0592	w	19960701		2	M	D	9924	LUFF 6

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452452-74-0592	w	19960703	D30	C	ZD	9924	LUFT	6
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452452-74-0592	w	19961007	I70	C	ZF	9924	LUFT	6
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452452-74-0592	w	19970203		M	C	9907	LUFT	6
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452452-74-0592	w	19970926	I35	C	ZD	0919	LUFT	1
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452452-74-0592	w	19991206	I15	C	ZF	0919	LUFT	1
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452452-74-0592	w	20000731	D60	C	ZF	9924	LUFT	6
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452452-74-0592	w	20021021	I70	C	ZF	9924	LUFT	6
452452-74-0592	w	20021021	T01	C	ZF	9924	LUFT	6
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452452-98-2963	b	19910930	4	M	D	3648	LUFF	7
452452-98-2963	b	19920113	A01	C	ZD	3648	LUFF	7
452452-98-2963	b	19920113	A01	C	ZF	3648	LUFF	7
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452452-98-2963	b	19920126	I30	C	ZF	3644	LUFF	6
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452452-98-2963	b	19920928	4	M	D	3644	LUFF	6
452452-98-2963	b	19921116	4	M	D	3644	LUFF	6
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452452-98-2963	b	19930621	1	M	D	3644	LUFF	6
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452452-98-2963	b	19970414	A04	C	ZF	3644	LUFO	6
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452452-98-2963	b	19970924	I30	C	ZD	3643	LUFF	6
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452452-98-2963	b	19980120	I15	C	ZF	3643	LUFF	6
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452452-98-2963	b	20010716	I15	C	ZF	0070	LUFO	1
452452-98-2963	b	20020125	600	C	ZC	0070	LUFO	1
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453453-04-6636	w	19910930	4	M	D	5725	LUFT	6
453453-04-6636	w	19920113	A01	C	ZD	5725	LUFT	6
453453-04-6636	w	19920113	A01	C	ZF	5725	LUFT	6
453453-04-6636	w	19920928	4	M	D	5725	LUFT	6
453453-04-6636	w	19920928	I56	C	ZF	5725	LUFT	6
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453453-04-6636	w	19950131	I30	C	ZD	6766	LUFF	6

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453453-04-6636 W 19950131 I30 C ZF 6766 LUFF 6
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453453-04-6636 W 19951002 I70 C ZF 6766 LUFF 6
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456456-33-8823	w	19980302	2	M	1	0070	LUFO	1
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 460460-61-2343 W 20020527 I15 C ZF 3642 LUFO 6
 460460-61-2343 W 20020923 C16 C ZR 3642 LUFO 6
 460460-61-2343 W 20021007 803 C ZC 3642 LUFO 6
 460460-61-2343 W 20021021 804 C ZC 3642 LUFO 6

460460-61-2343	w	20021021	I70	C	ZF	3642	LUFO	6
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461461-27-1250	b	19780905		M	C		LUFF	
461461-27-1250	b	19780905		O	M	D	LUFF	
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461461-27-1250	b	19780905	C03	C	ZR		LUFF	
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461461-27-1250	b	19830224		M	C	3647	LUFF	7
461461-27-1250	b	19830224	4	M	D	3647	LUFF	7
461461-27-1250	b	19830525		M	F	3647	LUFF	7
461461-27-1250	b	19840123		M	B	3647	LUFF	7
461461-27-1250	b	19840123	043	C	ZC	3647	LUFF	7
461461-27-1250	b	19840930	4	M	D	3647	LUFF	7
461461-27-1250	b	19850930	4	M	D	3647	LUFF	7
461461-27-1250	b	19860616		M	B	9906	LUFF	8
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461461-27-1250	b	19870119		M	B	9902	LUFF	7
461461-27-1250	b	19870119	2	M	D	9902	LUFF	7
461461-27-1250	b	19870518	1	M	D	9902	LUFF	7
461461-27-1250	b	19870907	1	M	D	9902	LUFF	7
461461-27-1250	b	19871012		M	B	3645	LUFF	7
461461-27-1250	b	19871012	2	M	D	3645	LUFF	7
461461-27-1250	b	19871102		M	B	3644	LUFF	6
461461-27-1250	b	19871102	2	M	D	3644	LUFF	6
461461-27-1250	b	19871228	1	M	D	3644	LUFF	6
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461461-27-1250	b	19880613	1	M	D	3644	LUFF	6
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461461-27-1250	b	19881024	1	M	D	3644	LUFF	6
461461-27-1250	b	19890213	1	M	D	3644	LUFF	6
461461-27-1250	b	19891002	4	M	D	3644	LUFF	6
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461461-27-1250	b	19891211	1	M	D	3605	LUFF	6
461461-27-1250	b	19900326		M	B	3643	LUFF	6
461461-27-1250	b	19901231	2	M	D	3643	LUFF	6
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461461-27-1250	b	19910930	4	M	D	3643	LUFF	6
461461-27-1250	b	19920113	A01	C	ZD	3643	LUFF	6
461461-27-1250	b	19920113	A01	C	ZF	3643	LUFF	6
461461-27-1250	b	19920928	4	M	D	3643	LUFF	6
461461-27-1250	b	19921116	4	M	D	3643	LUFF	6
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461461-27-1250	b	19921207	S08	C	ZD	9981	LUFF	7
461461-27-1250	b	19921207	S08	C	ZF	9981	LUFF	7
461461-27-1250	b	19921207	C24	C	ZR	9981	LUFF	7
461461-27-1250	b	19930621	1	M	D	9981	LUFF	7
461461-27-1250	b	19930621	I15	C	ZF	9981	LUFF	7
461461-27-1250	b	19931004		M	B	9983	LUFF	7
461461-27-1250	b	19931004	4	M	D	9983	LUFF	7
461461-27-1250	b	19931004	R01	C	ZD	9983	LUFF	7
461461-27-1250	b	19931004	I70	C	ZF	9983	LUFF	7
461461-27-1250	b	19931004	R01	C	ZF	9983	LUFF	7
461461-27-1250	b	19931213	1	M	D	9983	LUFF	7
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461461-27-1250	b	19941003	I70	C	ZF	9983	LUFF	7
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461461-27-1250	b	19951002	I70	C	ZF	9983	LUFF	7
461461-27-1250	b	19961007	4	M	D	9983	LUFF	7
461461-27-1250	b	19961007	I70	C	ZF	9983	LUFF	7
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461461-27-1250	b	19970217	2	M	D	9984	LUFF	6
461461-27-1250	b	19970217	I30	C	ZD	9984	LUFF	6
461461-27-1250	b	19970217	I30	C	ZF	9984	LUFF	6
461461-27-1250	b	19971006	4	M	D	9984	LUFF	6
461461-27-1250	b	19971006	4	M	D	9984	LUFF	6
461461-27-1250	b	19971006	I70	C	ZF	9984	LUFF	6
461461-27-1250	b	19981005	I70	C	ZF	9984	LUFF	6
461461-27-1250	b	19981005	T01	C	ZF	9984	LUFF	6
461461-27-1250	b	19990913	991	C	ZC	9984	LUFF	6
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461461-27-1250	b	19990913	I35	C	ZF	0931	LUFF	1
461461-27-1250	b	19990913	W04	C	ZF	0931	LUFF	1
461461-27-1250	b	20000414		C	ZG	0931	LUFF	1
461461-27-1250	b	20001009	I15	C	ZF	0931	LUFF	1
461461-27-1250	b	20010702	T01	C	ZF	0931	LUFF	1
461461-27-1250	b	20011008	I15	C	ZF	0931	LUFF	1
461461-27-1250	b	20020617		C	ZG	0931	LUFF	1
461461-27-1250	b	20020923	C16	C	ZR	0931	LUFF	1
461461-27-1250	b	20021021	I15	C	ZF	0931	LUFF	1
461461-27-1250	b	20030309		C	E	0931	LUFF	1
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462462-29-1659	w	19840416	003	C	ZC	9906	LUFF	8
462462-29-1659	w	19840416	C03	C	ZR	9906	LUFF	8
462462-29-1659	w	19840903	1	M	D	9906	LUFF	8
462462-29-1659	w	19840917		M	B	9913	LUFF	7
462462-29-1659	w	19840917	2	M	D	9913	LUFF	7
462462-29-1659	w	19840930	4	M	D	9913	LUFF	7
462462-29-1659	w	19850107	1	M	D	9913	LUFF	7
462462-29-1659	w	19850401	1	M	D	9913	LUFF	7
462462-29-1659	w	19850701	1	M	D	9913	LUFF	7
462462-29-1659	w	19850930	4	M	D	9913	LUFF	7
462462-29-1659	w	19851007	1	M	D	9913	LUFF	7
462462-29-1659	w	19851028		M	B	9912	LUFF	7
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462462-29-1659	w	19860113	1	M	D	9912	LUFF	7
462462-29-1659	w	19860407	1	M	D	9912	LUFF	7
462462-29-1659	w	19860707	1	M	D	9912	LUFF	7
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462462-29-1659	w	19870126	1	M	D	9912	LUFF	7
462462-29-1659	w	19870316	1	M	D	9912	LUFF	7
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462462-29-1659	w	19910930	4	M	D	9912	LUFF	7
462462-29-1659	w	19920113	A01	C	ZD	9912	LUFF	7
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462462-29-1659	w	19920323		M	C	9912	LUFF	7
462462-29-1659	w	19920928	4	M	D	9912	LUFF	7
462462-29-1659	w	19920928	I56	C	ZF	9912	LUFF	7
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462462-29-1659	w	19930208	D30	C	ZD	9902	LUFF	7
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462462-29-1659	w	19930315	2	M	D	9901	LUFF	7
462462-29-1659	w	19930315	I30	C	ZD	9901	LUFF	7
462462-29-1659	w	19930315	I30	C	ZF	9901	LUFF	7
462462-29-1659	w	19931004	4	M	D	9901	LUFF	7
462462-29-1659	w	19931004	I70	C	ZF	9901	LUFF	7
462462-29-1659	w	19931122	1	M	D	9901	LUFF	7
462462-29-1659	w	19931122	I15	C	ZF	9901	LUFF	7
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462462-29-1659	w	19940725		M	B	9920	LUFF	7
462462-29-1659	w	19940725		M	C	9920	LUFF	7
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462462-29-1659	w	19940727	I30	C	ZF	9920	LUFT	7
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462462-29-1659	w	19941003	I70	C	ZF	9920	LUFT	7
462462-29-1659	w	19941205	1	M	D	9920	LUFT	7
462462-29-1659	w	19941207	I15	C	ZF	9920	LUFT	7
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462462-29-1659	w	19950220	I30	C	ZD	9919	LUFT	6
462462-29-1659	w	19950220	I30	C	ZF	9919	LUFT	6
462462-29-1659	w	19950703	1	M	D	9919	LUFT	6
462462-29-1659	w	19950706	I15	C	ZF	9919	LUFT	6
462462-29-1659	w	19950821	M	B	0070	LUFT	1	
462462-29-1659	w	19950821	2	M	D	0070	LUFT	1
462462-29-1659	w	19950911	I30	C	ZD	0070	LUFT	1
462462-29-1659	w	19950911	I35	C	ZF	0070	LUFT	1
462462-29-1659	w	19960304	M	B	9901	LUFT	7	
462462-29-1659	w	19960304	M	C	9901	LUFT	7	
462462-29-1659	w	19960304	2	M	D	9901	LUFT	7
462462-29-1659	w	19960308	D60	C	ZD	9901	LUFT	7
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462462-29-1659	w	19961007	4	M	D	9901	LUFT	7
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462462-29-1659	w	19971006	I70	C	ZF	9901	LUFT	7
462462-29-1659	w	19971020	2	M	I	9900	LUFT	6
462462-29-1659	w	19971020	M	B	9900	LUFT	6	
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462462-29-1659	w	19971023	I30	C	ZD	9900	LUFT	6
462462-29-1659	w	19971023	I30	C	ZF	9900	LUFT	6
462462-29-1659	w	19980217	M	F	9900	LUFT	6	
462462-29-1659	w	19980217	102	C	ZC	9900	LUFT	6
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462462-87-2488	w	19931227	001	C	ZC	9904	LUFT	7
462462-87-2488	w	19931227	A02	C	ZD	9904	LUFT	7
462462-87-2488	w	19931227	A02	C	ZF	9904	LUFT	7
462462-87-2488	w	19931227	C03	C	ZR	9904	LUFT	7
462462-87-2488	w	19931227	C27	C	ZR	9904	LUFT	7
462462-87-2488	w	19940516	1	M	D	9904	LUFT	7
462462-87-2488	w	19940516	I15	C	ZF	9904	LUFT	7
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462462-87-2488	w	19941010	1	M	D	9904	LUFT	7
462462-87-2488	w	19941010	I15	C	ZF	9904	LUFT	7
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462462-87-2488	w	19950306	1	M	D	9904	LUFT	7
462462-87-2488	w	19950309	I15	C	ZF	9904	LUFT	7
462462-87-2488	w	19950717	1	M	D	9904	LUFT	7
462462-87-2488	w	19950724	I15	C	ZF	9904	LUFT	7
462462-87-2488	w	19951002	4	M	D	9904	LUFT	7
462462-87-2488	w	19951002	I70	C	ZF	9904	LUFT	7
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462462-87-2488	w	19960520	2	M	D	9903	LUFT	6
462462-87-2488	w	19960520	I30	C	ZD	9903	LUFT	6
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462462-87-2488	w	19961007	4	M	D	9903	LUFT	6
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462462-87-2488	w	19980202	1	M	D	9903	LUFT	6
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462462-87-2488	w	19980413	2	M	I	0919	LUFT	1
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462462-87-2488	w	19981026	D60	C	ZF	9903	LUFT	6
462462-87-2488	w	19981026	W04	C	ZF	9903	LUFT	6
462462-87-2488	w	19991004	I70	C	ZF	9903	LUFT	6
462462-87-2488	w	19991004	T01	C	ZF	9903	LUFT	6
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463463-02-0731	b	19840213	M	C	5721	LUFO	8	
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463463-02-0731	b	19840213	003	C	ZC	5721		8
463463-02-0731	b	19840618	M	B	5710	LUFO	7	
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463463-02-0731	b	19840930	4	M	D	5710	LUFO	7
463463-02-0731	b	19841119	1	M	D	5710	LUFO	7
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463463-02-0731	b	19860403	M	F	5710	LUFO	7	
463463-02-0731	b	19870903	M	B	9906	LUFO	8	
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463463-02-0731	b	19870903	C03	C	ZR	9906	LUFT	8
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463463-02-0731	b	19880128	M	C	9906	LUFT	8	
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463463-02-0731	b	19890227	2	M	D	9913	LUFT	7
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463463-02-0731	b	19890724	1	M	D	9913	LUFT	7
463463-02-0731	b	19891002	4	M	D	9913	LUFT	7
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463463-02-0731	b	19900521	2	M	D	3648	LUFP	7
463463-02-0731	b	19900618	M	B	9913	LUFP	7	
463463-02-0731	b	19900618	M	C	9913	LUFT	7	
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