

Total Employees By Race/Ethnicity

	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	122	6.2%	163	7.9%	188	8.9%	198	9.0%	219	9.9%	251	11.1%	267	11.6%	291	12.7%	291	13.0%	315	13.9%	158.2%
	Asian/Pacific Islander	143	7.2%	148	7.2%	153	7.2%	164	7.5%	175	7.9%	178	7.9%	192	8.4%	193	8.4%	189	8.5%	200	8.8%	39.9%
	Black	73	3.7%	80	3.9%	83	3.9%	82	3.7%	83	3.7%	83	3.7%	81	3.5%	93	4.0%	87	3.9%	89	3.9%	21.9%
	Hispanic	484	24.4%	509	24.6%	526	24.8%	558	25.4%	588	26.5%	607	26.9%	620	27.0%	620	27.0%	617	27.6%	631	27.9%	30.4%
	Native American/Alaskan	11	0.6%	9	0.4%	10	0.5%	13	0.6%	12	0.5%	13	0.6%	14	0.6%	15	0.7%	13	0.6%	12	0.5%	9.1%
	Other	10	0.5%	14	0.7%	12	0.6%	13	0.6%	15	0.7%	18	0.8%	18	0.8%	25	1.1%	20	0.9%	22	1.0%	120.0%
	White	1,140	57.5%	1,146	55.4%	1,146	54.1%	1,170	53.2%	1,125	50.7%	1,110	49.1%	1,103	48.1%	1,060	46.1%	1,019	45.6%	995	43.9%	-12.7%
Grand Total		1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	82	17.0%	110	20.4%	120	21.9%	112	19.9%	123	21.0%	150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	82.9%
	Asian/Pacific Islander	34	7.0%	37	6.9%	37	6.8%	38	6.7%	46	7.9%	45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	-2.9%
	Black	20	4.1%	24	4.5%	24	4.4%	25	4.4%	27	4.6%	25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	5.0%
	Hispanic	170	35.2%	176	32.7%	173	31.6%	184	32.6%	194	33.2%	196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	-18.8%
	Native American/Alaskan	4	0.8%	3	0.6%	4	0.7%	6	1.1%	5	0.9%	4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	-50.0%
	Other	7	1.4%	9	1.7%	8	1.5%	9	1.6%	10	1.7%	10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	0.0%
	White	166	34.4%	179	33.3%	181	33.1%	190	33.7%	180	30.8%	188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	-22.9%
Hourly Total		483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	40	2.7%	53	3.5%	68	4.3%	86	5.3%	96	5.9%	101	6.2%	130	7.3%	136	7.8%	148	8.5%	165	9.2%	312.5%
	Asian/Pacific Islander	109	7.3%	111	7.3%	116	7.4%	126	7.7%	129	7.9%	133	8.1%	154	8.7%	156	9.0%	158	9.1%	167	9.4%	53.2%
	Black	53	3.5%	56	3.7%	59	3.8%	57	3.5%	56	3.4%	58	3.5%	66	3.7%	70	4.0%	67	3.9%	68	3.8%	28.3%
	Hispanic	314	20.9%	333	21.8%	353	22.5%	374	22.9%	394	24.1%	411	25.0%	460	25.9%	465	26.7%	476	27.4%	493	27.6%	57.0%
	Native American/Alaskan	7	0.5%	6	0.4%	6	0.4%	7	0.4%	7	0.4%	9	0.5%	12	0.7%	12	0.7%	12	0.7%	10	0.6%	42.9%
	Other	3	0.2%	5	0.3%	4	0.3%	4	0.2%	5	0.3%	8	0.5%	10	0.6%	8	0.5%	9	0.5%	15	0.8%	400.0%
	White	974	64.9%	967	63.2%	965	61.4%	980	60.0%	945	57.9%	922	56.2%	942	53.1%	893	51.3%	867	49.9%	867	48.6%	-11.0%
Salaried Total		1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	19.0%

Total Employees By Level

	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Employees	Executive	18	0.9%	18	0.9%	18	0.8%	19	0.9%	17	0.8%	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	5.6%
	Management/Supervisor	201	10.1%	205	9.9%	224	10.6%	230	10.5%	238	10.7%	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	27.4%
	Technical/Professional	93	4.7%	107	5.2%	128	6.0%	121	5.5%	128	5.8%	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	51.6%
	Supervisor Non-Mid-Management	145	7.3%	143	6.9%	142	6.7%	144	6.6%	142	6.4%	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	11.7%
	Non-Manager	1,526	77.0%	1,596	77.1%	1,606	75.8%	1,684	76.6%	1,692	76.3%	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	10.5%
Total		1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

Type	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Hourly	Technical/Professional	19	3.9%	26	4.8%	44	8.0%	43	7.6%	48	8.2%	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	68.4%
	Non-Manager	464	96.1%	512	95.2%	503	92.0%	521	92.4%	537	91.8%	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	-3.7%
Total Hourly Total		483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%

Type	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Salaried	Executive	18	1.2%	18	1.2%	18	1.1%	19	1.2%	17	1.0%	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	5.6%
	Management/Supervisor	201	13.4%	205	13.4%	224	14.3%	230	14.1%	238	14.6%	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	27.4%
	Technical/Professional	74	4.9%	81	5.3%	84	5.3%	78	4.8%	80	4.9%	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	47.3%
	Supervisor Non-Mid-Management	145	9.7%	143	9.3%	142	9.0%	144	8.8%	142	8.7%	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	11.7%
	Non-Manager	1,062	70.8%	1,084	70.8%	1,103	70.2%	1,163	71.2%	1,155	70.8%	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	16.7%
Total Salaried Total		1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	19.0%

Total Employees By Race/Ethnicity and Level

	Race/Ethnicity	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008			
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Total	Armenian	Executive	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	N/A	
		Management/Supervisor	6	0.3%	7	0.3%	9	0.4%	11	0.5%	12	0.5%	10	0.4%	9	0.4%	9	0.4%	14	0.6%	14	0.6%	14	0.6%	133.3%	
		Technical/Professional	6	0.3%	10	0.5%	11	0.5%	7	0.3%	11	0.5%	14	0.6%	21	0.9%	26	1.1%	24	1.1%	32	1.4%	32	1.4%	433.3%	
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	2	0.1%	3	0.1%	3	0.1%	8	0.4%	10	0.4%	10	0.4%	N/A	
		Non-Manager	110	5.5%	145	7.0%	167	7.9%	178	8.1%	194	8.8%	223	9.9%	231	10.1%	250	10.9%	242	10.8%	256	11.3%	256	11.3%	132.7%	
		Armenian Total	122	6.2%	163	7.9%	188	8.9%	198	9.0%	219	9.9%	251	11.1%	267	11.6%	291	12.7%	291	13.0%	315	13.9%	315	13.9%	158.2%	
		Asian/Pacific Islander	Management/Supervisor	21	1.1%	23	1.1%	24	1.1%	26	1.2%	26	1.2%	27	1.2%	27	1.2%	26	1.1%	22	1.0%	23	1.0%	23	1.0%	9.5%
	Technical/Professional		5	0.3%	6	0.3%	10	0.5%	8	0.4%	8	0.4%	9	0.4%	11	0.5%	13	0.6%	16	0.7%	21	0.9%	21	0.9%	320.0%	
	Supervisor Non-Mid-Management		11	0.6%	10	0.5%	9	0.4%	9	0.4%	10	0.5%	11	0.5%	12	0.5%	11	0.5%	12	0.5%	12	0.5%	13	0.6%	18.2%	
	Non-Manager		106	5.3%	109	5.3%	110	5.2%	121	5.5%	131	5.9%	131	5.8%	142	6.2%	143	6.2%	143	6.2%	139	6.2%	143	6.3%	34.9%	
			Asian/Pacific Islander Total	143	7.2%	148	7.2%	153	7.2%	164	7.5%	175	7.9%	178	7.9%	192	8.4%	193	8.4%	189	8.5%	200	8.8%	200	8.8%	39.9%
		Black	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	N/A
	Management/Supervisor		7	0.4%	7	0.3%	9	0.4%	9	0.4%	10	0.5%	10	0.4%	11	0.5%	13	0.6%	13	0.6%	12	0.5%	12	0.5%	71.4%	
	Technical/Professional		8	0.4%	9	0.4%	8	0.4%	7	0.3%	11	0.5%	11	0.5%	11	0.5%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	12.5%	
	Supervisor Non-Mid-Management		3	0.2%	3	0.1%	5	0.2%	5	0.2%	6	0.3%	6	0.3%	7	0.3%	7	0.3%	8	0.4%	8	0.4%	9	0.4%	200.0%	
	Non-Manager		55	2.8%	61	2.9%	61	2.9%	61	2.8%	56	2.5%	56	2.5%	52	2.3%	63	2.7%	56	2.5%	58	2.6%	58	2.6%	5.5%	
		Black Total	73	3.7%	80	3.9%	83	3.9%	82	3.7%	83	3.7%	83	3.7%	81	3.5%	93	4.0%	87	3.9%	89	3.9%	89	3.9%		
		Hispanic	Executive	1	0.1%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	1	0.0%	0.0%
	Management/Supervisor		17	0.9%	21	1.0%	24	1.1%	23	1.0%	26	1.2%	29	1.3%	34	1.5%	34	1.5%	36	1.6%	38	1.7%	38	1.7%	123.5%	
	Technical/Professional		17	0.9%	16	0.8%	18	0.8%	20	0.9%	19	0.9%	20	0.9%	22	1.0%	17	0.7%	18	0.8%	17	0.8%	17	0.8%	0.0%	
	Supervisor Non-Mid-Management		18	0.9%	17	0.8%	19	0.9%	21	1.0%	24	1.1%	17	0.8%	16	0.7%	17	0.7%	25	1.1%	25	1.1%	29	1.3%	61.1%	
	Non-Manager		431	21.7%	454	21.9%	463	21.9%	492	22.4%	517	23.3%	539	23.8%	546	23.8%	550	23.9%	536	24.0%	536	24.0%	546	24.1%	546	24.1%
		Hispanic Total	484	24.4%	509	24.6%	526	24.8%	558	25.4%	588	26.5%	607	26.9%	620	27.0%	620	27.0%	617	27.6%	631	27.9%	631	27.9%		
		Native American/Alaskan	Management/Supervisor	1	0.1%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	100.0%
	Technical/Professional		0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	N/A	
	Supervisor Non-Mid-Management		0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
Non-Manager	10		0.5%	8	0.4%	9	0.4%	10	0.5%	9	0.4%	10	0.4%	10	0.4%	11	0.5%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	-10.0%
	Native American/Alaskan Total		11	0.6%	9	0.4%	10	0.5%	13	0.6%	12	0.5%	13	0.6%	14	0.6%	15	0.7%	13	0.6%	13	0.6%	12	0.5%		
	Other	Management/Supervisor	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	N/A	
Technical/Professional		0	0.0%	1	0.0%	1	0.0%	2	0.1%	1	0.0%	2	0.1%	1	0.0%	2	0.1%	2	0.1%	3	0.1%	3	0.1%	N/A		
Supervisor Non-Mid-Management		2	0.1%	2	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%		
Non-Manager		8	0.4%	11	0.5%	9	0.4%	10	0.5%	13	0.6%	14	0.6%	15	0.7%	21	0.9%	16	0.7%	16	0.7%	17	0.8%	112.5%		
		Other Total	10	0.5%	14	0.7%	12	0.6%	13	0.6%	15	0.7%	18	0.8%	18	0.8%	25	1.1%	20	0.9%	22	1.0%	22	1.0%		
	White	Executive	17	0.9%	16	0.8%	15	0.7%	16	0.7%	14	0.6%	14	0.6%	13	0.6%	13	0.6%	13	0.6%	14	0.6%	14	0.6%	-17.6%	
Management/Supervisor		149	7.5%	146	7.1%	156	7.4%	159	7.2%	162	7.3%	162	7.2%	169	7.4%	159	6.9%	162	7.2%	165	7.3%	165	7.3%	10.7%		
Technical/Professional		57	2.9%	65	3.1%	80	3.8%	76	3.5%	77	3.5%	80	3.5%	70	3.1%	71	3.1%	63	2.8%	58	2.6%	58	2.6%	1.8%		
Supervisor Non-Mid-Management		111	5.6%	111	5.4%	108	5.1%	107	4.9%	100	4.5%	105	4.6%	105	4.6%	107	4.7%	103	4.6%	103	4.6%	101	4.5%	-9.0%		
Non-Manager		806	40.6%	808	39.1%	787	37.2%	812	36.9%	772	34.8%	749	33.1%	746	32.5%	710	30.9%	678	30.3%	678	30.3%	657	29.0%	657	29.0%	-18.5%
	White Total	1,140	57.5%	1,146	55.4%	1,146	54.1%	1,170	53.2%	1,125	50.7%	1,110	49.1%	1,103	48.1%	1,060	46.1%	1,019	45.6%	995	43.9%	995	43.9%	-12.7%		
	Total Employees	1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,264	100.0%	14.2%		

Total Hourly Employees By Race/Ethnicity and Level

Type	Race/Ethnicity	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	Technical/Professional	2	0.4%	7	1.3%	6	1.1%	2	0.4%	2	0.3%	5	0.8%	6	1.2%	5	0.9%	4	0.8%	5	1.0%	150.0%
		Non-Manager	80	16.6%	103	19.1%	114	20.8%	110	19.5%	121	20.7%	145	23.5%	131	25.1%	150	26.9%	139	27.9%	145	30.3%	81.3%
	Armenian Total		82	17.0%	110	20.4%	120	21.9%	112	19.9%	123	21.0%	150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	82.9%
	Asian/Pacific Islander	Technical/Professional	0	0.0%	0	0.0%	4	0.7%	3	0.5%	5	0.9%	3	0.5%	2	0.4%	3	0.5%	4	0.8%	5	1.0%	N/A
		Non-Manager	34	7.0%	37	6.9%	33	6.0%	35	6.2%	41	7.0%	42	6.8%	36	6.9%	34	6.1%	27	5.4%	28	5.8%	-17.6%
	Asian/Pacific Islander Total		34	7.0%	37	6.9%	37	6.8%	38	6.7%	46	7.9%	45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	-2.9%
	Black	Technical/Professional	4	0.8%	4	0.7%	3	0.5%	1	0.2%	5	0.9%	4	0.6%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	-100.0%
		Non-Manager	16	3.3%	20	3.7%	21	3.8%	24	4.3%	22	3.8%	21	3.4%	14	2.7%	23	4.1%	19	3.8%	21	4.4%	31.3%
	Black Total		20	4.1%	24	4.5%	24	4.4%	25	4.4%	27	4.6%	25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	5.0%
	Hispanic	Technical/Professional	4	0.8%	4	0.7%	4	0.7%	6	1.1%	4	0.7%	5	0.8%	4	0.8%	4	0.7%	4	0.8%	2	0.4%	-50.0%
		Non-Manager	166	34.4%	172	32.0%	169	30.9%	178	31.6%	190	32.5%	191	30.9%	156	29.9%	151	27.1%	137	27.5%	136	28.4%	-18.1%
	Hispanic Total		170	35.2%	176	32.7%	173	31.6%	184	32.6%	194	33.2%	196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	-18.8%
	Native American/Alaska	Technical/Professional	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	2	0.4%	1	0.2%	1	0.2%	N/A
		Non-Manager	4	0.8%	3	0.6%	4	0.7%	5	0.9%	4	0.7%	3	0.5%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	-75.0%
	Native American/Alaskan Total		4	0.8%	3	0.6%	4	0.7%	6	1.1%	5	0.9%	4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	-50.0%
	Other	Technical/Professional	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	N/A
		Non-Manager	7	1.4%	9	1.7%	8	1.5%	8	1.4%	10	1.7%	10	1.6%	8	1.5%	16	2.9%	10	2.0%	6	1.3%	-14.3%
	Other Total		7	1.4%	9	1.7%	8	1.5%	9	1.6%	10	1.7%	10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	0.0%
	White	Technical/Professional	9	1.9%	11	2.0%	27	4.9%	29	5.1%	31	5.3%	34	5.5%	28	5.4%	24	4.3%	22	4.4%	18	3.8%	100.0%
		Non-Manager	157	32.5%	168	31.2%	154	28.2%	161	28.5%	149	25.5%	154	24.9%	133	25.5%	143	25.7%	130	26.1%	110	23.0%	-29.9%
White Total		166	34.4%	179	33.3%	181	33.1%	190	33.7%	180	30.8%	188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	-22.9%	
Hourly Total			483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%

Total Salaried Employees By Race/Ethnicity and Level

Type	Race/Ethnicity	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008			
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Salaried	Armenian	Executive	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	N/A	
		Management/Supervisor	6	0.4%	7	0.5%	9	0.6%	11	0.7%	12	0.7%	10	0.6%	9	0.5%	9	0.5%	14	0.8%	14	0.8%	14	0.8%	133.3%	
		Technical/Professional	4	0.3%	3	0.2%	5	0.3%	5	0.3%	5	0.3%	9	0.6%	9	0.5%	15	0.8%	21	1.2%	20	1.2%	27	1.5%	575.0%	
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	8	0.5%	10	0.6%	N/A	
		Non-Manager	30	2.0%	42	2.7%	53	3.4%	68	4.2%	73	4.5%	78	4.8%	100	5.6%	100	5.7%	103	5.9%	103	5.9%	111	6.2%	270.0%	
	Armenian Total			40	2.7%	53	3.5%	68	4.3%	86	5.3%	96	5.9%	101	6.2%	130	7.3%	136	7.8%	148	8.5%	165	9.2%	165	9.2%	312.5%
	Asian/Pacific Islander	Management/Supervisor	21	1.4%	23	1.5%	24	1.5%	26	1.6%	26	1.6%	27	1.6%	27	1.5%	26	1.5%	22	1.3%	23	1.3%	23	1.3%	9.5%	
		Technical/Professional	5	0.3%	6	0.4%	6	0.4%	5	0.3%	3	0.2%	6	0.4%	9	0.5%	10	0.6%	12	0.7%	16	0.9%	16	0.9%	220.0%	
		Supervisor Non-Mid-Management	11	0.7%	10	0.7%	9	0.6%	9	0.6%	10	0.6%	11	0.7%	12	0.7%	11	0.6%	12	0.7%	13	0.7%	13	0.7%	18.2%	
		Non-Manager	72	4.8%	72	4.7%	77	4.9%	86	5.3%	90	5.5%	89	5.4%	106	6.0%	109	6.3%	112	6.4%	115	6.4%	115	6.4%	59.7%	
	Asian/Pacific Islander Total			109	7.3%	111	7.3%	116	7.4%	126	7.7%	129	7.9%	133	8.1%	154	8.7%	156	9.0%	158	9.1%	167	9.4%	167	9.4%	53.2%
	Black	Executive	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	N/A	
		Management/Supervisor	7	0.5%	7	0.5%	9	0.6%	9	0.6%	10	0.6%	10	0.6%	11	0.6%	13	0.7%	13	0.7%	10	0.7%	13	0.7%	71.4%	
		Technical/Professional	4	0.3%	5	0.3%	5	0.3%	6	0.4%	6	0.4%	7	0.4%	10	0.6%	10	0.6%	9	0.5%	9	0.5%	9	0.5%	125.0%	
		Supervisor Non-Mid-Management	3	0.2%	3	0.2%	5	0.3%	5	0.3%	5	0.3%	6	0.4%	7	0.4%	7	0.4%	8	0.5%	8	0.5%	9	0.5%	200.0%	
		Non-Manager	39	2.6%	41	2.7%	40	2.5%	37	2.3%	34	2.1%	35	2.1%	38	2.1%	38	2.1%	40	2.3%	37	2.1%	37	2.1%	-5.1%	
	Black Total			53	3.5%	56	3.7%	59	3.8%	57	3.5%	56	3.4%	58	3.5%	66	3.7%	70	4.0%	67	3.9%	68	3.8%	68	3.8%	28.3%
	Hispanic	Executive	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.1%	0.0%	
		Management/Supervisor	17	1.1%	21	1.4%	24	1.5%	23	1.4%	26	1.6%	29	1.8%	34	1.9%	34	2.0%	36	2.1%	38	2.1%	38	2.1%	123.5%	
		Technical/Professional	13	0.9%	12	0.8%	14	0.9%	14	0.9%	15	0.9%	15	0.9%	18	1.0%	13	0.7%	14	0.8%	15	0.8%	15	0.8%	15.4%	
		Supervisor Non-Mid-Management	18	1.2%	17	1.1%	19	1.2%	21	1.3%	24	1.5%	17	1.0%	16	0.9%	17	1.0%	17	1.0%	25	1.4%	29	1.6%	61.1%	
		Non-Manager	265	17.7%	282	18.4%	294	18.7%	314	19.2%	327	20.0%	348	21.2%	390	22.0%	399	22.9%	399	22.9%	399	23.0%	410	23.0%	54.7%	
	Hispanic Total			314	20.9%	333	21.8%	353	22.5%	374	22.9%	394	24.1%	411	25.0%	460	25.9%	465	26.7%	476	27.4%	493	27.6%	493	27.6%	57.0%
	Native American/Alaskan	Management/Supervisor	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	100.0%	
		Supervisor Non-Mid-Management	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		Non-Manager	6	0.4%	5	0.3%	5	0.3%	5	0.3%	5	0.3%	7	0.4%	9	0.5%	10	0.6%	10	0.6%	10	0.6%	8	0.4%	33.3%	
	Native American/Alaskan Total			7	0.5%	6	0.4%	6	0.4%	7	0.4%	7	0.4%	9	0.5%	12	0.7%	12	0.7%	12	0.7%	12	0.7%	10	0.6%	42.9%
Other	Management/Supervisor	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	N/A		
	Technical/Professional	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	N/A		
	Supervisor Non-Mid-Management	2	0.1%	2	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%		
	Non-Manager	1	0.1%	2	0.1%	1	0.1%	2	0.1%	3	0.2%	4	0.2%	7	0.4%	5	0.3%	6	0.3%	6	0.3%	11	0.6%	1000.0%		
Other Total			3	0.2%	5	0.3%	4	0.3%	4	0.2%	5	0.3%	8	0.5%	10	0.6%	8	0.5%	9	0.5%	15	0.8%	15	0.8%	400.0%	
White	Executive	17	1.1%	16	1.0%	15	1.0%	16	1.0%	14	0.9%	14	0.9%	13	0.7%	13	0.7%	13	0.7%	13	0.7%	14	0.8%	-17.6%		
	Management/Supervisor	149	9.9%	146	9.5%	156	9.9%	159	9.7%	162	9.9%	162	9.9%	169	9.5%	159	9.1%	162	9.3%	162	9.3%	165	9.2%	10.7%		
	Technical/Professional	48	3.2%	54	3.5%	53	3.4%	47	2.9%	46	2.8%	46	2.8%	42	2.4%	47	2.7%	41	2.4%	40	2.2%	40	2.2%	-16.7%		
	Supervisor Non-Mid-Management	111	7.4%	111	7.3%	108	6.9%	107	6.5%	100	6.1%	105	6.4%	105	5.9%	107	6.1%	103	5.9%	103	5.9%	101	5.7%	-9.0%		
	Non-Manager	649	43.3%	640	41.8%	633	40.3%	651	39.8%	623	38.2%	595	36.2%	613	34.6%	567	32.6%	548	31.5%	548	31.5%	547	30.6%	-15.7%		
White Total			974	64.9%	967	63.2%	965	61.4%	980	60.0%	945	57.9%	922	56.2%	942	53.1%	893	51.3%	867	49.9%	867	48.6%	867	48.6%	-11.0%	
Salaried Total			1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	1,785	100.0%	19.0%	

Total Employees By Level and Race/Ethnicity

	Level	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008			
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Total	Executive	Armenian	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	3	0.1%	3	0.1%	3	0.1%	3	0.1%	N/A			
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	N/A			
		Hispanic	1	0.1%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	1	0.0%	0.0%			
		White	17	0.9%	16	0.8%	15	0.7%	16	0.7%	14	0.6%	14	0.6%	14	0.6%	13	0.6%	13	0.6%	13	0.6%	14	0.6%	-17.6%	
	Executive Total			18	0.9%	18	0.9%	18	0.8%	19	0.9%	17	0.8%	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	5.6%		
	Management/Supervisor	Armenian	6	0.3%	7	0.3%	9	0.4%	11	0.5%	12	0.5%	10	0.4%	9	0.4%	9	0.4%	14	0.6%	14	0.6%	14	0.6%	133.3%	
		Asian/Pacific Islander	21	1.1%	23	1.1%	24	1.1%	26	1.2%	26	1.2%	27	1.2%	27	1.2%	26	1.1%	22	1.0%	23	1.0%	23	1.0%	9.5%	
		Black	7	0.4%	7	0.3%	9	0.4%	9	0.4%	10	0.5%	10	0.4%	11	0.5%	13	0.6%	13	0.6%	12	0.5%	12	0.5%	71.4%	
		Hispanic	17	0.9%	21	1.0%	24	1.1%	23	1.0%	26	1.2%	29	1.3%	34	1.5%	34	1.5%	36	1.6%	38	1.7%	38	1.7%	123.5%	
		Native American/Alaskan	1	0.1%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	100.0%	
		Other	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	N/A	
		White	149	7.5%	146	7.1%	156	7.4%	159	7.2%	162	7.3%	162	7.2%	169	7.4%	159	6.9%	162	7.2%	165	7.3%	165	7.3%	10.7%	
	Management/Supervisor Total			201	10.1%	205	9.9%	224	10.6%	230	10.5%	238	10.7%	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	256	11.3%	27.4%
	Technical/Professional	Armenian	6	0.3%	10	0.5%	11	0.5%	7	0.3%	11	0.5%	14	0.6%	21	0.9%	26	1.1%	24	1.1%	32	1.4%	32	1.4%	433.3%	
		Asian/Pacific Islander	5	0.3%	6	0.3%	10	0.5%	8	0.4%	8	0.4%	9	0.4%	11	0.5%	13	0.6%	16	0.7%	21	0.9%	21	0.9%	320.0%	
		Black	8	0.4%	9	0.4%	8	0.4%	7	0.3%	11	0.5%	11	0.5%	11	0.5%	10	0.4%	10	0.4%	9	0.4%	9	0.4%	12.5%	
		Hispanic	17	0.9%	16	0.8%	18	0.8%	20	0.9%	19	0.9%	20	0.9%	22	1.0%	17	0.7%	18	0.8%	17	0.8%	17	0.8%	0.0%	
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	2	0.1%	1	0.0%	1	0.0%	1	0.0%	N/A	
		Other	0	0.0%	1	0.0%	1	0.0%	2	0.1%	1	0.0%	2	0.1%	1	0.0%	2	0.1%	2	0.1%	2	0.1%	3	0.1%	N/A	
		White	57	2.9%	65	3.1%	80	3.8%	76	3.5%	77	3.5%	80	3.5%	70	3.1%	71	3.1%	63	2.8%	58	2.6%	58	2.6%	1.8%	
	Technical/Professional Total			93	4.7%	107	5.2%	128	6.0%	121	5.5%	128	5.8%	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	141	6.2%	51.6%
	Supervisor Non-Mid-Management	Armenian	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	2	0.1%	3	0.1%	3	0.1%	8	0.4%	10	0.4%	10	0.4%	N/A	
		Asian/Pacific Islander	11	0.6%	10	0.5%	9	0.4%	9	0.4%	10	0.5%	11	0.5%	12	0.5%	11	0.5%	12	0.5%	13	0.6%	13	0.6%	18.2%	
		Black	3	0.2%	3	0.1%	5	0.2%	5	0.2%	6	0.3%	6	0.3%	7	0.3%	7	0.3%	8	0.4%	9	0.4%	9	0.4%	200.0%	
		Hispanic	18	0.9%	17	0.8%	19	0.9%	21	1.0%	24	1.1%	17	0.8%	16	0.7%	17	0.7%	25	1.1%	29	1.3%	29	1.3%	61.1%	
Native American/Alaskan		0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A		
Other		2	0.1%	2	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%		
White		111	5.6%	111	5.4%	108	5.1%	107	4.9%	100	4.5%	105	4.6%	105	4.6%	107	4.7%	103	4.6%	103	4.6%	101	4.5%	-9.0%		
Supervisor Non-Mid-Management Total			145	7.3%	143	6.9%	142	6.7%	144	6.6%	142	6.4%	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	162	7.2%	11.7%	
Non-Manager	Armenian	110	5.5%	145	7.0%	167	7.9%	178	8.1%	194	8.8%	223	9.9%	231	10.1%	250	10.9%	242	10.8%	256	11.3%	256	11.3%	132.7%		
	Asian/Pacific Islander	106	5.3%	109	5.3%	110	5.2%	121	5.5%	131	5.9%	131	5.8%	142	6.2%	143	6.2%	139	6.2%	143	6.3%	143	6.3%	34.9%		
	Black	55	2.8%	61	2.9%	61	2.9%	61	2.8%	56	2.5%	56	2.5%	52	2.3%	63	2.7%	56	2.5%	58	2.6%	58	2.6%	5.5%		
	Hispanic	431	21.7%	454	21.9%	463	21.9%	492	22.4%	517	23.3%	539	23.8%	546	23.8%	550	23.9%	536	24.0%	546	24.1%	546	24.1%	26.7%		
	Native American/Alaskan	10	0.5%	8	0.4%	9	0.4%	10	0.5%	9	0.4%	10	0.4%	10	0.4%	11	0.5%	10	0.4%	9	0.4%	9	0.4%	-10.0%		
	Other	8	0.4%	11	0.5%	9	0.4%	10	0.5%	13	0.6%	14	0.6%	15	0.7%	21	0.9%	16	0.7%	17	0.8%	17	0.8%	112.5%		
	White	806	40.6%	808	39.1%	787	37.2%	812	36.9%	772	34.8%	749	33.1%	746	32.5%	710	30.9%	678	30.3%	678	30.3%	657	29.0%	-18.5%		
Non-Manager Total			1,526	77.0%	1,596	77.1%	1,606	75.8%	1,684	76.6%	1,692	76.3%	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	1,686	74.5%	10.5%	
Total Employees			1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	2,264	100.0%	14.2%	

Total Hourly Employees By Level and Race/Ethnicity

Type	Level	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Technical/Professional	Armenian	2	0.4%	7	1.3%	6	1.1%	2	0.4%	2	0.3%	5	0.8%	6	1.2%	5	0.9%	4	0.8%	5	1.0%	150.0%	
		Asian/Pacific Islander	0	0.0%	0	0.0%	4	0.7%	3	0.5%	5	0.9%	3	0.5%	2	0.4%	3	0.5%	4	0.8%	5	1.0%	N/A	
		Black	4	0.8%	4	0.7%	3	0.5%	1	0.2%	5	0.9%	4	0.6%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	-100.0%	
		Hispanic	4	0.8%	4	0.7%	4	0.7%	6	1.1%	4	0.7%	5	0.8%	4	0.8%	4	0.7%	4	0.8%	2	0.4%	-50.0%	
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	2	0.4%	1	0.2%	1	0.2%	N/A	
		Other	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	1	0.2%	N/A	
		White	9	1.9%	11	2.0%	27	4.9%	29	5.1%	31	5.3%	34	5.5%	28	5.4%	24	4.3%	22	4.4%	18	3.8%	100.0%	
	Technical/Professional Total			19	3.9%	26	4.8%	44	8.0%	43	7.6%	48	8.2%	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	68.4%
	Non-Manager	Armenian	80	16.6%	103	19.1%	114	20.8%	110	19.5%	121	20.7%	145	23.5%	131	25.1%	150	26.9%	139	27.9%	145	30.3%	81.3%	
		Asian/Pacific Islander	34	7.0%	37	6.9%	33	6.0%	35	6.2%	41	7.0%	42	6.8%	36	6.9%	34	6.1%	27	5.4%	28	5.8%	-17.6%	
		Black	16	3.3%	20	3.7%	21	3.8%	24	4.3%	22	3.8%	21	3.4%	14	2.7%	23	4.1%	19	3.8%	21	4.4%	31.3%	
		Hispanic	166	34.4%	172	32.0%	169	30.9%	178	31.6%	190	32.5%	191	30.9%	156	29.9%	151	27.1%	137	27.5%	136	28.4%	-18.1%	
		Native American/Alaskan	4	0.8%	3	0.6%	4	0.7%	5	0.9%	4	0.7%	3	0.5%	1	0.2%	1	0.2%	0	0.0%	1	0.2%	-75.0%	
		Other	7	1.4%	9	1.7%	8	1.5%	8	1.4%	10	1.7%	10	1.6%	8	1.5%	16	2.9%	10	2.0%	6	1.3%	-14.3%	
	Non-Manager Total			464	96.1%	512	95.2%	503	92.0%	521	92.4%	537	91.8%	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	-3.7%
Hourly Total			483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%	

Total Salaried Employees By Level and Race/Ethnicity

Type	Level	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Salaried	Executive	Armenian	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	3	0.2%	N/A		
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	N/A		
		Hispanic	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	0.0%		
		White	17	1.1%	16	1.0%	15	1.0%	16	1.0%	14	0.9%	14	0.9%	13	0.7%	13	0.7%	13	0.7%	14	0.8%	-17.6%		
	Executive Total			18	1.2%	18	1.2%	18	1.1%	19	1.2%	17	1.0%	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	5.6%	
	Management/Supervisor	Armenian	6	0.4%	7	0.5%	9	0.6%	11	0.7%	12	0.7%	10	0.6%	9	0.5%	9	0.5%	14	0.8%	14	0.8%	133.3%		
		Asian/Pacific Islander	21	1.4%	23	1.5%	24	1.5%	26	1.6%	26	1.6%	27	1.6%	27	1.5%	26	1.5%	22	1.3%	23	1.3%	9.5%		
		Black	7	0.5%	7	0.5%	9	0.6%	9	0.6%	10	0.6%	10	0.6%	11	0.6%	13	0.7%	13	0.7%	12	0.7%	71.4%		
		Hispanic	17	1.1%	21	1.4%	24	1.5%	23	1.4%	26	1.6%	29	1.8%	34	1.9%	34	2.0%	36	2.1%	38	2.1%	123.5%		
		Native American/Alaskan	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	100.0%		
		Other	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	N/A		
		White	149	9.9%	146	9.5%	156	9.7%	159	9.7%	162	9.9%	162	9.9%	169	9.5%	159	9.1%	162	9.3%	165	9.2%	10.7%		
	Management/Supervisor Total			201	13.4%	205	13.4%	224	14.3%	230	14.1%	238	14.6%	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	27.4%	
	Technical/Professional	Armenian	4	0.3%	3	0.2%	5	0.3%	5	0.3%	9	0.6%	9	0.5%	15	0.8%	21	1.2%	20	1.2%	27	1.5%	575.0%		
		Asian/Pacific Islander	5	0.3%	6	0.4%	6	0.4%	5	0.3%	3	0.2%	6	0.4%	9	0.5%	10	0.6%	12	0.7%	16	0.9%	220.0%		
		Black	4	0.3%	5	0.3%	5	0.3%	6	0.4%	6	0.4%	7	0.4%	10	0.6%	10	0.6%	9	0.5%	9	0.5%	125.0%		
		Hispanic	13	0.9%	12	0.8%	14	0.9%	14	0.9%	15	0.9%	15	0.9%	18	1.0%	13	0.7%	14	0.8%	15	0.8%	15.4%		
		Other	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	2	0.1%	N/A
		White	48	3.2%	54	3.5%	53	3.4%	47	2.9%	46	2.8%	46	2.8%	42	2.4%	47	2.7%	41	2.4%	40	2.2%	-16.7%		
	Technical/Professional Total			74	4.9%	81	5.3%	84	5.3%	78	4.8%	80	4.9%	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	47.3%	
	Supervisor Non-Mid-Management	Armenian	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	2	0.1%	3	0.2%	3	0.2%	8	0.5%	10	0.6%	N/A		
		Asian/Pacific Islander	11	0.7%	10	0.7%	9	0.6%	9	0.6%	10	0.6%	11	0.7%	12	0.7%	11	0.6%	12	0.7%	13	0.7%	18.2%		
		Black	3	0.2%	3	0.2%	5	0.3%	5	0.3%	6	0.4%	6	0.4%	7	0.4%	7	0.4%	8	0.5%	9	0.5%	200.0%		
		Hispanic	18	1.2%	17	1.1%	19	1.2%	21	1.3%	24	1.5%	17	1.0%	16	0.9%	17	1.0%	25	1.4%	29	1.6%	61.1%		
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	N/A		
		Other	2	0.1%	2	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%		
	White	111	7.4%	111	7.3%	108	6.9%	107	6.5%	100	6.1%	105	6.4%	105	5.9%	107	6.1%	103	5.9%	103	5.9%	101	5.7%	-9.0%	
Supervisor Non-Mid-Management Total			145	9.7%	143	9.3%	142	9.0%	144	8.8%	142	8.7%	142	8.6%	144	8.1%	145	8.3%	156	9.0%	156	9.1%	11.7%		
Non-Manager	Armenian	30	2.0%	42	2.7%	53	3.4%	68	4.2%	73	4.5%	78	4.8%	100	5.6%	100	5.7%	103	5.9%	111	6.2%	270.0%			
	Asian/Pacific Islander	72	4.8%	72	4.7%	77	4.9%	86	5.3%	90	5.5%	89	5.4%	106	6.0%	109	6.3%	112	6.4%	115	6.4%	59.7%			
	Black	39	2.6%	41	2.7%	40	2.5%	37	2.3%	34	2.1%	35	2.1%	38	2.1%	40	2.3%	37	2.1%	37	2.1%	-5.1%			
	Hispanic	265	17.7%	282	18.4%	294	18.7%	314	19.2%	327	20.0%	348	21.2%	390	22.0%	399	22.9%	399	23.0%	399	23.0%	410	23.0%	54.7%	
	Native American/Alaskan	6	0.4%	5	0.3%	5	0.3%	5	0.3%	5	0.3%	7	0.4%	9	0.5%	10	0.6%	10	0.6%	8	0.4%	33.3%			
	Other	1	0.1%	2	0.1%	1	0.1%	2	0.1%	3	0.2%	4	0.2%	7	0.4%	5	0.3%	6	0.3%	11	0.6%	1000.0%			
White	649	43.3%	640	41.8%	633	40.3%	651	39.8%	623	38.2%	595	36.2%	613	34.6%	567	32.6%	548	31.5%	547	30.6%	-15.7%				
Non-Manager Total			1,062	70.8%	1,084	70.8%	1,103	70.2%	1,163	71.2%	1,155	70.8%	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	16.7%		
Salaried Total			1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	19.0%		

Total Employees By Gender and Level

Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Female	Executive	5	0.8%	6	0.9%	6	0.9%	7	1.0%	7	1.0%	7	1.0%	5	0.7%	5	0.7%	4	0.6%	4	0.6%	-20.0%
	Management/Superviso	45	7.3%	47	7.3%	59	8.8%	65	9.2%	69	10.0%	71	10.2%	74	10.6%	80	11.0%	79	11.3%	79	11.5%	75.6%
	Technical/Professional	44	7.2%	52	8.0%	59	8.8%	51	7.2%	58	8.4%	58	8.3%	62	8.9%	66	9.1%	67	9.6%	64	9.3%	45.5%
	Supervisor Non-Mid- Non-Manager	15	2.4%	16	2.5%	16	2.4%	17	2.4%	16	2.3%	17	2.4%	19	2.7%	20	2.7%	27	3.9%	28	4.1%	86.7%
		505	82.2%	525	81.3%	529	79.1%	567	80.2%	543	78.4%	546	78.1%	535	77.0%	557	76.5%	522	74.7%	513	74.6%	1.6%
Female Total		614	100.0%	646	100.0%	669	100.0%	707	100.0%	693	100.0%	699	100.0%	695	100.0%	728	100.0%	699	100.0%	688	100.0%	12.1%

Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Male	Executive	13	0.9%	12	0.8%	12	0.8%	12	0.8%	10	0.7%	11	0.7%	13	0.8%	13	0.8%	14	0.9%	15	1.0%	15.4%
	Management/Superviso	156	11.4%	158	11.1%	165	11.4%	165	11.1%	169	11.1%	170	10.9%	180	11.3%	165	10.5%	172	11.2%	177	11.2%	13.5%
	Technical/Professional	49	3.6%	55	3.9%	69	4.8%	70	4.7%	70	4.6%	79	5.1%	75	4.7%	75	4.8%	67	4.4%	77	4.9%	57.1%
	Supervisor Non-Mid- Non-Manager	130	9.5%	127	8.9%	126	8.7%	127	8.5%	126	8.3%	125	8.0%	125	7.8%	125	8.0%	129	8.4%	134	8.5%	3.1%
		1,021	74.6%	1,071	75.3%	1,077	74.3%	1,117	74.9%	1,149	75.4%	1,176	75.3%	1,207	75.4%	1,191	75.9%	1,155	75.1%	1,173	74.4%	14.9%
Male Total		1,369	100.0%	1,423	100.0%	1,449	100.0%	1,491	100.0%	1,524	100.0%	1,561	100.0%	1,600	100.0%	1,569	100.0%	1,537	100.0%	1,576	100.0%	15.1%

Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Executive	18	0.9%	18	0.9%	18	0.8%	19	0.9%	17	0.8%	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	5.6%	
Management/Superviso	201	10.1%	205	9.9%	224	10.6%	230	10.5%	238	10.7%	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	27.4%	
Technical/Professional	93	4.7%	107	5.2%	128	6.0%	121	5.5%	128	5.8%	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	51.6%	
Supervisor Non-Mid- Non-Manager	145	7.3%	143	6.9%	142	6.7%	144	6.6%	142	6.4%	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	11.7%	
	1,526	77.0%	1,596	77.1%	1,606	75.8%	1,684	76.6%	1,692	76.3%	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	10.5%	
Grand Total		1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Female	614	31.0%	646	31.2%	669	31.6%	707	32.2%	693	31.3%	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	12.1%
	Male	1,369	69.0%	1,423	68.8%	1,449	68.4%	1,491	67.8%	1,524	68.7%	1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	15.1%
Grand Total		1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

Total Hourly Employees By Gender and Level

Type	Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	Technical/Professional	12	5.2%	18	7.3%	21	8.3%	19	7.0%	17	6.6%	17	6.3%	15	6.9%	16	6.3%	17	7.4%	10	4.8%	-16.7%
		Non-Manager	218	94.8%	230	92.7%	233	91.7%	251	93.0%	241	93.4%	251	93.7%	203	93.1%	236	93.7%	212	92.6%	198	95.2%	-9.2%
	Female Total	230	100.0%	248	100.0%	254	100.0%	270	100.0%	258	100.0%	268	100.0%	218	100.0%	252	100.0%	229	100.0%	208	100.0%	-9.6%	

Type	Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Male	Technical/Professional	7	2.8%	8	2.8%	23	7.8%	24	8.2%	31	9.5%	35	10.0%	27	8.9%	23	7.5%	20	7.4%	22	8.1%	214.3%
		Non-Manager	246	97.2%	282	97.2%	270	92.2%	270	91.8%	296	90.5%	315	90.0%	276	91.1%	282	92.5%	250	92.6%	249	91.9%	1.2%
	Male Total	253	100.0%	290	100.0%	293	100.0%	294	100.0%	327	100.0%	350	100.0%	303	100.0%	305	100.0%	270	100.0%	271	100.0%	7.1%	

Type	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly Total	Technical/Professional	19	3.9%	26	4.8%	44	8.0%	43	7.6%	48	8.2%	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	68.4%
	Non-Manager	464	96.1%	512	95.2%	503	92.0%	521	92.4%	537	91.8%	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	-3.7%
Hourly Total		483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%

Total Salaried Employees By Gender and Level

Type	Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Executive	5	1.3%	6	1.5%	6	1.4%	7	1.6%	7	1.6%	7	1.6%	5	1.0%	5	1.1%	4	0.9%	4	0.8%	-20.0%
		Management/Superviso	45	11.7%	47	11.8%	59	14.2%	65	14.9%	69	15.9%	71	16.5%	74	15.5%	80	16.8%	79	16.8%	79	16.5%	75.6%
		Technical/Professional	32	8.3%	34	8.5%	38	9.2%	32	7.3%	41	9.4%	41	9.5%	47	9.9%	50	10.5%	50	10.6%	54	11.3%	68.8%
		Supervisor Non-Mid- Non-Manager	15	3.9%	16	4.0%	16	3.9%	17	3.9%	16	3.7%	17	3.9%	19	4.0%	20	4.2%	27	5.7%	28	5.8%	86.7%
			287	74.7%	295	74.1%	296	71.3%	316	72.3%	302	69.4%	295	68.4%	332	69.6%	321	67.4%	310	66.0%	315	65.6%	9.8%
Female Total			384	100.0%	398	100.0%	415	100.0%	437	100.0%	435	100.0%	431	100.0%	477	100.0%	476	100.0%	470	100.0%	480	100.0%	25.0%

Type	Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Male	Executive	13	1.2%	12	1.1%	12	1.0%	12	1.0%	10	0.8%	11	0.9%	13	1.0%	13	1.0%	14	1.1%	15	1.1%	15.4%
		Management/Superviso	156	14.0%	158	13.9%	165	14.3%	165	13.8%	169	14.1%	170	14.0%	180	13.9%	165	13.1%	172	13.6%	177	13.6%	13.5%
		Technical/Professional	42	3.8%	47	4.1%	46	4.0%	46	3.8%	39	3.3%	44	3.6%	48	3.7%	52	4.1%	47	3.7%	55	4.2%	31.0%
		Supervisor Non-Mid- Non-Manager	130	11.6%	127	11.2%	126	10.9%	127	10.6%	126	10.5%	125	10.3%	125	9.6%	125	9.9%	129	10.2%	134	10.3%	3.1%
			775	69.4%	789	69.6%	807	69.8%	847	70.8%	853	71.3%	861	71.1%	931	71.8%	909	71.9%	905	71.4%	924	70.8%	19.2%
Male Total			1,116	100.0%	1,133	100.0%	1,156	100.0%	1,197	100.0%	1,197	100.0%	1,211	100.0%	1,297	100.0%	1,264	100.0%	1,267	100.0%	1,305	100.0%	16.9%

Type	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Salaried Total	Executive	18	1.2%	18	1.2%	18	1.1%	19	1.2%	17	1.0%	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	5.6%	
	Management/Superviso	201	13.4%	205	13.4%	224	14.3%	230	14.1%	238	14.6%	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	27.4%	
	Technical/Professional	74	4.9%	81	5.3%	84	5.3%	78	4.8%	80	4.9%	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	47.3%	
	Supervisor Non-Mid- Non-Manager	145	9.7%	143	9.3%	142	9.0%	144	8.8%	142	8.7%	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	11.7%	
		1,062	70.8%	1,084	70.8%	1,103	70.2%	1,163	71.2%	1,155	70.8%	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	16.7%	
Salaried Total			1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	19.0%

Total Employees By Level and Gender

	Level	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Executive	Female	5	0.3%	6	0.3%	6	0.3%	7	0.3%	7	0.3%	7	0.3%	5	0.2%	5	0.2%	4	0.2%	4	0.2%	-20.0%
		Male	13	0.7%	12	0.6%	12	0.6%	12	0.5%	10	0.5%	11	0.5%	13	0.6%	13	0.6%	14	0.6%	15	0.7%	15.4%
	Executive Total		18	0.9%	18	0.9%	18	0.8%	19	0.9%	17	0.8%	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	5.6%
	Management/Supervisor	Female	45	2.3%	47	2.3%	59	2.8%	65	3.0%	69	3.1%	71	3.1%	74	3.2%	80	3.5%	79	3.5%	79	3.5%	75.6%
		Male	156	7.9%	158	7.6%	165	7.8%	165	7.5%	169	7.6%	170	7.5%	180	7.8%	165	7.2%	172	7.7%	177	7.8%	13.5%
	Management/Supervisor Total		201	10.1%	205	9.9%	224	10.6%	230	10.5%	238	10.7%	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	27.4%
	Technical/Professional	Female	44	2.2%	52	2.5%	59	2.8%	51	2.3%	58	2.6%	58	2.6%	62	2.7%	66	2.9%	67	3.0%	64	2.8%	45.5%
		Male	49	2.5%	55	2.7%	69	3.3%	70	3.2%	70	3.2%	79	3.5%	75	3.3%	75	3.3%	67	3.0%	77	3.4%	57.1%
	Technical/Professional Total		93	4.7%	107	5.2%	128	6.0%	121	5.5%	128	5.8%	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	51.6%
	Supervisor Non-Mid-Management	Female	15	0.8%	16	0.8%	16	0.8%	17	0.8%	16	0.7%	17	0.8%	19	0.8%	20	0.9%	27	1.2%	28	1.2%	86.7%
		Male	130	6.6%	127	6.1%	126	5.9%	127	5.8%	126	5.7%	125	5.5%	125	5.4%	125	5.4%	129	5.8%	134	5.9%	3.1%
	Supervisor Non-Mid-Management Total		145	7.3%	143	6.9%	142	6.7%	144	6.6%	142	6.4%	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	11.7%
Non-Manager	Female	505	25.5%	525	25.4%	529	25.0%	567	25.8%	543	24.5%	546	24.2%	535	23.3%	557	24.2%	522	23.3%	513	22.7%	1.6%	
	Male	1,021	51.5%	1,071	51.8%	1,077	50.8%	1,117	50.8%	1,149	51.8%	1,176	52.0%	1,207	52.6%	1,191	51.9%	1,155	51.7%	1,173	51.8%	14.9%	
Non-Manager Total		1,526	77.0%	1,596	77.1%	1,606	75.8%	1,684	76.6%	1,692	76.3%	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	10.5%	
Grand Total			1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

Total Hourly Employees By Level and Gender

Type	Level	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Technical/Professional	Female	12	2.5%	18	3.3%	21	3.8%	19	3.4%	17	2.9%	17	2.8%	15	2.9%	16	2.9%	17	3.4%	10	2.1%	-16.7%
		Male	7	1.4%	8	1.5%	23	4.2%	24	4.3%	31	5.3%	35	5.7%	27	5.2%	23	4.1%	20	4.0%	22	4.6%	214.3%
	Technical/Professional Total		19	3.9%	26	4.8%	44	8.0%	43	7.6%	48	8.2%	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	68.4%
	Non-Manager	Female	218	45.1%	230	42.8%	233	42.6%	251	44.5%	241	41.2%	251	40.6%	203	39.0%	236	42.4%	212	42.5%	198	41.3%	-9.2%
		Male	246	50.9%	282	52.4%	270	49.4%	270	47.9%	296	50.6%	315	51.0%	276	53.0%	282	50.6%	250	50.1%	249	52.0%	1.2%
	Non-Manager Total		464	96.1%	512	95.2%	503	92.0%	521	92.4%	537	91.8%	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	-3.7%
Hourly Total			483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%

Total Salaried Employees By Level and Gender

Type	Level	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Executive	Female	5	0.3%	6	0.4%	6	0.4%	7	0.4%	7	0.4%	7	0.4%	5	0.3%	5	0.3%	4	0.2%	4	0.2%	-20.0%
		Male	13	0.9%	12	0.8%	12	0.8%	12	0.7%	10	0.6%	11	0.7%	13	0.7%	13	0.7%	14	0.8%	15	0.8%	15.4%
	Executive Total		18	1.2%	18	1.2%	18	1.1%	19	1.2%	17	1.0%	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	5.6%
	Management/Supervisor	Female	45	3.0%	47	3.1%	59	3.8%	65	4.0%	69	4.2%	71	4.3%	74	4.2%	80	4.6%	79	4.5%	79	4.4%	75.6%
		Male	156	10.4%	158	10.3%	165	10.5%	165	10.1%	169	10.4%	170	10.4%	180	10.1%	165	9.5%	172	9.9%	177	9.9%	13.5%
	Management/Supervisor Total		201	13.4%	205	13.4%	224	14.3%	230	14.1%	238	14.6%	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	27.4%
	Technical/Professional	Female	32	2.1%	34	2.2%	38	2.4%	32	2.0%	41	2.5%	41	2.5%	47	2.6%	50	2.9%	50	2.9%	54	3.0%	68.8%
		Male	42	2.8%	47	3.1%	46	2.9%	46	2.8%	39	2.4%	44	2.7%	48	2.7%	52	3.0%	47	2.7%	55	3.1%	31.0%
	Technical/Professional Total		74	4.9%	81	5.3%	84	5.3%	78	4.8%	80	4.9%	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	47.3%
	Supervisor Non-Mid-Management	Female	15	1.0%	16	1.0%	16	1.0%	17	1.0%	16	1.0%	17	1.0%	19	1.1%	20	1.1%	27	1.6%	28	1.6%	86.7%
		Male	130	8.7%	127	8.3%	126	8.0%	127	7.8%	126	7.7%	125	7.6%	125	7.0%	125	7.2%	129	7.4%	134	7.5%	3.1%
	Supervisor Non-Mid-Management Total		145	9.7%	143	9.3%	142	9.0%	144	8.8%	142	8.7%	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	11.7%
	Non-Manager	Female	287	19.1%	295	19.3%	296	18.8%	316	19.3%	302	18.5%	295	18.0%	332	18.7%	321	18.4%	310	17.8%	315	17.6%	9.8%
		Male	775	51.7%	789	51.5%	807	51.4%	847	51.8%	853	52.3%	861	52.4%	931	52.5%	909	52.2%	905	52.1%	924	51.8%	19.2%
	Non-Manager Total		1,062	70.8%	1,084	70.8%	1,103	70.2%	1,163	71.2%	1,155	70.8%	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	16.7%
Salaried Total			1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	19.0%

Total Employees By Gender and Race/Ethnicity

	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Female	614	31.0%	646	31.2%	669	31.6%	707	32.2%	693	31.3%	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	12.1%
	Male	1,369	69.0%	1,423	68.8%	1,449	68.4%	1,491	67.8%	1,524	68.7%	1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	15.1%
Grand Total		1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

	Gender	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Female	Armenian	75	3.8%	101	4.9%	112	5.3%	120	5.5%	122	5.5%	136	6.0%	144	6.3%	158	6.9%	154	6.9%	160	7.1%	113.3%
		Asian/Pacific Islander	46	2.3%	45	2.2%	51	2.4%	54	2.5%	60	2.7%	60	2.7%	66	2.9%	71	3.1%	65	2.9%	64	2.8%	39.1%
		Black	21	1.1%	22	1.1%	25	1.2%	27	1.2%	25	1.1%	24	1.1%	21	0.9%	23	1.0%	20	0.9%	20	0.9%	-4.8%
		Hispanic	156	7.9%	165	8.0%	163	7.7%	181	8.2%	176	7.9%	173	7.7%	163	7.1%	173	7.5%	177	7.9%	179	7.9%	14.7%
		Native American/Alaskan	4	0.2%	4	0.2%	4	0.2%	5	0.2%	4	0.2%	4	0.2%	4	0.2%	5	0.2%	3	0.1%	3	0.1%	-25.0%
		Other	3	0.2%	6	0.3%	9	0.4%	9	0.4%	8	0.4%	9	0.4%	7	0.3%	9	0.4%	10	0.4%	10	0.4%	233.3%
		White	309	15.6%	303	14.6%	305	14.4%	311	14.1%	298	13.4%	293	13.0%	290	12.6%	289	12.6%	270	12.1%	252	11.1%	-18.4%
	Female Total		614	31.0%	646	31.2%	669	31.6%	707	32.2%	693	31.3%	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	12.1%
	Male	Armenian	47	2.4%	62	3.0%	76	3.6%	78	3.5%	97	4.4%	115	5.1%	123	5.4%	133	5.8%	137	6.1%	155	6.8%	229.8%
		Asian/Pacific Islander	97	4.9%	103	5.0%	102	4.8%	110	5.0%	115	5.2%	118	5.2%	126	5.5%	122	5.3%	124	5.5%	136	6.0%	40.2%
		Black	52	2.6%	58	2.8%	58	2.7%	55	2.5%	58	2.6%	59	2.6%	60	2.6%	70	3.0%	67	3.0%	69	3.0%	32.7%
		Hispanic	328	16.5%	344	16.6%	363	17.1%	377	17.2%	412	18.6%	434	19.2%	457	19.9%	447	19.5%	440	19.7%	452	20.0%	37.8%
		Native American/Alaskan	7	0.4%	5	0.2%	6	0.3%	8	0.4%	8	0.4%	9	0.4%	10	0.4%	10	0.4%	10	0.4%	9	0.4%	28.6%
		Other	7	0.4%	8	0.4%	3	0.1%	4	0.2%	7	0.3%	9	0.4%	11	0.5%	16	0.7%	10	0.4%	12	0.5%	71.4%
		White	831	41.9%	843	40.7%	841	39.7%	859	39.1%	827	37.3%	817	36.2%	813	35.4%	771	33.6%	749	33.5%	743	32.8%	-10.6%
	Male Total		1,369	69.0%	1,423	68.8%	1,449	68.4%	1,491	67.8%	1,524	68.7%	1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	15.1%
	Grand Total		1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

Total Hourly Employees By Gender and Race/Ethnicity

Type	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly	Female	230	47.6%	248	46.1%	254	46.4%	270	47.9%	258	44.1%	268	43.4%	218	41.8%	252	45.2%	229	45.9%	208	43.4%	-9.6%
	Male	253	52.4%	290	53.9%	293	53.6%	294	52.1%	327	55.9%	350	56.6%	303	58.2%	305	54.8%	270	54.1%	271	56.6%	7.1%
Hourly Total		483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%

Type	Gender	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly	Female	Armenian	52	10.8%	69	12.8%	75	13.7%	71	12.6%	68	11.6%	84	13.6%	77	14.8%	83	14.9%	76	15.2%	75	15.7%	44.2%
		Asian/Pacific Islander	16	3.3%	14	2.6%	14	2.6%	15	2.7%	20	3.4%	18	2.9%	14	2.7%	18	3.2%	13	2.6%	10	2.1%	-37.5%
		Black	9	1.9%	8	1.5%	8	1.5%	11	2.0%	9	1.5%	9	1.5%	3	0.6%	5	0.9%	5	1.0%	4	0.8%	-55.6%
		Hispanic	66	13.7%	68	12.6%	61	11.2%	72	12.8%	67	11.5%	66	10.7%	42	8.1%	56	10.1%	57	11.4%	56	11.7%	-15.2%
		Native American/Alaskan	2	0.4%	2	0.4%	2	0.4%	3	0.5%	2	0.3%	2	0.3%	1	0.2%	2	0.4%	0	0.0%	1	0.2%	-50.0%
		Other	3	0.6%	4	0.7%	7	1.3%	7	1.2%	6	1.0%	4	0.6%	1	0.2%	5	0.9%	4	0.8%	3	0.6%	0.0%
	Female Total		230	47.6%	248	46.1%	254	46.4%	270	47.9%	258	44.1%	268	43.4%	218	41.8%	252	45.2%	229	45.9%	208	43.4%	-9.6%
	Male	Armenian	30	6.2%	41	7.6%	45	8.2%	41	7.3%	55	9.4%	66	10.7%	60	11.5%	72	12.9%	67	13.4%	75	15.7%	150.0%
		Asian/Pacific Islander	18	3.7%	23	4.3%	23	4.2%	23	4.1%	26	4.4%	27	4.4%	24	4.6%	19	3.4%	18	3.6%	23	4.8%	27.8%
		Black	11	2.3%	16	3.0%	16	2.9%	14	2.5%	18	3.1%	16	2.6%	12	2.3%	18	3.2%	15	3.0%	17	3.5%	54.5%
		Hispanic	104	21.5%	108	20.1%	112	20.5%	112	19.9%	127	21.7%	130	21.0%	118	22.6%	99	17.8%	84	16.8%	82	17.1%	-21.2%
		Native American/Alaskan	2	0.4%	1	0.2%	2	0.4%	3	0.5%	3	0.5%	2	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	-50.0%
		Other	4	0.8%	5	0.9%	1	0.2%	2	0.4%	4	0.7%	6	1.0%	7	1.3%	12	2.2%	7	1.4%	4	0.8%	0.0%
	Male Total		253	52.4%	290	53.9%	293	53.6%	294	52.1%	327	55.9%	350	56.6%	303	58.2%	305	54.8%	270	54.1%	271	56.6%	7.1%
	Hourly Total		483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%

Total Salaried Employees By Gender and Race/Ethnicity

Type	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	384	25.6%	398	26.0%	415	26.4%	437	26.7%	435	26.7%	431	26.2%	477	26.9%	476	27.4%	470	27.1%	480	26.9%	25.0%
	Male	1116	74.4%	1133	74.0%	1156	73.6%	1197	73.3%	1197	73.3%	1211	73.8%	1297	73.1%	1264	72.6%	1267	72.9%	1305	73.1%	16.9%
Salaried Total		1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	19.0%

Type	Gender	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Armenian	23	1.5%	32	2.1%	37	2.4%	49	3.0%	54	3.3%	52	3.2%	67	3.8%	75	4.3%	78	4.5%	85	4.8%	269.6%
		Asian/Pacific Islander	30	2.0%	31	2.0%	37	2.4%	39	2.4%	40	2.5%	42	2.6%	52	2.9%	53	3.0%	52	3.0%	54	3.0%	80.0%
		Black	12	0.8%	14	0.9%	17	1.1%	16	1.0%	16	1.0%	15	0.9%	18	1.0%	18	1.0%	15	0.9%	16	0.9%	33.3%
		Hispanic	90	6.0%	97	6.3%	102	6.5%	109	6.7%	109	6.7%	107	6.5%	121	6.8%	117	6.7%	120	6.9%	123	6.9%	36.7%
		Native American/Alaskan	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	0.0%
		Other	0	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	5	0.3%	6	0.3%	4	0.2%	6	0.3%	7	0.4%	N/A
	Female Total		384	25.6%	398	26.0%	415	26.4%	437	26.7%	435	26.7%	431	26.2%	477	26.9%	476	27.4%	470	27.1%	480	26.9%	25.0%
	Male	Armenian	17	1.1%	21	1.4%	31	2.0%	37	2.3%	42	2.6%	49	3.0%	63	3.6%	61	3.5%	70	4.0%	80	4.5%	370.6%
		Asian/Pacific Islander	79	5.3%	80	5.2%	79	5.0%	87	5.3%	89	5.5%	91	5.5%	102	5.7%	103	5.9%	106	6.1%	113	6.3%	43.0%
		Black	41	2.7%	42	2.7%	42	2.7%	41	2.5%	40	2.5%	43	2.6%	48	2.7%	52	3.0%	52	3.0%	52	2.9%	26.8%
		Hispanic	224	14.9%	236	15.4%	251	16.0%	265	16.2%	285	17.5%	304	18.5%	339	19.1%	348	20.0%	356	20.5%	370	20.7%	65.2%
		Native American/Alaskan	5	0.3%	4	0.3%	4	0.3%	5	0.3%	5	0.3%	7	0.4%	9	0.5%	9	0.5%	9	0.5%	8	0.4%	60.0%
		Other	3	0.2%	3	0.2%	2	0.1%	2	0.1%	3	0.2%	3	0.2%	4	0.2%	4	0.2%	3	0.2%	8	0.4%	166.7%
	Male Total		1,116	74.4%	1,133	74.0%	1,156	73.6%	1,197	73.3%	1,197	73.3%	1,211	73.8%	1,297	73.1%	1,264	72.6%	1,267	72.9%	1,305	73.1%	16.9%
	Salaried Total		1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	19.0%

Total Employees By Race/Ethnicity and Gender

	Race/Ethnicity	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	Female	75	3.8%	101	4.9%	112	5.3%	120	5.5%	122	5.5%	136	6.0%	144	6.3%	158	6.9%	154	6.9%	160	7.1%	113.3%
		Male	47	2.4%	62	3.0%	76	3.6%	78	3.5%	97	4.4%	115	5.1%	123	5.4%	133	5.8%	137	6.1%	155	6.8%	229.8%
	Armenian Total		122	6.2%	163	7.9%	188	8.9%	198	9.0%	219	9.9%	251	11.1%	267	11.6%	291	12.7%	291	13.0%	315	13.9%	158.2%
	Asian/Pacific Islander	Female	46	2.3%	45	2.2%	51	2.4%	54	2.5%	60	2.7%	60	2.7%	66	2.9%	71	3.1%	65	2.9%	64	2.8%	39.1%
		Male	97	4.9%	103	5.0%	102	4.8%	110	5.0%	115	5.2%	118	5.2%	126	5.5%	122	5.3%	124	5.5%	136	6.0%	40.2%
	Asian/Pacific Islander Total		143	7.2%	148	7.2%	153	7.2%	164	7.5%	175	7.9%	178	7.9%	192	8.4%	193	8.4%	189	8.5%	200	8.8%	39.9%
	Black	Female	21	1.1%	22	1.1%	25	1.2%	27	1.2%	25	1.1%	24	1.1%	21	0.9%	23	1.0%	20	0.9%	20	0.9%	-4.8%
		Male	52	2.6%	58	2.8%	58	2.7%	55	2.5%	58	2.6%	59	2.6%	60	2.6%	70	3.0%	67	3.0%	69	3.0%	32.7%
	Black Total		73	3.7%	80	3.9%	83	3.9%	82	3.7%	83	3.7%	83	3.7%	81	3.5%	93	4.0%	87	3.9%	89	3.9%	21.9%
	Hispanic	Female	156	7.9%	165	8.0%	163	7.7%	181	8.2%	176	7.9%	173	7.7%	163	7.1%	173	7.5%	177	7.9%	179	7.9%	14.7%
		Male	328	16.5%	344	16.6%	363	17.1%	377	17.2%	412	18.6%	434	19.2%	457	19.9%	447	19.5%	440	19.7%	452	20.0%	37.8%
	Hispanic Total		484	24.4%	509	24.6%	526	24.8%	558	25.4%	588	26.5%	607	26.9%	620	27.0%	620	27.0%	617	27.6%	631	27.9%	30.4%
	Native American/Alaskan	Female	4	0.2%	4	0.2%	4	0.2%	5	0.2%	4	0.2%	4	0.2%	4	0.2%	5	0.2%	3	0.1%	3	0.1%	-25.0%
		Male	7	0.4%	5	0.2%	6	0.3%	8	0.4%	8	0.4%	9	0.4%	10	0.4%	10	0.4%	10	0.4%	9	0.4%	28.6%
	Native American/Alaskan Total		11	0.6%	9	0.4%	10	0.5%	13	0.6%	12	0.5%	13	0.6%	14	0.6%	15	0.7%	13	0.6%	12	0.5%	9.1%
	Other	Female	3	0.2%	6	0.3%	9	0.4%	9	0.4%	8	0.4%	9	0.4%	7	0.3%	9	0.4%	10	0.4%	10	0.4%	233.3%
		Male	7	0.4%	8	0.4%	3	0.1%	4	0.2%	7	0.3%	9	0.4%	11	0.5%	16	0.7%	10	0.4%	12	0.5%	71.4%
	Other Total		10	0.5%	14	0.7%	12	0.6%	13	0.6%	15	0.7%	18	0.8%	18	0.8%	25	1.1%	20	0.9%	22	1.0%	120.0%
	White	Female	309	15.6%	303	14.6%	305	14.4%	311	14.1%	298	13.4%	293	13.0%	290	12.6%	289	12.6%	270	12.1%	252	11.1%	-18.4%
		Male	831	41.9%	843	40.7%	841	39.7%	859	39.1%	827	37.3%	817	36.2%	813	35.4%	771	33.6%	749	33.5%	743	32.8%	-10.6%
White Total		1,140	57.5%	1,146	55.4%	1,146	54.1%	1,170	53.2%	1,125	50.7%	1,110	49.1%	1,103	48.1%	1,060	46.1%	1,019	45.6%	995	43.9%	-12.7%	
Grand Total			1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

Total Hourly Employees By Race/Ethnicity and Gender

Type	Race/Ethnicity	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	Female	52	10.8%	69	12.8%	75	13.7%	71	12.6%	68	11.6%	84	13.6%	77	14.8%	83	14.9%	76	15.2%	75	15.7%	44.2%
		Male	30	6.2%	41	7.6%	45	8.2%	41	7.3%	55	9.4%	66	10.7%	60	11.5%	72	12.9%	67	13.4%	75	15.7%	150.0%
	Armenian Total	82	17.0%	110	20.4%	120	21.9%	112	19.9%	123	21.0%	150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	82.9%	
	Asian/Pacific Islander	Female	16	3.3%	14	2.6%	14	2.6%	15	2.7%	20	3.4%	18	2.9%	14	2.7%	18	3.2%	13	2.6%	10	2.1%	-37.5%
		Male	18	3.7%	23	4.3%	23	4.2%	23	4.1%	26	4.4%	27	4.4%	24	4.6%	19	3.4%	18	3.6%	23	4.8%	27.8%
	Asian/Pacific Islander Total	34	7.0%	37	6.9%	37	6.8%	38	6.7%	46	7.9%	45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	-2.9%	
	Black	Female	9	1.9%	8	1.5%	8	1.5%	11	2.0%	9	1.5%	9	1.5%	3	0.6%	5	0.9%	5	1.0%	4	0.8%	-55.6%
		Male	11	2.3%	16	3.0%	16	2.9%	14	2.5%	18	3.1%	16	2.6%	12	2.3%	18	3.2%	15	3.0%	17	3.5%	54.5%
	Black Total	20	4.1%	24	4.5%	24	4.4%	25	4.4%	27	4.6%	25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	5.0%	
	Hispanic	Female	66	13.7%	68	12.6%	61	11.2%	72	12.8%	67	11.5%	66	10.7%	42	8.1%	56	10.1%	57	11.4%	56	11.7%	-15.2%
		Male	104	21.5%	108	20.1%	112	20.5%	112	19.9%	127	21.7%	130	21.0%	118	22.6%	99	17.8%	84	16.8%	82	17.1%	-21.2%
	Hispanic Total	170	35.2%	176	32.7%	173	31.6%	184	32.6%	194	33.2%	196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	-18.8%	
	Native American/Alaskan	Female	2	0.4%	2	0.4%	2	0.4%	3	0.5%	2	0.3%	2	0.3%	1	0.2%	2	0.4%	0	0.0%	1	0.2%	-50.0%
		Male	2	0.4%	1	0.2%	2	0.4%	3	0.5%	3	0.5%	2	0.3%	1	0.2%	1	0.2%	1	0.2%	1	0.2%	-50.0%
	Native American/Alaskan Total	4	0.8%	3	0.6%	4	0.7%	6	1.1%	5	0.9%	4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	-50.0%	
	Other	Female	3	0.6%	4	0.7%	7	1.3%	7	1.2%	6	1.0%	4	0.6%	1	0.2%	5	0.9%	4	0.8%	3	0.6%	0.0%
		Male	4	0.8%	5	0.9%	1	0.2%	2	0.4%	4	0.7%	6	1.0%	7	1.3%	12	2.2%	7	1.4%	4	0.8%	0.0%
	Other Total	7	1.4%	9	1.7%	8	1.5%	9	1.6%	10	1.7%	10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	0.0%	
	White	Female	82	17.0%	83	15.4%	87	15.9%	91	16.1%	86	14.7%	85	13.8%	80	15.4%	83	14.9%	74	14.8%	59	12.3%	-28.0%
		Male	84	17.4%	96	17.8%	94	17.2%	99	17.6%	94	16.1%	103	16.7%	81	15.5%	84	15.1%	78	15.6%	69	14.4%	-17.9%
White Total	166	34.4%	179	33.3%	181	33.1%	190	33.7%	180	30.8%	188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	-22.9%		
Hourly Total	483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%		

Total Salaried Employees By Race/Ethnicity and Gender

Type	Race/Ethnicity	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	Female	23	1.5%	32	2.1%	37	2.4%	49	3.0%	54	3.3%	52	3.2%	67	3.8%	75	4.3%	78	4.5%	85	4.8%	269.6%
		Male	17	1.1%	21	1.4%	31	2.0%	37	2.3%	42	2.6%	49	3.0%	63	3.6%	61	3.5%	70	4.0%	80	4.5%	370.6%
	Armenian Total		40	2.7%	53	3.5%	68	4.3%	86	5.3%	96	5.9%	101	6.2%	130	7.3%	136	7.8%	148	8.5%	165	9.2%	312.5%
	Asian/Pacific Islander	Female	30	2.0%	31	2.0%	37	2.4%	39	2.4%	40	2.5%	42	2.6%	52	2.9%	53	3.0%	52	3.0%	54	3.0%	80.0%
		Male	79	5.3%	80	5.2%	79	5.0%	87	5.3%	89	5.5%	91	5.5%	102	5.7%	103	5.9%	106	6.1%	113	6.3%	43.0%
	Asian/Pacific Islander Total		109	7.3%	111	7.3%	116	7.4%	126	7.7%	129	7.9%	133	8.1%	154	8.7%	156	9.0%	158	9.1%	167	9.4%	53.2%
	Black	Female	12	0.8%	14	0.9%	17	1.1%	16	1.0%	16	1.0%	15	0.9%	18	1.0%	18	1.0%	15	0.9%	16	0.9%	33.3%
		Male	41	2.7%	42	2.7%	42	2.7%	41	2.5%	40	2.5%	43	2.6%	48	2.7%	52	3.0%	52	3.0%	52	2.9%	26.8%
	Black Total		53	3.5%	56	3.7%	59	3.8%	57	3.5%	56	3.4%	58	3.5%	66	3.7%	70	4.0%	67	3.9%	68	3.8%	28.3%
	Hispanic	Female	90	6.0%	97	6.3%	102	6.5%	109	6.7%	109	6.7%	107	6.5%	121	6.8%	117	6.7%	120	6.9%	123	6.9%	36.7%
		Male	224	14.9%	236	15.4%	251	16.0%	265	16.2%	285	17.5%	304	18.5%	339	19.1%	348	20.0%	356	20.5%	370	20.7%	65.2%
	Hispanic Total		314	20.9%	333	21.8%	353	22.5%	374	22.9%	394	24.1%	411	25.0%	460	25.9%	465	26.7%	476	27.4%	493	27.6%	57.0%
	Native American/Alaskan	Female	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	3	0.2%	3	0.2%	3	0.2%	2	0.1%	0.0%
		Male	5	0.3%	4	0.3%	4	0.3%	5	0.3%	5	0.3%	7	0.4%	9	0.5%	9	0.5%	9	0.5%	8	0.4%	60.0%
	Native American/Alaskan Total		7	0.5%	6	0.4%	6	0.4%	7	0.4%	7	0.4%	9	0.5%	12	0.7%	12	0.7%	12	0.7%	10	0.6%	42.9%
	Other	Female	0	0.0%	2	0.1%	2	0.1%	2	0.1%	2	0.1%	5	0.3%	6	0.3%	4	0.2%	6	0.3%	7	0.4%	N/A
		Male	3	0.2%	3	0.2%	2	0.1%	2	0.1%	3	0.2%	3	0.2%	4	0.2%	4	0.2%	3	0.2%	8	0.4%	166.7%
	Other Total		3	0.2%	5	0.3%	4	0.3%	4	0.2%	5	0.3%	8	0.5%	10	0.6%	8	0.5%	9	0.5%	15	0.8%	400.0%
	White	Female	227	15.1%	220	14.4%	218	13.9%	220	13.5%	212	13.0%	208	12.7%	210	11.8%	206	11.8%	196	11.3%	193	10.8%	-15.0%
		Male	747	49.8%	747	48.8%	747	47.5%	760	46.5%	733	44.9%	714	43.5%	732	41.3%	687	39.5%	671	38.6%	674	37.8%	-9.8%
White Total		974	64.9%	967	63.2%	965	61.4%	980	60.0%	945	57.9%	922	56.2%	942	53.1%	893	51.3%	867	49.9%	867	48.6%	-11.0%	
Salaried Total			1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	19.0%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Administrative Services	Hourly	Armenian	3	7.3%	3	7.7%	4	9.1%	4	8.7%	5	10.9%	6	12.5%	4	8.7%	8	15.1%	8	15.4%	5	9.3%	66.7%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	2	4.3%	1	2.2%	3	6.3%	3	6.5%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hispanic	2	4.9%	2	5.1%	1	2.3%	2	4.3%	3	6.5%	3	6.3%	2	4.3%	2	3.8%	2	3.8%	4	7.4%	100.0%
		White	0	0.0%	1	2.6%	1	2.3%	0	0.0%	0	0.0%	1	2.1%	0	0.0%	0	0.0%	1	1.9%	1	1.9%	N/A
	Hourly Total		5	12.2%	6	15.4%	6	13.6%	8	17.4%	9	19.6%	13	27.1%	9	19.6%	10	18.9%	11	21.2%	10	18.5%	100.0%
	Salaried	Armenian	2	4.9%	2	5.1%	2	4.5%	2	4.3%	2	4.3%	2	4.2%	4	8.7%	4	7.5%	5	9.6%	4	7.4%	100.0%
		Asian/Pacific Islander	9	22.0%	9	23.1%	11	25.0%	12	26.1%	12	26.1%	13	27.1%	14	30.4%	13	24.5%	11	21.2%	13	24.1%	44.4%
		Black	1	2.4%	1	2.6%	1	2.3%	1	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	0.0%
		Hispanic	8	19.5%	7	17.9%	8	18.2%	8	17.4%	6	13.0%	4	8.3%	5	10.9%	8	15.1%	8	15.4%	8	14.8%	0.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	N/A
White	16	39.0%	14	35.9%	16	36.4%	15	32.6%	17	37.0%	16	33.3%	14	30.4%	18	34.0%	17	32.7%	17	31.5%	6.3%		
Salaried Total		36	87.8%	33	84.6%	38	86.4%	38	82.6%	37	80.4%	35	72.9%	37	80.4%	43	81.1%	41	78.8%	44	81.5%	22.2%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	5	12.2%	5	12.8%	6	13.6%	6	13.0%	7	15.2%	8	16.7%	8	17.4%	12	22.6%	13	25.0%	9	16.7%	80.0%
	Asian/Pacific Islander	9	22.0%	9	23.1%	11	25.0%	14	30.4%	13	28.3%	16	33.3%	17	37.0%	13	24.5%	11	21.2%	13	24.1%	44.4%
	Black	1	2.4%	1	2.6%	1	2.3%	1	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	0.0%
	Hispanic	10	24.4%	9	23.1%	9	20.5%	10	21.7%	9	19.6%	7	14.6%	7	15.2%	10	18.9%	10	19.2%	12	22.2%	20.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	N/A
	White	16	39.0%	15	38.5%	17	38.6%	15	32.6%	17	37.0%	17	35.4%	14	30.4%	18	34.0%	18	34.6%	18	33.3%	12.5%
Total		41	100.0%	39	100.0%	44	100.0%	46	100.0%	46	100.0%	48	100.0%	46	100.0%	53	100.0%	52	100.0%	54	100.0%	31.7%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
CD & Housing	Hourly	Armenian	18	14.1%	23	14.2%	23	14.1%	13	7.3%	25	11.6%	25	11.8%	16	8.7%	16	7.9%	10	6.0%	10	7.0%	-44.4%
		Asian/Pacific Islander	4	3.1%	4	2.5%	3	1.8%	4	2.2%	4	1.9%	3	1.4%	0	0.0%	2	1.0%	1	0.6%	1	0.7%	-75.0%
		Black	7	5.5%	8	4.9%	7	4.3%	7	3.9%	11	5.1%	6	2.8%	3	1.6%	10	5.0%	6	3.6%	6	4.2%	-14.3%
		Hispanic	24	18.8%	42	25.9%	42	25.8%	53	29.8%	68	31.6%	67	31.6%	48	26.2%	50	24.8%	38	22.9%	26	18.2%	8.3%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.5%	1	0.5%	1	0.5%	2	1.0%	1	0.6%	1	0.7%	N/A
		Other	0	0.0%	3	1.9%	1	0.6%	0	0.0%	1	0.5%	3	1.4%	2	1.1%	4	2.0%	4	2.4%	3	2.1%	N/A
	White	21	16.4%	25	15.4%	22	13.5%	21	11.8%	22	10.2%	22	10.4%	9	4.9%	23	11.4%	14	8.4%	10	7.0%	-52.4%	
	Hourly Total		74	57.8%	105	64.8%	98	60.1%	99	55.6%	132	61.4%	127	59.9%	79	43.2%	107	53.0%	74	44.6%	57	39.9%	-23.0%
	Salaried	Armenian	4	3.1%	8	4.9%	10	6.1%	13	7.3%	16	7.4%	17	8.0%	21	11.5%	22	10.9%	22	13.3%	22	15.4%	450.0%
		Asian/Pacific Islander	2	1.6%	2	1.2%	2	1.2%	3	1.7%	2	0.9%	3	1.4%	5	2.7%	5	2.5%	5	3.0%	4	2.8%	100.0%
		Black	4	3.1%	4	2.5%	5	3.1%	5	2.8%	6	2.8%	4	1.9%	8	4.4%	8	4.0%	6	3.6%	4	2.8%	0.0%
		Hispanic	22	17.2%	23	14.2%	26	16.0%	28	15.7%	31	14.4%	29	13.7%	37	20.2%	32	15.8%	32	19.3%	32	22.4%	45.5%
Native American/Alaskan		2	1.6%	2	1.2%	2	1.2%	2	1.1%	2	0.9%	2	0.9%	3	1.6%	2	1.0%	2	1.2%	0	0.0%	-100.0%	
White	20	15.6%	18	11.1%	20	12.3%	28	15.7%	26	12.1%	30	14.2%	30	16.4%	26	12.9%	25	15.1%	24	16.8%	20.0%		
Salaried Total		54	42.2%	57	35.2%	65	39.9%	79	44.4%	83	38.6%	85	40.1%	104	56.8%	95	47.0%	92	55.4%	86	60.1%	59.3%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	22	17.2%	31	19.1%	33	20.2%	26	14.6%	41	19.1%	42	19.8%	37	20.2%	38	18.8%	32	19.3%	32	22.4%	45.5%
	Asian/Pacific Islander	6	4.7%	6	3.7%	5	3.1%	7	3.9%	6	2.8%	6	2.8%	5	2.7%	7	3.5%	6	3.6%	5	3.5%	-16.7%
	Black	11	8.6%	12	7.4%	12	7.4%	12	6.7%	17	7.9%	10	4.7%	11	6.0%	18	8.9%	12	7.2%	10	7.0%	-9.1%
	Hispanic	46	35.9%	65	40.1%	68	41.7%	81	45.5%	99	46.0%	96	45.3%	85	46.4%	82	40.6%	70	42.2%	58	40.6%	26.1%
	Native American/Alaskan	2	1.6%	2	1.2%	2	1.2%	3	1.7%	3	1.4%	3	1.4%	4	2.2%	4	2.0%	3	1.8%	1	0.7%	-50.0%
	Other	0	0.0%	3	1.9%	1	0.6%	0	0.0%	1	0.5%	3	1.4%	2	1.1%	4	2.0%	4	2.4%	3	2.1%	N/A
	White	41	32.0%	43	26.5%	42	25.8%	49	27.5%	48	22.3%	52	24.5%	39	21.3%	49	24.3%	39	23.5%	34	23.8%	-17.1%
Total		128	100.0%	162	100.0%	163	100.0%	178	100.0%	215	100.0%	212	100.0%	183	100.0%	202	100.0%	166	100.0%	143	100.0%	11.7%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Attorney	Hourly	Armenian	1	5.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	1	4.0%	1	4.3%	0	0.0%	0	0.0%	-100.0%
		Asian/Pacific Islander	0	0.0%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	0	0.0%	1	5.9%	2	9.5%	1	4.5%	0	0.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Hourly Total		1	5.6%	2	11.8%	2	9.5%	1	4.5%	0	0.0%	2	8.7%	2	8.0%	1	4.3%	0	0.0%	0	0.0%	-100.0%
	Salaried	Armenian	0	0.0%	0	0.0%	1	4.8%	2	9.1%	3	13.6%	2	8.7%	2	8.0%	2	8.7%	2	10.0%	3	14.3%	N/A
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	1	5.0%	1	4.8%	N/A
		Black	2	11.1%	2	11.8%	2	9.5%	2	9.1%	2	9.1%	2	8.7%	3	12.0%	2	8.7%	2	10.0%	2	9.5%	0.0%
		Hispanic	3	16.7%	3	17.6%	3	14.3%	3	13.6%	3	13.6%	3	13.0%	5	20.0%	4	17.4%	4	20.0%	5	23.8%	66.7%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	12	66.7%	10	58.8%	13	61.9%	14	63.6%	14	63.6%	13	56.5%	13	52.0%	13	56.5%	11	55.0%	10	47.6%	-16.7%
Salaried Total		17	94.4%	15	88.2%	19	90.5%	21	95.5%	22	100.0%	21	91.3%	23	92.0%	22	95.7%	20	100.0%	21	100.0%	23.5%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	1	5.6%	0	0.0%	1	4.8%	2	9.1%	3	13.6%	3	13.0%	3	12.0%	3	13.0%	2	10.0%	3	14.3%	200.0%
	Asian/Pacific Islander	0	0.0%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	1	4.3%	1	5.0%	1	4.8%	N/A
	Black	2	11.1%	2	11.8%	2	9.5%	2	9.1%	2	9.1%	2	8.7%	3	12.0%	2	8.7%	2	10.0%	2	9.5%	0.0%
	Hispanic	3	16.7%	3	17.6%	3	14.3%	3	13.6%	3	13.6%	3	13.0%	5	20.0%	4	17.4%	4	20.0%	5	23.8%	66.7%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	12	66.7%	11	64.7%	15	71.4%	15	68.2%	14	63.6%	14	60.9%	13	52.0%	13	56.5%	11	55.0%	10	47.6%	-16.7%
Total		18	100.0%	17	100.0%	21	100.0%	22	100.0%	22	100.0%	23	100.0%	25	100.0%	23	100.0%	20	100.0%	21	100.0%	16.7%

**Total Employees
By Department and Race/Ethnicity**

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Hourly	Armenian	2	13.3%	1	8.3%	1	8.3%	1	7.1%	1	7.7%	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	-50.0%
		Asian/Pacific Islander	1	6.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	1	6.7%	1	8.3%	1	8.3%	1	7.1%	1	7.7%	2	14.3%	1	8.3%	1	7.7%	1	7.7%	0	0.0%	-100.0%
	Hourly Total		4	26.7%	2	16.7%	2	16.7%	2	14.3%	2	15.4%	3	21.4%	2	16.7%	2	15.4%	2	15.4%	1	9.1%	-75.0%
	Salaried	Armenian	1	6.7%	1	8.3%	1	8.3%	1	7.1%	1	7.7%	1	7.1%	2	16.7%	2	15.4%	2	15.4%	2	18.2%	100.0%
		Black	0	0.0%	0	0.0%	1	8.3%	1	7.1%	1	7.7%	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	N/A
		Hispanic	3	20.0%	3	25.0%	3	25.0%	3	21.4%	3	23.1%	3	21.4%	3	25.0%	5	38.5%	5	38.5%	4	36.4%	33.3%
		White	7	46.7%	6	50.0%	5	41.7%	7	50.0%	6	46.2%	6	42.9%	4	33.3%	3	23.1%	3	23.1%	3	27.3%	-57.1%
	Salaried Total		11	73.3%	10	83.3%	10	83.3%	12	85.7%	11	84.6%	11	78.6%	10	83.3%	11	84.6%	11	84.6%	10	90.9%	-9.1%

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	3	20.0%	2	16.7%	2	16.7%	2	14.3%	2	15.4%	2	14.3%	3	25.0%	3	23.1%	3	23.1%	3	27.3%	0.0%
	Asian/Pacific Islander	1	6.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Black	0	0.0%	0	0.0%	1	8.3%	1	7.1%	1	7.7%	1	7.1%	1	8.3%	1	7.7%	1	7.7%	1	9.1%	N/A
	Hispanic	3	20.0%	3	25.0%	3	25.0%	3	21.4%	3	23.1%	3	21.4%	3	25.0%	5	38.5%	5	38.5%	4	36.4%	33.3%
	White	8	53.3%	7	58.3%	6	50.0%	8	57.1%	7	53.8%	8	57.1%	5	41.7%	4	30.8%	4	30.8%	3	27.3%	-62.5%
	Total	15	100.0%	12	100.0%	12	100.0%	14	100.0%	13	100.0%	14	100.0%	12	100.0%	13	100.0%	13	100.0%	11	100.0%	-26.7%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
City Treasurer	Hourly	Armenian	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		Asian/Pacific Islander	1	16.7%	0	0.0%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
		Hispanic	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
	Hourly Total		2	33.3%	1	16.7%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
	Salaried	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	N/A	
		Asian/Pacific Islander	1	16.7%	1	16.7%	2	40.0%	2	40.0%	2	33.3%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%
		White	3	50.0%	4	66.7%	3	60.0%	3	60.0%	3	50.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	0.0%	
	Salaried Total		4	66.7%	5	83.3%	5	100.0%	5	100.0%	5	83.3%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	25.0%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	N/A
	Asian/Pacific Islander	2	33.3%	1	16.7%	2	40.0%	2	40.0%	3	50.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	1	20.0%	-50.0%
	Hispanic	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	White	3	50.0%	4	66.7%	3	60.0%	3	60.0%	3	50.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	0.0%
	Total	6	100.0%	6	100.0%	5	100.0%	5	100.0%	6	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	-16.7%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Fire Department	Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	4	1.7%	1	0.4%	2	0.9%	1	0.4%	3	1.2%	N/A	
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.2%	4	1.7%	2	0.8%	3	1.2%	N/A	
		Hispanic	2	0.9%	2	0.9%	1	0.5%	0	0.0%	1	0.4%	2	0.8%	2	0.8%	0	0.0%	0	0.0%	1	0.4%	-50.0%	
		Other	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
		White	2	0.9%	0	0.0%	0	0.0%	4	1.7%	2	0.9%	4	1.7%	5	2.0%	2	0.9%	5	2.1%	3	1.2%	50.0%	
	Hourly Total		4	1.8%	2	0.9%	1	0.5%	6	2.5%	4	1.7%	10	4.2%	11	4.5%	8	3.4%	8	3.4%	10	4.1%	150.0%	
	Salaried	Armenian	2	0.9%	2	0.9%	1	0.5%	1	0.4%	1	0.4%	1	0.4%	4	1.6%	4	1.7%	6	2.5%	8	3.3%	300.0%	
		Asian/Pacific Islander	4	1.8%	4	1.8%	4	1.8%	6	2.5%	7	3.0%	8	3.4%	10	4.0%	12	5.1%	12	5.1%	11	4.5%	175.0%	
		Black	6	2.8%	7	3.1%	6	2.7%	6	2.5%	6	2.6%	6	2.5%	6	2.4%	6	2.6%	6	2.5%	7	2.9%	16.7%	
		Hispanic	27	12.4%	31	13.6%	30	13.6%	32	13.4%	32	13.7%	34	14.3%	36	14.6%	35	14.9%	35	14.8%	35	14.3%	29.6%	
		Native American/Alaskan	1	0.5%	1	0.4%	1	0.5%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%	
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.2%
	Salaried Total		173	79.7%	181	79.4%	178	80.5%	186	78.2%	182	78.1%	177	74.7%	179	72.5%	169	71.9%	169	71.3%	170	69.4%	-1.7%	
Salaried Total		213	98.2%	226	99.1%	220	99.5%	232	97.5%	229	98.3%	227	95.8%	236	95.5%	227	96.6%	229	96.6%	235	95.9%	10.3%		

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	2	0.9%	2	0.9%	1	0.5%	2	0.8%	2	0.9%	5	2.1%	5	2.0%	6	2.6%	7	3.0%	11	4.5%	450.0%
	Asian/Pacific Islander	4	1.8%	4	1.8%	4	1.8%	6	2.5%	7	3.0%	8	3.4%	13	5.3%	16	6.8%	14	5.9%	14	5.7%	250.0%
	Black	6	2.8%	7	3.1%	6	2.7%	6	2.5%	6	2.6%	6	2.5%	6	2.4%	6	2.6%	6	2.5%	7	2.9%	16.7%
	Hispanic	29	13.4%	33	14.5%	31	14.0%	32	13.4%	33	14.2%	36	15.2%	38	15.4%	35	14.9%	35	14.8%	36	14.7%	24.1%
	Native American/Alaskan	1	0.5%	1	0.4%	1	0.5%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	1	0.4%	0.0%
	Other	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.2%	N/A
	White	175	80.6%	181	79.4%	178	80.5%	190	79.8%	184	79.0%	181	76.4%	184	74.5%	171	72.8%	174	73.4%	173	70.6%	-1.1%
Total		217	100.0%	228	100.0%	221	100.0%	238	100.0%	233	100.0%	237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	12.9%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
GRA	Hourly	Armenian	0	0.0%	1	7.7%	1	6.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	18.2%	N/A
		Black	0	0.0%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	1	6.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Hourly Total		1	6.7%	2	15.4%	1	6.7%	0	0.0%	0	0.0%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	2	18.2%	100.0%
	Salaried	Armenian	1	6.7%	1	7.7%	1	6.7%	2	14.3%	2	14.3%	2	14.3%	2	14.3%	1	10.0%	1	12.5%	1	12.5%	2	18.2%	100.0%
		Asian/Pacific Islander	2	13.3%	1	7.7%	1	6.7%	1	7.1%	1	7.1%	1	7.1%	1	7.1%	0	0.0%	0	0.0%	1	9.1%	1	9.1%	-50.0%
		Black	0	0.0%	0	0.0%	1	6.7%	1	7.1%	1	7.1%	1	7.1%	1	7.1%	1	10.0%	1	12.5%	1	12.5%	2	18.2%	N/A
		Hispanic	2	13.3%	2	15.4%	4	26.7%	3	21.4%	3	21.4%	3	21.4%	3	21.4%	2	20.0%	1	12.5%	1	9.1%	1	9.1%	-50.0%
	Salaried Total		9	60.0%	7	53.8%	7	46.7%	7	50.0%	7	50.0%	7	50.0%	6	42.9%	6	60.0%	5	62.5%	5	62.5%	3	27.3%	-66.7%
	Salaried Total		14	93.3%	11	84.6%	14	93.3%	14	100.0%	14	100.0%	14	100.0%	13	92.9%	10	100.0%	8	100.0%	8	100.0%	9	81.8%	-35.7%

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	1	6.7%	2	15.4%	2	13.3%	2	14.3%	2	14.3%	2	14.3%	2	14.3%	1	10.0%	1	12.5%	4	36.4%	300.0%		
	Asian/Pacific Islander	2	13.3%	1	7.7%	1	6.7%	1	7.1%	1	7.1%	1	7.1%	1	7.1%	0	0.0%	0	0.0%	1	9.1%	-50.0%		
	Black	0	0.0%	1	7.7%	1	6.7%	1	7.1%	1	7.1%	1	7.1%	1	7.1%	1	10.0%	1	12.5%	2	18.2%	N/A		
	Hispanic	2	13.3%	2	15.4%	4	26.7%	3	21.4%	3	21.4%	3	21.4%	3	21.4%	2	20.0%	1	12.5%	1	9.1%	-50.0%		
	White	10	66.7%	7	53.8%	7	46.7%	7	50.0%	7	50.0%	7	50.0%	7	50.0%	6	60.0%	5	62.5%	3	27.3%	-70.0%		
Total		15	100.0%	13	100.0%	15	100.0%	14	100.0%	14	100.0%	14	100.0%	14	100.0%	10	100.0%	8	100.0%	8	100.0%	11	100.0%	-26.7%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Hourly	Armenian	8	2.4%	10	2.9%	5	1.4%	3	0.8%	5	1.3%	6	1.5%	1	0.3%	3	0.8%	4	1.0%	4	1.0%	-50.0%
		Asian/Pacific Islander	4	1.2%	5	1.4%	2	0.6%	3	0.8%	6	1.6%	8	2.0%	3	0.8%	0	0.0%	2	0.5%	4	1.0%	0.0%
		Black	0	0.0%	1	0.3%	3	0.9%	4	1.1%	5	1.3%	4	1.0%	3	0.8%	0	0.0%	0	0.0%	1	0.2%	N/A
		Hispanic	13	3.9%	15	4.3%	17	4.8%	14	3.8%	14	3.6%	12	3.0%	7	1.8%	2	0.5%	2	0.5%	2	0.5%	-84.6%
		Native American/Alaskan	0	0.0%	0	0.0%	3	0.9%	3	0.8%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Other	0	0.0%	1	0.3%	2	0.6%	1	0.3%	2	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	9	2.7%	17	4.9%	17	4.8%	19	5.2%	16	4.2%	18	4.6%	14	3.6%	12	3.1%	10	2.6%	8	2.0%	-11.1%
	Hourly Total		34	10.1%	49	14.2%	49	13.9%	47	12.8%	50	13.0%	50	12.7%	28	7.1%	17	4.4%	18	4.7%	19	4.7%	-44.1%
	Salaried	Armenian	1	0.3%	1	0.3%	5	1.4%	10	2.7%	13	3.4%	13	3.3%	21	5.3%	20	5.2%	21	5.5%	25	6.2%	2400.0%
		Asian/Pacific Islander	31	9.2%	29	8.4%	29	8.2%	30	8.2%	33	8.6%	34	8.6%	38	9.6%	40	10.3%	40	10.4%	40	10.0%	29.0%
		Black	13	3.9%	12	3.5%	13	3.7%	13	3.6%	14	3.6%	17	4.3%	17	4.3%	21	5.4%	21	5.5%	21	5.2%	61.5%
		Hispanic	57	17.0%	62	17.9%	65	18.5%	71	19.4%	83	21.6%	90	22.8%	93	23.6%	102	26.4%	104	27.0%	105	26.2%	84.2%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	2	0.5%	5	1.3%	5	1.3%	5	1.3%	5	1.2%	N/A
		Other	1	0.3%	1	0.3%	1	0.3%	2	0.5%	2	0.5%	2	0.5%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	100.0%
White	199	59.2%	192	55.5%	190	54.0%	193	52.7%	188	49.0%	187	47.3%	189	48.0%	179	46.3%	174	45.2%	184	45.9%	-7.5%		
Salaried Total		302	89.9%	297	85.8%	303	86.1%	319	87.2%	334	87.0%	345	87.3%	366	92.9%	370	95.6%	367	95.3%	382	95.3%	26.5%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	9	2.7%	11	3.2%	10	2.8%	13	3.6%	18	4.7%	19	4.8%	22	5.6%	23	5.9%	25	6.5%	29	7.2%	222.2%
	Asian/Pacific Islander	35	10.4%	34	9.8%	31	8.8%	33	9.0%	39	10.2%	42	10.6%	41	10.4%	40	10.3%	42	10.9%	44	11.0%	25.7%
	Black	13	3.9%	13	3.8%	16	4.5%	17	4.6%	19	4.9%	21	5.3%	20	5.1%	21	5.4%	21	5.5%	22	5.5%	69.2%
	Hispanic	70	20.8%	77	22.3%	82	23.3%	85	23.2%	97	25.3%	102	25.8%	100	25.4%	104	26.9%	106	27.5%	107	26.7%	52.9%
	Native American/Alaskan	0	0.0%	0	0.0%	3	0.9%	3	0.8%	3	0.8%	3	0.8%	5	1.3%	5	1.3%	5	1.3%	5	1.2%	N/A
	Other	1	0.3%	2	0.6%	3	0.9%	3	0.8%	4	1.0%	3	0.8%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	100.0%
	White	208	61.9%	209	60.4%	207	58.8%	212	57.9%	204	53.1%	205	51.9%	203	51.5%	191	49.4%	184	47.8%	192	47.9%	-7.7%
Grand Total		336	100.0%	346	100.0%	352	100.0%	366	100.0%	384	100.0%	395	100.0%	394	100.0%	387	100.0%	385	100.0%	401	100.0%	19.3%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Hourly	Armenian	1	3.3%	3	8.8%	1	3.0%	3	8.3%	3	7.7%	6	14.6%	3	8.8%	2	6.1%	2	6.7%	1	3.2%	0.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Hispanic	0	0.0%	1	2.9%	2	6.1%	3	8.3%	5	12.8%	4	9.8%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	N/A
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.0%	1	3.3%	0	0.0%	N/A
		White	2	6.7%	3	8.8%	1	3.0%	1	2.8%	3	7.7%	2	4.9%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	-50.0%
	Hourly Total		3	10.0%	7	20.6%	4	12.1%	7	19.4%	11	28.2%	13	31.7%	5	14.7%	5	15.2%	5	16.7%	3	9.7%	0.0%
	Salaried	Armenian	4	13.3%	4	11.8%	6	18.2%	6	16.7%	6	15.4%	6	14.6%	7	20.6%	9	27.3%	8	26.7%	9	29.0%	125.0%
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	2.8%	1	2.6%	1	2.4%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	N/A
		Black	1	3.3%	1	2.9%	1	3.0%	1	2.8%	1	2.6%	1	2.4%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	0.0%
		Hispanic	7	23.3%	7	20.6%	7	21.2%	7	19.4%	8	20.5%	10	24.4%	9	26.5%	7	21.2%	7	23.3%	8	25.8%	14.3%
Other		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.2%	N/A	
White	15	50.0%	15	44.1%	15	45.5%	14	38.9%	12	30.8%	10	24.4%	11	32.4%	10	30.3%	8	26.7%	8	25.8%	-46.7%		
Salaried Total		27	90.0%	27	79.4%	29	87.9%	29	80.6%	28	71.8%	28	68.3%	29	85.3%	28	84.8%	25	83.3%	28	90.3%	3.7%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	5	16.7%	7	20.6%	7	21.2%	9	25.0%	9	23.1%	12	29.3%	10	29.4%	11	33.3%	10	33.3%	10	32.3%	100.0%
	Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	2.8%	1	2.6%	2	4.9%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	N/A
	Black	1	3.3%	1	2.9%	1	3.0%	1	2.8%	1	2.6%	1	2.4%	1	2.9%	1	3.0%	1	3.3%	1	3.2%	0.0%
	Hispanic	7	23.3%	8	23.5%	9	27.3%	10	27.8%	13	33.3%	14	34.1%	10	29.4%	8	24.2%	8	26.7%	9	29.0%	28.6%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.0%	1	3.3%	1	3.2%	N/A
	White	17	56.7%	18	52.9%	16	48.5%	15	41.7%	15	38.5%	12	29.3%	12	35.3%	11	33.3%	9	30.0%	9	29.0%	-47.1%
Total		30	100.0%	34	100.0%	33	100.0%	36	100.0%	39	100.0%	41	100.0%	34	100.0%	33	100.0%	30	100.0%	31	100.0%	3.3%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Information Services	Hourly	Armenian	2	5.4%	2	4.5%	2	4.0%	4	6.5%	3	4.7%	5	8.1%	3	4.7%	3	4.8%	3	4.7%	4	6.5%	100.0%	
		Asian/Pacific Islander	0	0.0%	0	0.0%	4	8.0%	2	3.2%	3	4.7%	2	3.2%	1	1.6%	3	4.8%	2	3.1%	2	3.2%	N/A	
		Black	0	0.0%	0	0.0%	2	4.0%	1	1.6%	1	1.6%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	N/A	
		Hispanic	0	0.0%	1	2.3%	0	0.0%	3	4.8%	4	6.3%	3	4.8%	2	3.1%	3	4.8%	2	3.1%	3	4.8%	N/A	
		Other	0	0.0%	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	2	3.2%	1	1.6%	1	1.6%	N/A	
		White	2	5.4%	3	6.8%	4	8.0%	10	16.1%	10	15.6%	8	12.9%	7	10.9%	4	6.3%	7	10.9%	2	3.2%	0.0%	
	Hourly Total			4	10.8%	6	13.6%	12	24.0%	21	33.9%	21	32.8%	19	30.6%	13	20.3%	15	23.8%	15	23.4%	13	21.0%	225.0%
	Salaried	Armenian	1	2.7%	3	6.8%	3	6.0%	3	4.8%	4	6.3%	5	8.1%	7	10.9%	7	11.1%	7	10.9%	6	9.7%	500.0%	
		Asian/Pacific Islander	4	10.8%	4	9.1%	3	6.0%	5	8.1%	6	9.4%	4	6.5%	5	7.8%	5	7.9%	7	10.9%	6	9.7%	50.0%	
		Black	2	5.4%	2	4.5%	2	4.0%	3	4.8%	3	4.7%	3	4.8%	4	6.3%	4	6.3%	4	6.3%	4	6.5%	100.0%	
		Hispanic	10	27.0%	10	22.7%	11	22.0%	11	17.7%	11	17.2%	12	19.4%	14	21.9%	12	19.0%	10	15.6%	10	16.1%	0.0%	
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	N/A	
White		16	43.2%	19	43.2%	19	38.0%	19	30.6%	19	29.7%	19	30.6%	21	32.8%	20	31.7%	21	32.8%	22	35.5%	37.5%		
Salaried Total			33	89.2%	38	86.4%	38	76.0%	41	66.1%	43	67.2%	43	69.4%	51	79.7%	48	76.2%	49	76.6%	49	79.0%		

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	3	8.1%	5	11.4%	5	10.0%	7	11.3%	7	10.9%	10	16.1%	10	15.6%	10	15.9%	10	15.6%	10	16.1%	233.3%
	Asian/Pacific Islander	4	10.8%	4	9.1%	7	14.0%	7	11.3%	9	14.1%	6	9.7%	6	9.4%	8	12.7%	9	14.1%	8	12.9%	100.0%
	Black	2	5.4%	2	4.5%	4	8.0%	4	6.5%	4	6.3%	4	6.5%	4	6.3%	4	6.3%	4	6.3%	5	8.1%	150.0%
	Hispanic	10	27.0%	11	25.0%	11	22.0%	14	22.6%	15	23.4%	15	24.2%	16	25.0%	15	23.8%	12	18.8%	13	21.0%	30.0%
	Other	0	0.0%	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	2	3.2%	1	1.6%	2	3.2%	N/A
	White	18	48.6%	22	50.0%	23	46.0%	29	46.8%	29	45.3%	27	43.5%	28	43.8%	24	38.1%	28	43.8%	24	38.7%	33.3%
Total		37	100.0%	44	100.0%	50	100.0%	62	100.0%	64	100.0%	62	100.0%	64	100.0%	63	100.0%	64	100.0%	62	100.0%	67.6%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Hourly	Armenian	30	18.9%	31	19.9%	33	19.8%	32	19.5%	31	19.7%	34	21.7%	46	25.7%	42	23.7%	47	27.0%	51	29.1%	70.0%
		Asian/Pacific Islander	9	5.7%	10	6.4%	14	8.4%	16	9.8%	18	11.5%	15	9.6%	13	7.3%	13	7.3%	12	6.9%	11	6.3%	22.2%
		Black	2	1.3%	3	1.9%	3	1.8%	3	1.8%	2	1.3%	2	1.3%	2	1.1%	2	1.1%	1	0.6%	1	0.6%	-50.0%
		Hispanic	16	10.1%	13	8.3%	14	8.4%	15	9.1%	14	8.9%	12	7.6%	12	6.7%	17	9.6%	16	9.2%	13	7.4%	-18.8%
		Native American/Alaskan	1	0.6%	2	1.3%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Other	0	0.0%	0	0.0%	2	1.2%	3	1.8%	3	1.9%	1	0.6%	2	1.1%	2	1.1%	0	0.0%	0	0.0%	N/A
	White	47	29.6%	41	26.3%	44	26.3%	41	25.0%	40	25.5%	41	26.1%	45	25.1%	46	26.0%	42	24.1%	38	21.7%	-19.1%	
	Hourly Total		105	66.0%	100	64.1%	111	66.5%	111	67.7%	109	69.4%	106	67.5%	121	67.6%	122	68.9%	118	67.8%	114	65.1%	8.6%
	Salaried	Armenian	2	1.3%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	3	1.7%	3	1.7%	4	2.3%	6	3.4%	200.0%
		Asian/Pacific Islander	5	3.1%	5	3.2%	4	2.4%	4	2.4%	4	2.5%	6	3.8%	9	5.0%	11	6.2%	11	6.3%	12	6.9%	140.0%
		Black	1	0.6%	2	1.3%	2	1.2%	2	1.2%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	6	3.8%	6	3.8%	7	4.2%	8	4.9%	6	3.8%	7	4.5%	7	3.9%	5	2.8%	6	3.4%	7	4.0%	16.7%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.6%	1	0.6%	N/A
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	2	1.1%	3	1.7%	N/A
White	40	25.2%	42	26.9%	42	25.1%	38	23.2%	36	22.9%	36	22.9%	38	21.2%	35	19.8%	32	18.4%	32	18.3%	-20.0%		
Salaried Total		54	34.0%	56	35.9%	56	33.5%	53	32.3%	48	30.6%	51	32.5%	58	32.4%	55	31.1%	56	32.2%	61	34.9%	13.0%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	32	20.1%	32	20.5%	34	20.4%	33	20.1%	32	20.4%	35	22.3%	49	27.4%	45	25.4%	51	29.3%	57	32.6%	78.1%
	Asian/Pacific Islander	14	8.8%	15	9.6%	18	10.8%	20	12.2%	22	14.0%	21	13.4%	22	12.3%	24	13.6%	23	13.2%	23	13.1%	64.3%
	Black	3	1.9%	5	3.2%	5	3.0%	5	3.0%	3	1.9%	2	1.3%	2	1.1%	2	1.1%	1	0.6%	1	0.6%	-66.7%
	Hispanic	22	13.8%	19	12.2%	21	12.6%	23	14.0%	20	12.7%	19	12.1%	19	10.6%	22	12.4%	22	12.6%	20	11.4%	-9.1%
	Native American/Alaskan	1	0.6%	2	1.3%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	1	0.6%	0.0%
	Other	0	0.0%	0	0.0%	2	1.2%	3	1.8%	3	1.9%	2	1.3%	3	1.7%	2	1.1%	2	1.1%	3	1.7%	N/A
	White	87	54.7%	83	53.2%	86	51.5%	79	48.2%	76	48.4%	77	49.0%	83	46.4%	81	45.8%	74	42.5%	70	40.0%	-19.5%
Total		159	100.0%	156	100.0%	167	100.0%	164	100.0%	157	100.0%	157	100.0%	179	100.0%	177	100.0%	174	100.0%	175	100.0%	10.1%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Management Services	Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	2	7.4%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	2	7.4%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Black	2	10.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	1	5.3%	1	4.3%	1	4.3%	1	3.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		White	4	21.1%	2	8.7%	2	8.7%	1	3.7%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	1	3.7%	-75.0%
	Hourly Total		7	36.8%	3	13.0%	3	13.0%	6	22.2%	3	13.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	-85.7%
	Salaried	Armenian	0	0.0%	2	8.7%	2	8.7%	2	7.4%	2	8.7%	4	16.0%	4	15.4%	4	15.4%	6	21.4%	6	22.2%	6	22.2%	N/A
		Asian/Pacific Islander	1	5.3%	1	4.3%	2	8.7%	3	11.1%	2	8.7%	3	12.0%	3	11.5%	3	11.5%	2	7.1%	2	7.4%	2	7.4%	100.0%
		Black	0	0.0%	1	4.3%	1	4.3%	1	3.7%	1	4.3%	1	4.0%	1	3.8%	1	3.8%	1	3.6%	1	3.7%	1	3.7%	N/A
		Hispanic	2	10.5%	2	8.7%	1	4.3%	2	7.4%	2	8.7%	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	1	3.7%	-50.0%
		Other	0	0.0%	1	4.3%	1	4.3%	1	3.7%	1	4.3%	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	1	3.7%	N/A
		White	9	47.4%	13	56.5%	13	56.5%	12	44.4%	12	52.2%	13	52.0%	14	53.8%	14	53.8%	15	53.6%	15	55.6%	15	55.6%	66.7%
Salaried Total		12	63.2%	20	87.0%	20	87.0%	21	77.8%	20	87.0%	25	100.0%	26	100.0%	26	100.0%	28	100.0%	26	96.3%	26	96.3%	116.7%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%					
Total	Armenian	0	0.0%	2	8.7%	2	8.7%	4	14.8%	3	13.0%	4	16.0%	4	15.4%	4	15.4%	6	21.4%	6	22.2%	6	22.2%	N/A
	Asian/Pacific Islander	1	5.3%	1	4.3%	2	8.7%	5	18.5%	3	13.0%	3	12.0%	3	11.5%	3	11.5%	2	7.1%	2	7.4%	2	7.4%	100.0%
	Black	2	10.5%	1	4.3%	1	4.3%	1	3.7%	1	4.3%	1	4.0%	1	3.8%	1	3.8%	1	3.6%	1	3.7%	1	3.7%	-50.0%
	Hispanic	3	15.8%	3	13.0%	2	8.7%	3	11.1%	2	8.7%	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	1	3.7%	-66.7%
	Other	0	0.0%	1	4.3%	1	4.3%	1	3.7%	1	4.3%	2	8.0%	2	7.7%	2	7.7%	2	7.1%	1	3.7%	1	3.7%	N/A
	White	13	68.4%	15	65.2%	15	65.2%	13	48.1%	13	56.5%	13	52.0%	14	53.8%	14	53.8%	15	53.6%	16	59.3%	16	59.3%	23.1%
Total		19	100.0%	23	100.0%	23	100.0%	27	100.0%	23	100.0%	25	100.0%	26	100.0%	26	100.0%	28	100.0%	27	100.0%	27	100.0%	42.1%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Parks, Rec & Comm Svcs	Hourly	Armenian	9	3.9%	29	11.0%	36	14.3%	35	13.5%	37	14.6%	43	15.9%	47	17.0%	59	19.4%	52	17.3%	58	18.4%	544.4%		
		Asian/Pacific Islander	8	3.5%	13	4.9%	6	2.4%	5	1.9%	4	1.6%	6	2.2%	9	3.3%	11	3.6%	10	3.3%	10	3.2%	25.0%		
		Black	5	2.2%	8	3.0%	5	2.0%	5	1.9%	4	1.6%	7	2.6%	4	1.4%	5	1.6%	8	2.7%	11	3.5%	120.0%		
		Hispanic	64	28.1%	57	21.6%	54	21.4%	57	21.9%	54	21.3%	63	23.3%	66	23.9%	58	19.1%	63	20.9%	63	20.9%	76	24.1%	18.8%
		Native American/Alaskan	3	1.3%	1	0.4%	0	0.0%	1	0.4%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	-66.7%
		Other	5	2.2%	5	1.9%	3	1.2%	2	0.8%	3	1.2%	4	1.5%	3	1.1%	5	1.6%	3	1.0%	2	0.6%	2	0.6%	-60.0%
		White	48	21.1%	60	22.7%	54	21.4%	57	21.9%	55	21.7%	52	19.3%	49	17.8%	50	16.4%	48	15.9%	42	13.3%	42	13.3%	-12.5%
	Hourly Total		142	62.3%	173	65.5%	158	62.7%	162	62.3%	158	62.2%	176	65.2%	178	64.5%	188	61.8%	184	61.1%	200	63.3%	40.8%		
	Salaried	Armenian	2	0.9%	2	0.8%	4	1.6%	5	1.9%	5	2.0%	7	2.6%	9	3.3%	13	4.3%	14	4.7%	16	5.1%	700.0%		
		Asian/Pacific Islander	1	0.4%	2	0.8%	3	1.2%	3	1.2%	4	1.6%	3	1.1%	4	1.4%	6	2.0%	6	2.0%	7	2.2%	600.0%		
		Black	3	1.3%	5	1.9%	4	1.6%	5	1.9%	5	2.0%	5	1.9%	4	1.4%	3	1.0%	3	1.0%	3	0.9%	0.0%		
		Hispanic	24	10.5%	25	9.5%	28	11.1%	30	11.5%	32	12.6%	32	11.9%	34	12.3%	45	14.8%	47	15.6%	45	14.2%	87.5%		
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.3%	1	0.3%	0	0.0%	N/A		
		White	56	24.6%	57	21.6%	55	21.8%	55	21.2%	50	19.7%	47	17.4%	46	16.7%	48	15.8%	46	15.3%	45	14.2%	45	14.2%	-19.6%
Salaried Total		86	37.7%	91	34.5%	94	37.3%	98	37.7%	96	37.8%	94	34.8%	98	35.5%	116	38.2%	117	38.9%	116	36.7%	34.9%			

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	11	4.8%	31	11.7%	40	15.9%	40	15.4%	42	16.5%	50	18.5%	56	20.3%	72	23.7%	66	21.9%	74	23.4%	572.7%
	Asian/Pacific Islander	9	3.9%	15	5.7%	9	3.6%	8	3.1%	8	3.1%	9	3.3%	13	4.7%	17	5.6%	16	5.3%	17	5.4%	88.9%
	Black	8	3.5%	13	4.9%	9	3.6%	10	3.8%	9	3.5%	12	4.4%	8	2.9%	8	2.6%	11	3.7%	14	4.4%	75.0%
	Hispanic	88	38.6%	82	31.1%	82	32.5%	87	33.5%	86	33.9%	95	35.2%	100	36.2%	103	33.9%	110	36.5%	121	38.3%	37.5%
	Native American/Alaskan	3	1.3%	1	0.4%	0	0.0%	1	0.4%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	-66.7%
	Other	5	2.2%	5	1.9%	3	1.2%	2	0.8%	3	1.2%	4	1.5%	4	1.4%	6	2.0%	4	1.3%	2	0.6%	-60.0%
	White	104	45.6%	117	44.3%	109	43.3%	112	43.1%	105	41.3%	99	36.7%	95	34.4%	98	32.2%	94	31.2%	87	27.5%	-16.3%
Total		228	100.0%	264	100.0%	252	100.0%	260	100.0%	254	100.0%	270	100.0%	276	100.0%	304	100.0%	301	100.0%	316	100.0%	38.6%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Planning	Hourly	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	6.3%	4	9.8%	2	5.6%	1	2.7%	N/A
		Asian/Pacific Islander	2	7.7%	0	0.0%	1	3.6%	1	3.6%	2	6.7%	1	3.4%	1	3.1%	2	4.9%	1	2.8%	1	2.7%	-50.0%
		Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.4%	1	2.8%	0	0.0%	N/A
		Hispanic	2	7.7%	2	8.7%	3	10.7%	3	10.7%	1	3.3%	0	0.0%	1	3.1%	2	4.9%	2	5.6%	2	5.4%	0.0%
		White	3	11.5%	3	13.0%	1	3.6%	0	0.0%	2	6.7%	2	6.9%	0	0.0%	3	7.3%	3	8.3%	2	5.4%	-33.3%
	Hourly Total		7	26.9%	5	21.7%	5	17.9%	4	14.3%	5	16.7%	3	10.3%	4	12.5%	12	29.3%	9	25.0%	6	16.2%	-14.3%
	Salaried	Armenian	2	7.7%	2	8.7%	4	14.3%	4	14.3%	3	10.0%	3	10.3%	2	6.3%	2	4.9%	4	11.1%	5	13.5%	150.0%
		Asian/Pacific Islander	1	3.8%	1	4.3%	1	3.6%	2	7.1%	2	6.7%	2	6.9%	2	6.3%	3	7.3%	3	8.3%	4	10.8%	300.0%
		Black	1	3.8%	1	4.3%	1	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Hispanic	1	3.8%	2	8.7%	1	3.6%	2	7.1%	3	10.0%	4	13.8%	5	15.6%	4	9.8%	2	5.6%	2	5.4%	100.0%
White		14	53.8%	12	52.2%	16	57.1%	16	57.1%	17	56.7%	17	58.6%	19	59.4%	20	48.8%	18	50.0%	20	54.1%	42.9%	
Salaried Total		19	73.1%	18	78.3%	23	82.1%	24	85.7%	25	83.3%	26	89.7%	28	87.5%	29	70.7%	27	75.0%	31	83.8%	63.2%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	2	7.7%	2	8.7%	4	14.3%	4	14.3%	3	10.0%	3	10.3%	4	12.5%	6	14.6%	6	16.7%	6	16.2%	200.0%
	Asian/Pacific Islander	3	11.5%	1	4.3%	2	7.1%	3	10.7%	4	13.3%	3	10.3%	3	9.4%	5	12.2%	4	11.1%	5	13.5%	66.7%
	Black	1	3.8%	1	4.3%	1	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.4%	1	2.8%	0	0.0%	-100.0%
	Hispanic	3	11.5%	4	17.4%	4	14.3%	5	17.9%	4	13.3%	4	13.8%	6	18.8%	6	14.6%	4	11.1%	4	10.8%	33.3%
	White	17	65.4%	15	65.2%	17	60.7%	16	57.1%	19	63.3%	19	65.5%	19	59.4%	23	56.1%	21	58.3%	22	59.5%	29.4%
Total		26	100.0%	23	100.0%	28	100.0%	28	100.0%	30	100.0%	29	100.0%	32	100.0%	41	100.0%	36	100.0%	37	100.0%	42.3%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Police Department	Hourly	Armenian	4	1.1%	5	1.4%	7	1.9%	7	1.9%	7	1.9%	11	2.8%	10	2.4%	6	1.5%	8	2.0%	6	1.5%	50.0%	
		Asian/Pacific Islander	0	0.0%	0	0.0%	1	0.3%	0	0.0%	1	0.3%	2	0.5%	3	0.7%	2	0.5%	0	0.0%	0	0.0%	N/A	
		Hispanic	15	4.1%	10	2.8%	10	2.7%	9	2.4%	9	2.4%	10	2.6%	8	1.9%	9	2.2%	10	2.5%	8	2.0%	-46.7%	
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	1	0.2%	2	0.5%	2	0.5%	1	0.3%	N/A	
		White	10	2.7%	12	3.3%	17	4.5%	17	4.5%	16	4.3%	25	6.5%	22	5.3%	19	4.7%	13	3.3%	14	3.5%	40.0%	
	Hourly Total			29	7.9%	27	7.4%	35	9.3%	33	8.8%	34	9.1%	49	12.7%	44	10.6%	38	9.4%	33	8.3%	29	7.3%	0.0%
	Salaried	Armenian	9	2.4%	10	2.8%	10	2.7%	10	2.7%	12	3.2%	16	4.1%	17	4.1%	16	3.9%	18	4.5%	19	4.8%	111.1%	
		Asian/Pacific Islander	19	5.2%	20	5.5%	21	5.6%	21	5.6%	22	5.9%	22	5.7%	28	6.7%	29	7.1%	31	7.8%	35	8.8%	84.2%	
		Black	10	2.7%	9	2.5%	9	2.4%	8	2.1%	7	1.9%	7	1.8%	8	1.9%	9	2.2%	9	2.3%	10	2.5%	0.0%	
		Hispanic	64	17.4%	65	17.9%	69	18.3%	73	19.5%	77	20.5%	76	19.7%	91	21.8%	95	23.4%	95	23.8%	100	25.0%	56.3%	
		Native American/Alaskan	3	0.8%	3	0.8%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	2	0.5%	1	0.2%	1	0.3%	1	0.3%	-66.7%	
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.3%	N/A	
		White	234	63.6%	229	63.1%	230	61.0%	226	60.4%	221	58.9%	214	55.4%	226	54.2%	218	53.7%	213	53.3%	205	51.3%	-12.4%	
	Salaried Total			339	92.1%	336	92.6%	342	90.7%	341	91.2%	341	90.9%	337	87.3%	373	89.4%	368	90.6%	367	91.8%	371	92.8%	9.4%

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	13	3.5%	15	4.1%	17	4.5%	17	4.5%	19	5.1%	27	7.0%	27	6.5%	22	5.4%	26	6.5%	25	6.3%	92.3%		
	Asian/Pacific Islander	19	5.2%	20	5.5%	22	5.8%	21	5.6%	23	6.1%	24	6.2%	31	7.4%	31	7.6%	31	7.8%	35	8.8%	84.2%		
	Black	10	2.7%	9	2.5%	9	2.4%	8	2.1%	7	1.9%	7	1.8%	8	1.9%	9	2.2%	9	2.3%	10	2.5%	0.0%		
	Hispanic	79	21.5%	75	20.7%	79	21.0%	82	21.9%	86	22.9%	86	22.3%	99	23.7%	104	25.6%	105	26.3%	108	27.0%	36.7%		
	Native American/Alaskan	3	0.8%	3	0.8%	3	0.8%	3	0.8%	2	0.5%	2	0.5%	2	0.5%	1	0.2%	1	0.3%	1	0.3%	-66.7%		
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	2	0.5%	N/A
	White	244	66.3%	241	66.4%	247	65.5%	243	65.0%	237	63.2%	239	61.9%	248	59.5%	237	58.4%	226	56.5%	219	54.8%	219	54.8%	-10.2%
Total		368	100.0%	363	100.0%	377	100.0%	374	100.0%	375	100.0%	386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	400	100.0%	8.7%

Total Employees By Department and Race/Ethnicity

Division	Type	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Hourly	Armenian	4	1.2%	1	0.3%	7	2.0%	7	1.9%	4	1.2%	8	2.3%	2	0.6%	8	2.5%	5	1.6%	4	1.2%	0.0%
		Asian/Pacific Islander	5	1.5%	4	1.2%	6	1.7%	3	0.8%	5	1.5%	4	1.2%	1	0.3%	0	0.0%	1	0.3%	1	0.3%	-80.0%
		Black	4	1.2%	3	0.9%	4	1.1%	5	1.4%	4	1.2%	5	1.5%	3	0.9%	5	1.6%	4	1.3%	1	0.3%	-75.0%
		Hispanic	30	8.8%	30	8.8%	28	7.9%	24	6.6%	21	6.1%	20	5.8%	11	3.2%	11	3.4%	5	1.6%	2	0.6%	-93.3%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	N/A
		Other	2	0.6%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	-100.0%
	White	16	4.7%	10	2.9%	15	4.2%	17	4.7%	12	3.5%	10	2.9%	7	2.1%	6	1.9%	7	2.2%	6	1.8%	-62.5%	
	Hourly Total		61	17.9%	48	14.2%	60	16.9%	57	15.7%	46	13.5%	47	13.7%	24	7.0%	32	10.0%	22	6.9%	14	4.3%	-77.0%
	Salaried	Armenian	9	2.6%	14	4.1%	17	4.8%	24	6.6%	25	7.3%	21	6.1%	25	7.3%	27	8.5%	28	8.8%	31	9.5%	244.4%
		Asian/Pacific Islander	29	8.5%	32	9.4%	33	9.3%	33	9.1%	31	9.1%	31	9.1%	32	9.4%	25	7.8%	26	8.2%	29	8.9%	0.0%
		Black	9	2.6%	9	2.7%	10	2.8%	8	2.2%	8	2.3%	10	2.9%	12	3.5%	13	4.1%	12	3.8%	11	3.4%	22.2%
		Hispanic	78	22.9%	85	25.1%	90	25.4%	93	25.5%	94	27.5%	102	29.8%	116	34.0%	107	33.5%	118	37.2%	130	40.0%	66.7%
		Native American/Alaskan	1	0.3%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	2	0.6%	1	0.3%	2	0.6%	2	0.6%	2	0.6%	100.0%
		Other	2	0.6%	3	0.9%	2	0.6%	1	0.3%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	2	0.6%	0.0%
White	151	44.4%	148	43.7%	143	40.3%	147	40.4%	135	39.5%	127	37.1%	129	37.8%	111	34.8%	107	33.8%	106	32.6%	-29.8%		
Salaried Total		279	82.1%	291	85.8%	295	83.1%	307	84.3%	296	86.5%	295	86.3%	317	93.0%	287	90.0%	295	93.1%	311	95.7%	11.5%	

Division	Ethnic Group	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1998 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Armenian	13	3.8%	15	4.4%	24	6.8%	31	8.5%	29	8.5%	29	8.5%	27	7.9%	35	11.0%	33	10.4%	35	10.8%	169.2%
	Asian/Pacific Islander	34	10.0%	36	10.6%	39	11.0%	36	9.9%	36	10.5%	35	10.2%	33	9.7%	25	7.8%	27	8.5%	30	9.2%	-11.8%
	Black	13	3.8%	12	3.5%	14	3.9%	13	3.6%	12	3.5%	15	4.4%	15	4.4%	18	5.6%	16	5.0%	12	3.7%	-7.7%
	Hispanic	108	31.8%	115	33.9%	118	33.2%	117	32.1%	115	33.6%	122	35.7%	127	37.2%	118	37.0%	123	38.8%	132	40.6%	22.2%
	Native American/Alaskan	1	0.3%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	2	0.6%	1	0.3%	3	0.9%	2	0.6%	2	0.6%	100.0%
	Other	4	1.2%	3	0.9%	2	0.6%	2	0.5%	2	0.6%	2	0.6%	2	0.6%	3	0.9%	2	0.6%	2	0.6%	-50.0%
	White	167	49.1%	158	46.6%	158	44.5%	164	45.1%	147	43.0%	137	40.1%	136	39.9%	117	36.7%	114	36.0%	112	34.5%	-32.9%
Total		340	100.0%	339	100.0%	355	100.0%	364	100.0%	342	100.0%	342	100.0%	341	100.0%	319	100.0%	317	100.0%	325	100.0%	-4.4%

Total Employees By Department and Gender

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Administrative Services	Female	Hourly	5	12.2%	5	12.8%	4	9.1%	4	8.7%	6	13.0%	8	16.7%	7	15.2%	8	15.1%	9	17.3%	8	14.8%	60.0%
		Salaried	24	58.5%	22	56.4%	23	52.3%	25	54.3%	23	50.0%	23	47.9%	26	56.5%	28	52.8%	26	50.0%	28	51.9%	16.7%
	Female Total		29	70.7%	27	69.2%	27	61.4%	29	63.0%	29	63.0%	31	64.6%	33	71.7%	36	67.9%	35	67.3%	36	66.7%	24.1%
	Male	Hourly	0	0.0%	1	2.6%	2	4.5%	4	8.7%	3	6.5%	5	10.4%	2	4.3%	2	3.8%	2	3.8%	2	3.7%	N/A
		Salaried	12	29.3%	11	28.2%	15	34.1%	13	28.3%	14	30.4%	12	25.0%	11	23.9%	15	28.3%	15	28.8%	16	29.6%	33.3%
	Male Total		12	29.3%	12	30.8%	17	38.6%	17	37.0%	17	37.0%	17	35.4%	13	28.3%	17	32.1%	17	32.7%	18	33.3%	50.0%
Grand Total			41	100.0%	39	100.0%	44	100.0%	46	100.0%	46	100.0%	48	100.0%	46	100.0%	53	100.0%	52	100.0%	54	100.0%	31.7%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Attorney	Female	Hourly	1	5.6%	2	11.8%	2	9.5%	1	4.5%	0	0.0%	2	8.7%	1	4.0%	1	4.3%	0	0.0%	0	0.0%	-100.0%
		Salaried	12	66.7%	10	58.8%	13	61.9%	14	63.6%	16	72.7%	15	65.2%	15	60.0%	14	60.9%	13	65.0%	15	71.4%	25.0%
	Female Total		13	72.2%	12	70.6%	15	71.4%	15	68.2%	16	72.7%	17	73.9%	16	64.0%	15	65.2%	13	65.0%	15	71.4%	15.4%
	Male	Hourly	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Salaried	5	27.8%	5	29.4%	6	28.6%	7	31.8%	6	27.3%	6	26.1%	8	32.0%	8	34.8%	7	35.0%	6	28.6%	20.0%
	Male Total		5	27.8%	5	29.4%	6	28.6%	7	31.8%	6	27.3%	6	26.1%	9	36.0%	8	34.8%	7	35.0%	6	28.6%	20.0%
Grand Total			18	100.0%	17	100.0%	21	100.0%	22	100.0%	22	100.0%	23	100.0%	25	100.0%	23	100.0%	20	100.0%	21	100.0%	16.7%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Clerk	Female	Hourly	3	20.0%	2	16.7%	2	16.7%	2	14.3%	2	15.4%	3	21.4%	2	16.7%	2	15.4%	1	7.7%	0	0.0%	-100.0%
		Salaried	10	66.7%	9	75.0%	9	75.0%	10	71.4%	9	69.2%	9	64.3%	7	58.3%	8	61.5%	8	61.5%	7	63.6%	-30.0%
	Female Total		13	86.7%	11	91.7%	11	91.7%	12	85.7%	11	84.6%	12	85.7%	9	75.0%	10	76.9%	9	69.2%	7	63.6%	-46.2%
	Male	Hourly	1	6.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.7%	1	9.1%	0.0%
		Salaried	1	6.7%	1	8.3%	1	8.3%	2	14.3%	2	15.4%	2	14.3%	3	25.0%	3	23.1%	3	23.1%	3	27.3%	200.0%
	Male Total		2	13.3%	1	8.3%	1	8.3%	2	14.3%	2	15.4%	2	14.3%	3	25.0%	3	23.1%	4	30.8%	4	36.4%	100.0%
Grand Total			15	100.0%	12	100.0%	12	100.0%	14	100.0%	13	100.0%	14	100.0%	12	100.0%	13	100.0%	13	100.0%	11	100.0%	-26.7%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
City Treasurer	Female	Hourly	0	0.0%	1	16.7%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Salaried	3	50.0%	3	50.0%	3	60.0%	3	60.0%	3	50.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	0.0%
	Female Total		3	50.0%	4	66.7%	3	60.0%	3	60.0%	4	66.7%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	3	60.0%	0.0%
	Male	Hourly	2	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Salaried	1	16.7%	2	33.3%	2	40.0%	2	40.0%	2	33.3%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	100.0%
	Male Total		3	50.0%	2	33.3%	2	40.0%	2	40.0%	2	33.3%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	2	40.0%	-33.3%
Grand Total			6	100.0%	6	100.0%	5	100.0%	5	100.0%	6	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	5	100.0%	-16.7%

**Total Employees
By Department and Gender**

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
CD & Housing	Female	Hourly	39	30.5%	57	35.2%	52	31.9%	51	28.7%	52	24.2%	46	21.7%	18	9.8%	40	19.8%	36	21.7%	23	16.1%	-41.0%
		Salaried	32	25.0%	35	21.6%	40	24.5%	46	25.8%	46	21.4%	48	22.6%	60	32.8%	57	28.2%	55	33.1%	51	35.7%	59.4%
	Female Total		71	55.5%	92	56.8%	92	56.4%	97	54.5%	98	45.6%	94	44.3%	78	42.6%	97	48.0%	91	54.8%	74	51.7%	4.2%
	Male	Hourly	35	27.3%	48	29.6%	46	28.2%	48	27.0%	80	37.2%	81	38.2%	61	33.3%	67	33.2%	38	22.9%	34	23.8%	-2.9%
		Salaried	22	17.2%	22	13.6%	25	15.3%	33	18.5%	37	17.2%	37	17.5%	44	24.0%	38	18.8%	37	22.3%	35	24.5%	59.1%
Male Total		57	44.5%	70	43.2%	71	43.6%	81	45.5%	117	54.4%	118	55.7%	105	57.4%	105	52.0%	75	45.2%	69	48.3%	21.1%	
Grand Total			128	100.0%	162	100.0%	163	100.0%	178	100.0%	215	100.0%	212	100.0%	183	100.0%	202	100.0%	166	100.0%	143	100.0%	11.7%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Fire Department	Female	Hourly	2	0.9%	0	0.0%	0	0.0%	3	1.3%	1	0.4%	2	0.8%	2	0.8%	1	0.4%	3	1.3%	3	1.2%	50.0%
		Salaried	19	8.8%	20	8.8%	19	8.6%	20	8.4%	19	8.2%	19	8.0%	22	8.9%	24	10.2%	23	9.7%	22	9.0%	15.8%
	Female Total		21	9.7%	20	8.8%	19	8.6%	23	9.7%	20	8.6%	21	8.9%	24	9.7%	25	10.6%	26	11.0%	25	10.2%	19.0%
	Male	Hourly	2	0.9%	2	0.9%	1	0.5%	3	1.3%	3	1.3%	8	3.4%	9	3.6%	7	3.0%	5	2.1%	7	2.9%	250.0%
		Salaried	194	89.4%	206	90.4%	201	91.0%	212	89.1%	210	90.1%	208	87.8%	214	86.6%	203	86.4%	206	86.9%	213	86.9%	9.8%
Male Total		196	90.3%	208	91.2%	202	91.4%	215	90.3%	213	91.4%	216	91.1%	223	90.3%	210	89.4%	211	89.0%	220	89.8%	12.2%	
Grand Total			217	100.0%	228	100.0%	221	100.0%	238	100.0%	233	100.0%	237	100.0%	247	100.0%	235	100.0%	237	100.0%	245	100.0%	12.9%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GRA	Female	Hourly	1	6.7%	1	7.7%	1	6.7%	0	0.0%	0	0.0%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	1	9.1%	0.0%
		Salaried	6	40.0%	5	38.5%	8	53.3%	8	57.1%	8	57.1%	8	57.1%	7	50.0%	5	50.0%	4	50.0%	5	45.5%	-16.7%
	Female Total		7	46.7%	6	46.2%	9	60.0%	8	57.1%	8	57.1%	8	57.1%	8	57.1%	5	50.0%	4	50.0%	6	54.5%	-14.3%
	Male	Hourly	0	0.0%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	N/A
		Salaried	8	53.3%	6	46.2%	6	40.0%	6	42.9%	6	42.9%	6	42.9%	6	42.9%	5	50.0%	4	50.0%	4	36.4%	-50.0%
Male Total		8	53.3%	7	53.8%	6	40.0%	6	42.9%	6	42.9%	6	42.9%	6	42.9%	5	50.0%	4	50.0%	5	45.5%	-37.5%	
Grand Total			15	100.0%	13	100.0%	15	100.0%	14	100.0%	14	100.0%	14	100.0%	14	100.0%	10	100.0%	8	100.0%	11	100.0%	-26.7%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GWP	Female	Hourly	19	5.7%	19	5.5%	15	4.3%	10	2.7%	11	2.9%	9	2.3%	5	1.3%	3	0.8%	3	0.8%	3	0.7%	-84.2%
		Salaried	40	11.9%	40	11.6%	42	11.9%	47	12.8%	54	14.1%	55	13.9%	61	15.5%	63	16.3%	61	15.8%	62	15.5%	55.0%
	Female Total		59	17.6%	59	17.1%	57	16.2%	57	15.6%	65	16.9%	64	16.2%	66	16.8%	66	17.1%	64	16.6%	65	16.2%	10.2%
	Male	Hourly	15	4.5%	30	8.7%	34	9.7%	37	10.1%	39	10.2%	41	10.4%	23	5.8%	14	3.6%	15	3.9%	16	4.0%	6.7%
		Salaried	262	78.0%	257	74.3%	261	74.1%	272	74.3%	280	72.9%	290	73.4%	305	77.4%	307	79.3%	306	79.5%	320	79.8%	22.1%
Male Total		277	82.4%	287	82.9%	295	83.8%	309	84.4%	319	83.1%	331	83.8%	328	83.2%	321	82.9%	321	83.4%	336	83.8%	21.3%	
Grand Total			336	100.0%	346	100.0%	352	100.0%	366	100.0%	384	100.0%	395	100.0%	394	100.0%	387	100.0%	385	100.0%	401	100.0%	19.3%

**Total Employees
By Department and Gender**

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Human Resources	Female	Hourly	3	10.0%	5	14.7%	3	9.1%	5	13.9%	6	15.4%	9	22.0%	4	11.8%	4	12.1%	5	16.7%	3	9.7%	0.0%
		Salaried	19	63.3%	19	55.9%	19	57.6%	19	52.8%	20	51.3%	21	51.2%	23	67.6%	22	66.7%	20	66.7%	22	71.0%	15.8%
	Female Total		22	73.3%	24	70.6%	22	66.7%	24	66.7%	26	66.7%	30	73.2%	27	79.4%	26	78.8%	25	83.3%	25	80.6%	13.6%
	Male	Hourly	0	0.0%	2	5.9%	1	3.0%	2	5.6%	5	12.8%	4	9.8%	1	2.9%	1	3.0%	0	0.0%	0	0.0%	N/A
		Salaried	8	26.7%	8	23.5%	10	30.3%	10	27.8%	8	20.5%	7	17.1%	6	17.6%	6	18.2%	5	16.7%	6	19.4%	-25.0%
Male Total		8	26.7%	10	29.4%	11	33.3%	12	33.3%	13	33.3%	11	26.8%	7	20.6%	7	21.2%	5	16.7%	6	19.4%	-25.0%	
Grand Total			30	100.0%	34	100.0%	33	100.0%	36	100.0%	39	100.0%	41	100.0%	34	100.0%	33	100.0%	30	100.0%	31	100.0%	3.3%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Information Services	Female	Hourly	1	2.7%	1	2.3%	3	6.0%	7	11.3%	8	12.5%	7	11.3%	7	10.9%	5	7.9%	5	7.8%	5	8.1%	400.0%
		Salaried	8	21.6%	11	25.0%	10	20.0%	10	16.1%	11	17.2%	10	16.1%	12	18.8%	11	17.5%	12	18.8%	12	19.4%	50.0%
	Female Total		9	24.3%	12	27.3%	13	26.0%	17	27.4%	19	29.7%	17	27.4%	19	29.7%	16	25.4%	17	26.6%	17	27.4%	88.9%
	Male	Hourly	3	8.1%	5	11.4%	9	18.0%	14	22.6%	13	20.3%	12	19.4%	6	9.4%	10	15.9%	10	15.6%	8	12.9%	166.7%
		Salaried	25	67.6%	27	61.4%	28	56.0%	31	50.0%	32	50.0%	33	53.2%	39	60.9%	37	58.7%	37	57.8%	37	59.7%	48.0%
Male Total		28	75.7%	32	72.7%	37	74.0%	45	72.6%	45	70.3%	45	72.6%	45	70.3%	47	74.6%	47	73.4%	45	72.6%	60.7%	
Grand Total			37	100.0%	44	100.0%	50	100.0%	62	100.0%	64	100.0%	62	100.0%	64	100.0%	63	100.0%	64	100.0%	62	100.0%	67.6%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Library	Female	Hourly	62	39.0%	58	37.2%	65	38.9%	64	39.0%	64	40.8%	62	39.5%	70	39.1%	69	39.0%	68	39.1%	66	37.7%	6.5%
		Salaried	40	25.2%	41	26.3%	41	24.6%	39	23.8%	33	21.0%	33	21.0%	35	19.6%	32	18.1%	34	19.5%	37	21.1%	-7.5%
	Female Total		102	64.2%	99	63.5%	106	63.5%	103	62.8%	97	61.8%	95	60.5%	105	58.7%	101	57.1%	102	58.6%	103	58.9%	1.0%
	Male	Hourly	43	27.0%	42	26.9%	46	27.5%	47	28.7%	45	28.7%	44	28.0%	51	28.5%	53	29.9%	50	28.7%	48	27.4%	11.6%
		Salaried	14	8.8%	15	9.6%	15	9.0%	14	8.5%	15	9.6%	18	11.5%	23	12.8%	23	13.0%	22	12.6%	24	13.7%	71.4%
Male Total		57	35.8%	57	36.5%	61	36.5%	61	37.2%	60	38.2%	62	39.5%	74	41.3%	76	42.9%	72	41.4%	72	41.1%	26.3%	
Grand Total			159	100.0%	156	100.0%	167	100.0%	164	100.0%	157	100.0%	157	100.0%	179	100.0%	177	100.0%	174	100.0%	175	100.0%	10.1%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Management Services	Female	Hourly	4	21.1%	2	8.7%	1	4.3%	4	14.8%	2	8.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
		Salaried	5	26.3%	11	47.8%	12	52.2%	13	48.1%	13	56.5%	16	64.0%	16	61.5%	16	61.5%	18	64.3%	16	59.3%	220.0%
	Female Total		9	47.4%	13	56.5%	13	56.5%	17	63.0%	15	65.2%	16	64.0%	16	61.5%	16	61.5%	18	64.3%	16	59.3%	77.8%
	Male	Hourly	3	15.8%	1	4.3%	2	8.7%	2	7.4%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.7%	-66.7%
		Salaried	7	36.8%	9	39.1%	8	34.8%	8	29.6%	7	30.4%	9	36.0%	10	38.5%	10	38.5%	10	35.7%	10	37.0%	42.9%
Male Total		10	52.6%	10	43.5%	10	43.5%	10	37.0%	8	34.8%	9	36.0%	10	38.5%	10	38.5%	10	35.7%	11	40.7%	10.0%	
Grand Total			19	100.0%	23	100.0%	23	100.0%	27	100.0%	23	100.0%	25	100.0%	26	100.0%	26	100.0%	28	100.0%	27	100.0%	42.1%

Total Employees By Department and Gender

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Parks, Rec & Comm Svcs	Female	Hourly	58	25.4%	69	26.1%	66	26.2%	79	30.4%	65	25.6%	73	27.0%	65	23.6%	79	26.0%	66	21.9%	72	22.8%	24.1%
		Salaried	18	7.9%	18	6.8%	17	6.7%	20	7.7%	23	9.1%	23	8.5%	25	9.1%	29	9.5%	29	9.6%	29	9.2%	61.1%
	Female Total		76	33.3%	87	33.0%	83	32.9%	99	38.1%	88	34.6%	96	35.6%	90	32.6%	108	35.5%	95	31.6%	101	32.0%	32.9%
	Male	Hourly	84	36.8%	104	39.4%	92	36.5%	83	31.9%	93	36.6%	103	38.1%	113	40.9%	109	35.9%	118	39.2%	128	40.5%	52.4%
		Salaried	68	29.8%	73	27.7%	77	30.6%	78	30.0%	73	28.7%	71	26.3%	73	26.4%	87	28.6%	88	29.2%	87	27.5%	27.9%
Male Total		152	66.7%	177	67.0%	169	67.1%	161	61.9%	166	65.4%	174	64.4%	186	67.4%	196	64.5%	206	68.4%	215	68.0%	41.4%	
Grand Total			228	100.0%	264	100.0%	252	100.0%	260	100.0%	254	100.0%	270	100.0%	276	100.0%	304	100.0%	301	100.0%	316	100.0%	38.6%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Planning	Female	Hourly	3	11.5%	1	4.3%	3	10.7%	1	3.6%	2	6.7%	2	6.9%	1	3.1%	5	12.2%	3	8.3%	2	5.4%	-33.3%
		Salaried	9	34.6%	9	39.1%	12	42.9%	13	46.4%	13	43.3%	13	44.8%	13	40.6%	13	31.7%	12	33.3%	14	37.8%	55.6%
	Female Total		12	46.2%	10	43.5%	15	53.6%	14	50.0%	15	50.0%	15	51.7%	14	43.8%	18	43.9%	15	41.7%	16	43.2%	33.3%
	Male	Hourly	4	15.4%	4	17.4%	2	7.1%	3	10.7%	3	10.0%	1	3.4%	3	9.4%	7	17.1%	6	16.7%	4	10.8%	0.0%
		Salaried	10	38.5%	9	39.1%	11	39.3%	11	39.3%	12	40.0%	13	44.8%	15	46.9%	16	39.0%	15	41.7%	17	45.9%	70.0%
Male Total		14	53.8%	13	56.5%	13	46.4%	14	50.0%	15	50.0%	14	48.3%	18	56.3%	23	56.1%	21	58.3%	21	56.8%	50.0%	
Grand Total			26	100.0%	23	100.0%	28	100.0%	28	100.0%	30	100.0%	29	100.0%	32	100.0%	41	100.0%	36	100.0%	37	100.0%	42.3%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Police Department	Female	Hourly	12	3.3%	12	3.3%	19	5.0%	20	5.3%	24	6.4%	27	7.0%	26	6.2%	26	6.4%	24	6.0%	17	4.3%	41.7%
		Salaried	107	29.1%	105	28.9%	107	28.4%	104	27.8%	99	26.4%	96	24.9%	108	25.9%	107	26.4%	104	26.0%	106	26.5%	-0.9%
	Female Total		119	32.3%	117	32.2%	126	33.4%	124	33.2%	123	32.8%	123	31.9%	134	32.1%	133	32.8%	128	32.0%	123	30.8%	3.4%
	Male	Hourly	17	4.6%	15	4.1%	16	4.2%	13	3.5%	10	2.7%	22	5.7%	18	4.3%	12	3.0%	9	2.3%	12	3.0%	-29.4%
		Salaried	232	63.0%	231	63.6%	235	62.3%	237	63.4%	242	64.5%	241	62.4%	265	63.5%	261	64.3%	263	65.8%	265	66.3%	14.2%
Male Total		249	67.7%	246	67.8%	251	66.6%	250	66.8%	252	67.2%	263	68.1%	283	67.9%	273	67.2%	272	68.0%	277	69.3%	11.2%	
Grand Total			368	100.0%	363	100.0%	377	100.0%	374	100.0%	375	100.0%	386	100.0%	417	100.0%	406	100.0%	400	100.0%	400	100.0%	8.7%

Division	Gender	Type	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Public Works	Female	Hourly	17	5.0%	13	3.8%	18	5.1%	19	5.2%	14	4.1%	18	5.3%	9	2.6%	9	2.8%	6	1.9%	5	1.5%	-70.6%
		Salaried	32	9.4%	40	11.8%	40	11.3%	46	12.6%	45	13.2%	39	11.4%	44	12.9%	44	13.8%	48	15.1%	51	15.7%	59.4%
	Female Total		49	14.4%	53	15.6%	58	16.3%	65	17.9%	59	17.3%	57	16.7%	53	15.5%	53	16.6%	54	17.0%	56	17.2%	14.3%
	Male	Hourly	44	12.9%	35	10.3%	42	11.8%	38	10.4%	32	9.4%	29	8.5%	15	4.4%	23	7.2%	16	5.0%	9	2.8%	-79.5%
		Salaried	247	72.6%	251	74.0%	255	71.8%	261	71.7%	251	73.4%	256	74.9%	273	80.1%	243	76.2%	247	77.9%	260	80.0%	5.3%
Male Total		291	85.6%	286	84.4%	297	83.7%	299	82.1%	283	82.7%	285	83.3%	288	84.5%	266	83.3%	263	83.0%	269	82.8%	-7.6%	
Grand Total			340	100.0%	339	100.0%	355	100.0%	364	100.0%	342	100.0%	342	100.0%	341	100.0%	319	100.0%	317	100.0%	325	100.0%	-4.4%

Total Employee Workforce Additions & Reductions Summary By Race/Ethnicity

			1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	Total
Total	Armenian	Additions	40	72	68	66	60	60	83	92	78	73	692
		Reductions	(34)	(38)	(42)	(52)	(25)	(28)	(86)	(67)	(57)	(64)	(493)
		Total	6	34	26	14	35	32	(3)	25	21	9	199
	Asian/Pacific Islander	Additions	27	30	33	36	31	35	32	33	33	21	311
		Reductions	(19)	(30)	(24)	(27)	(18)	(24)	(32)	(35)	(18)	(14)	(241)
		Total	8	0	9	9	13	11	0	(2)	15	7	70
	Black	Additions	13	14	19	10	12	12	20	25	13	20	158
		Reductions	(10)	(14)	(13)	(12)	(9)	(11)	(17)	(21)	(19)	(14)	(140)
		Total	3	0	6	(2)	3	1	3	4	(6)	6	18
	Hispanic	Additions	119	111	113	128	103	94	139	93	98	80	1,078
		Reductions	(94)	(83)	(94)	(95)	(62)	(76)	(102)	(119)	(62)	(63)	(850)
		Total	25	28	19	33	41	18	37	(26)	36	17	228
	Native American/Alaskan	Additions	2	2	3	3	1	1	4	3	1	1	21
		Reductions	(2)	0	(3)	(1)	(2)	0	(1)	(3)	(2)	(3)	(17)
		Total	0	2	0	2	(1)	1	3	0	(1)	(2)	4
	Other	Additions	4	8	6	6	7	9	3	16	1	1	61
		Reductions	(3)	(5)	(5)	(10)	(4)	(5)	(8)	(7)	(1)	(4)	(52)
		Total	1	3	1	(4)	3	4	(5)	9	0	(3)	9
	White	Additions	113	143	147	156	101	114	118	134	105	88	1,219
		Reductions	(117)	(129)	(145)	(157)	(88)	(132)	(166)	(160)	(122)	(94)	(1,310)
		Total	(4)	14	2	(1)	13	(18)	(48)	(26)	(17)	(6)	(91)
Total Employees	Additions	318	380	389	405	315	325	399	396	329	284	3,540	
	Reductions	(279)	(299)	(326)	(354)	(208)	(276)	(412)	(412)	(281)	(256)	(3,103)	
	Total	39	81	63	51	107	49	(13)	(16)	48	28	437	

Hourly Employee Workforce Additions & Reductions Summary By Race/Ethnicity

			1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	Total	
Hourly	Armenian	Additions	30	57	48	43	45	51	50	71	58	55	508	
		Reductions	(32)	(38)	(39)	(48)	(20)	(23)	(77)	(61)	(50)	(56)	(444)	
		Total	(2)	19	9	(5)	25	28	(27)	10	8	(1)	64	
	Asian/Pacific Islander	Additions	15	22	19	17	16	16	14	15	15	15	8	157
		Reductions	(11)	(17)	(21)	(17)	(9)	(16)	(22)	(19)	(10)	(10)	(5)	(147)
		Total	4	5	(2)	0	7	0	(8)	(4)	5	3	10	
	Black	Additions	10	7	16	7	9	7	7	7	17	7	10	97
		Reductions	(9)	(11)	(8)	(7)	(6)	(9)	(13)	(12)	(12)	(10)	(9)	(94)
		Total	1	(4)	8	0	3	(2)	(6)	5	(3)	1	3	
	Hispanic	Additions	82	80	68	88	66	46	62	45	51	43	631	
		Reductions	(82)	(69)	(75)	(77)	(42)	(49)	(58)	(78)	(36)	(35)	(601)	
		Total	0	11	(7)	11	24	(3)	4	(33)	15	8	30	
	Native American/Alaskan	Additions	2	2	2	2	0	0	1	2	1	1	13	
		Reductions	(1)	0	(3)	(1)	(1)	0	(1)	(2)	(2)	(1)	(12)	
		Total	1	2	(1)	1	(1)	0	0	0	(1)	0	1	
	Other	Additions	3	6	6	4	7	4	2	15	1	0	48	
		Reductions	(3)	(5)	(4)	(9)	(4)	(5)	(7)	(7)	0	(3)	(47)	
		Total	0	1	2	(5)	3	(1)	(5)	8	1	(3)	1	
	White	Additions	53	84	69	81	55	55	53	60	55	43	608	
		Reductions	(58)	(65)	(77)	(65)	(41)	(53)	(60)	(70)	(58)	(33)	(580)	
		Total	(5)	19	(8)	16	14	2	(7)	(10)	(3)	10	28	
Hourly Subtotal	Additions	195	258	228	242	198	179	189	225	188	160	2,062		
	Reductions	(196)	(205)	(227)	(224)	(123)	(155)	(238)	(249)	(166)	(142)	(1,925)		
	Total	(1)	53	1	18	75	24	(49)	(24)	22	18	137		

Salaried Workforce Additions & Reductions Summary By Race/Ethnicity

			1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	Total	
Salaried	Armenian	Additions	10	15	20	23	15	9	33	21	20	18	184	
		Reductions	(2)	0	(3)	(4)	(5)	(5)	(9)	(6)	(7)	(8)	(49)	
		Total	8	15	17	19	10	4	24	15	13	10	135	
	Asian/Pacific Islander	Additions	12	8	14	19	15	19	18	18	18	18	13	154
		Reductions	(8)	(13)	(3)	(10)	(9)	(8)	(10)	(16)	(8)	(9)	(9)	(94)
		Total	4	(5)	11	9	6	11	8	2	10	4	60	
	Black	Additions	3	7	3	3	3	5	13	8	6	10	10	61
		Reductions	(1)	(3)	(5)	(5)	(3)	(2)	(4)	(9)	(9)	(9)	(5)	(46)
		Total	2	4	(2)	(2)	0	3	9	(1)	(3)	5	15	
	Hispanic	Additions	37	31	45	40	37	48	77	48	47	37	37	447
		Reductions	(12)	(14)	(19)	(18)	(20)	(27)	(44)	(41)	(26)	(28)	(28)	(249)
		Total	25	17	26	22	17	21	33	7	21	9	198	
	Native American/Alaskan	Additions	0	0	1	1	1	1	3	1	0	0	0	8
		Reductions	(1)	0	0	0	(1)	0	0	(1)	0	(2)	(2)	(5)
		Total	(1)	0	1	1	0	1	3	0	0	(2)	(2)	3
	Other	Additions	1	2	0	2	0	5	1	1	1	0	1	13
		Reductions	0	0	(1)	(1)	0	0	(1)	0	(1)	(1)	(1)	(5)
		Total	1	2	(1)	1	0	5	0	1	(1)	(1)	0	8
	White	Additions	60	59	78	75	46	59	65	74	50	45	45	611
		Reductions	(59)	(64)	(68)	(92)	(47)	(79)	(106)	(90)	(64)	(61)	(61)	(730)
		Total	1	(5)	10	(17)	(1)	(20)	(41)	(16)	(14)	(16)	(16)	(119)
Salaried Subtotal	Additions	123	122	161	163	117	146	210	171	141	124	124	1,478	
	Reductions	(83)	(94)	(99)	(130)	(85)	(121)	(174)	(163)	(115)	(114)	(114)	(1,178)	
	Total	40	28	62	33	32	25	36	8	26	10	300		

**Total Employee Workforce Additions
By Race/Ethnicity and Action**

	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	40	12.6%	72	18.9%	68	17.5%	66	16.3%	60	19.0%	60	18.5%	83	20.8%	92	23.2%	78	23.7%	73	25.7%	82.5%
	Asian/Pacific Islander	27	8.5%	30	7.9%	33	8.5%	36	8.9%	31	9.8%	35	10.8%	32	8.0%	33	8.3%	33	10.0%	21	7.4%	-22.2%
	Black	13	4.1%	14	3.7%	19	4.9%	10	2.5%	12	3.8%	12	3.7%	20	5.0%	25	6.3%	13	4.0%	20	7.0%	53.8%
	Hispanic	119	37.4%	111	29.2%	113	29.0%	128	31.6%	103	32.7%	94	28.9%	139	34.8%	93	23.5%	98	29.8%	80	28.2%	-32.8%
	Native American/Alaskan	2	0.6%	2	0.5%	3	0.8%	3	0.7%	1	0.3%	1	0.3%	4	1.0%	3	0.8%	1	0.3%	1	0.4%	-50.0%
	Other	4	1.3%	8	2.1%	6	1.5%	6	1.5%	7	2.2%	9	2.8%	3	0.8%	16	4.0%	1	0.3%	1	0.4%	-75.0%
	White	113	35.5%	143	37.6%	147	37.8%	156	38.5%	101	32.1%	114	35.1%	118	29.6%	134	33.8%	105	31.9%	88	31.0%	-22.1%
Total		318	100.0%	380	100.0%	389	100.0%	405	100.0%	315	100.0%	325	100.0%	399	100.0%	396	100.0%	329	100.0%	284	100.0%	-10.7%

Race/Ethnicity	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Armenian	Hire	27	8.5%	57	15.0%	54	13.9%	46	11.4%	54	17.1%	53	16.3%	41	10.3%	65	16.4%	50	15.2%	52	18.3%	92.6%
	Rehire	8	2.5%	2	0.5%	4	1.0%	10	2.5%	1	0.3%	2	0.6%	16	4.0%	17	4.3%	25	7.6%	15	5.3%	87.5%
	Converted - Hire	5	1.6%	13	3.4%	10	2.6%	10	2.5%	5	1.6%	5	1.5%	26	6.5%	10	2.5%	3	0.9%	6	2.1%	20.0%
Armenian Total		40	12.6%	72	18.9%	68	17.5%	66	16.3%	60	19.0%	60	18.5%	83	20.8%	92	23.2%	78	23.7%	73	25.7%	82.5%
Asian/Pacific Islander	Hire	24	7.5%	25	6.6%	30	7.7%	30	7.4%	24	7.6%	27	8.3%	21	5.3%	26	6.6%	26	7.9%	19	6.7%	-20.8%
	Rehire	2	0.6%	4	1.1%	0	0.0%	3	0.7%	5	1.6%	0	0.0%	2	0.5%	2	0.5%	4	1.2%	1	0.4%	-50.0%
	Converted - Hire	1	0.3%	1	0.3%	3	0.8%	3	0.7%	2	0.6%	8	2.5%	9	2.3%	5	1.3%	3	0.9%	1	0.4%	0.0%
Asian/Pacific Islander Total		27	8.5%	30	7.9%	33	8.5%	36	8.9%	31	9.8%	35	10.8%	32	8.0%	33	8.3%	33	10.0%	21	7.4%	-22.2%
Black	Hire	11	3.5%	9	2.4%	17	4.4%	9	2.2%	11	3.5%	10	3.1%	12	3.0%	23	5.8%	8	2.4%	16	5.6%	45.5%
	Rehire	1	0.3%	2	0.5%	1	0.3%	0	0.0%	1	0.3%	0	0.0%	1	0.3%	0	0.0%	3	0.9%	2	0.7%	100.0%
	Converted - Hire	1	0.3%	3	0.8%	1	0.3%	1	0.2%	0	0.0%	2	0.6%	7	1.8%	2	0.5%	2	0.6%	2	0.7%	100.0%
Black Total		13	4.1%	14	3.7%	19	4.9%	10	2.5%	12	3.8%	12	3.7%	20	5.0%	25	6.3%	13	4.0%	20	7.0%	53.8%
Hispanic	Hire	92	28.9%	90	23.7%	84	21.6%	108	26.7%	78	24.8%	69	21.2%	96	24.1%	57	14.4%	77	23.4%	64	22.5%	-30.4%
	Rehire	10	3.1%	5	1.3%	8	2.1%	5	1.2%	8	2.5%	7	2.2%	16	4.0%	9	2.3%	11	3.3%	5	1.8%	-50.0%
	Converted - Hire	17	5.3%	16	4.2%	21	5.4%	15	3.7%	17	5.4%	18	5.5%	27	6.8%	27	6.8%	10	3.0%	11	3.9%	-35.3%
Hispanic Total		119	37.4%	111	29.2%	113	29.0%	128	31.6%	103	32.7%	94	28.9%	139	34.8%	93	23.5%	98	29.8%	80	28.2%	-32.8%
Native American/Alaskan	Hire	2	0.6%	1	0.3%	3	0.8%	1	0.2%	0	0.0%	1	0.3%	2	0.5%	1	0.3%	0	0.0%	1	0.4%	-50.0%
	Rehire	0	0.0%	1	0.3%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	N/A
	Converted - Hire	0	0.0%	0	0.0%	0	0.0%	1	0.2%	1	0.3%	0	0.0%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	N/A
Native American/Alaskan Total		2	0.6%	2	0.5%	3	0.8%	3	0.7%	1	0.3%	1	0.3%	4	1.0%	3	0.8%	1	0.3%	1	0.4%	-50.0%
Other	Hire	3	0.9%	5	1.3%	6	1.5%	3	0.7%	5	1.6%	7	2.2%	2	0.5%	14	3.5%	1	0.3%	0	0.0%	-100.0%
	Rehire	1	0.3%	2	0.5%	0	0.0%	1	0.2%	2	0.6%	0	0.0%	0	0.0%	2	0.5%	0	0.0%	0	0.0%	-100.0%
	Converted - Hire	0	0.0%	1	0.3%	0	0.0%	2	0.5%	0	0.0%	2	0.6%	1	0.3%	0	0.0%	0	0.0%	1	0.4%	N/A
Other Total		4	1.3%	8	2.1%	6	1.5%	6	1.5%	7	2.2%	9	2.8%	3	0.8%	16	4.0%	1	0.3%	1	0.4%	-75.0%
White	Hire	88	27.7%	114	30.0%	119	30.6%	119	29.4%	77	24.4%	88	27.1%	83	20.8%	95	24.0%	76	23.1%	63	22.2%	-28.4%
	Rehire	11	3.5%	13	3.4%	13	3.3%	23	5.7%	9	2.9%	12	3.7%	16	4.0%	20	5.1%	20	6.1%	21	7.4%	90.9%
	Converted - Hire	14	4.4%	16	4.2%	15	3.9%	14	3.5%	15	4.8%	14	4.3%	19	4.8%	19	4.8%	9	2.7%	4	1.4%	-71.4%
White Total		113	35.5%	143	37.6%	147	37.8%	156	38.5%	101	32.1%	114	35.1%	118	29.6%	134	33.8%	105	31.9%	88	31.0%	-22.1%
Grand Total		318	100.0%	380	100.0%	389	100.0%	405	100.0%	315	100.0%	325	100.0%	399	100.0%	396	100.0%	329	100.0%	284	100.0%	-10.7%

**Hourly Employee Workforce Additions
By Race/Ethnicity and Action**

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	30	15.4%	57	22.1%	48	21.1%	43	17.8%	45	22.7%	51	28.5%	50	26.5%	71	31.6%	58	30.9%	55	34.4%	83.3%
	Asian/Pacific Islander	15	7.7%	22	8.5%	19	8.3%	17	7.0%	16	8.1%	16	8.9%	14	7.4%	15	6.7%	15	8.0%	8	5.0%	-46.7%
	Black	10	5.1%	7	2.7%	16	7.0%	7	2.9%	9	4.5%	7	3.9%	7	3.7%	17	7.6%	7	3.7%	10	6.3%	0.0%
	Hispanic	82	42.1%	80	31.0%	68	29.8%	88	36.4%	66	33.3%	46	25.7%	62	32.8%	45	20.0%	51	27.1%	43	26.9%	-47.6%
	Native American/Alaskan	2	1.0%	2	0.8%	2	0.9%	2	0.8%	0	0.0%	0	0.0%	1	0.5%	2	0.9%	1	0.5%	1	0.6%	-50.0%
	Other	3	1.5%	6	2.3%	6	2.6%	4	1.7%	7	3.5%	4	2.2%	2	1.1%	15	6.7%	1	0.5%	0	0.0%	-100.0%
	White	53	27.2%	84	32.6%	69	30.3%	81	33.5%	55	27.8%	55	30.7%	53	28.0%	60	26.7%	55	29.3%	43	26.9%	-18.9%
Hourly Total		195	100.0%	258	100.0%	228	100.0%	242	100.0%	198	100.0%	179	100.0%	189	100.0%	225	100.0%	188	100.0%	160	100.0%	-17.9%

Type	Race/Ethnicity	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	Hire	22	11.3%	55	21.3%	45	19.7%	37	15.3%	44	22.2%	50	27.9%	34	18.0%	54	24.0%	35	18.6%	40	25.0%	81.8%
		Rehire	8	4.1%	2	0.8%	3	1.3%	6	2.5%	1	0.5%	1	0.6%	16	8.5%	17	7.6%	23	12.2%	15	9.4%	87.5%
	Armenian Total		30	15.4%	57	22.1%	48	21.1%	43	17.8%	45	22.7%	51	28.5%	50	26.5%	71	31.6%	58	30.9%	55	34.4%	83.3%
	Asian/Pacific Islander	Hire	14	7.2%	19	7.4%	19	8.3%	14	5.8%	12	6.1%	16	8.9%	12	6.3%	13	5.8%	12	6.4%	7	4.4%	-50.0%
		Rehire	1	0.5%	3	1.2%	0	0.0%	3	1.2%	4	2.0%	0	0.0%	2	1.1%	2	0.9%	3	1.6%	1	0.6%	0.0%
	Asian/Pacific Islander Total		15	7.7%	22	8.5%	19	8.3%	17	7.0%	16	8.1%	16	8.9%	14	7.4%	15	6.7%	15	8.0%	8	5.0%	-46.7%
	Black	Hire	9	4.6%	6	2.3%	15	6.6%	7	2.9%	8	4.0%	7	3.9%	6	3.2%	17	7.6%	4	2.1%	8	5.0%	-11.1%
		Rehire	1	0.5%	1	0.4%	1	0.4%	0	0.0%	1	0.5%	0	0.0%	1	0.5%	0	0.0%	3	1.6%	2	1.3%	100.0%
	Black Total		10	5.1%	7	2.7%	16	7.0%	7	2.9%	9	4.5%	7	3.9%	7	3.7%	17	7.6%	7	3.7%	10	6.3%	0.0%
	Hispanic	Hire	74	37.9%	76	29.5%	60	26.3%	83	34.3%	61	30.8%	44	24.6%	47	24.9%	38	16.9%	42	22.3%	39	24.4%	-47.3%
		Rehire	8	4.1%	4	1.6%	8	3.5%	5	2.1%	5	2.5%	2	1.1%	15	7.9%	7	3.1%	9	4.8%	4	2.5%	-50.0%
	Hispanic Total		82	42.1%	80	31.0%	68	29.8%	88	36.4%	66	33.3%	46	25.7%	62	32.8%	45	20.0%	51	27.1%	43	26.9%	-47.6%
	Native American/Alaskan	Hire	2	1.0%	1	0.4%	2	0.9%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.6%	-50.0%
		Rehire	0	0.0%	1	0.4%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	1	0.5%	1	0.4%	1	0.5%	0	0.0%	N/A
	Native American/Alaskan Total		2	1.0%	2	0.8%	2	0.9%	2	0.8%	0	0.0%	0	0.0%	1	0.5%	2	0.9%	1	0.5%	1	0.6%	-50.0%
	Other	Hire	2	1.0%	4	1.6%	6	2.6%	3	1.2%	5	2.5%	4	2.2%	2	1.1%	13	5.8%	1	0.5%	0	0.0%	-100.0%
		Rehire	1	0.5%	2	0.8%	0	0.0%	1	0.4%	2	1.0%	0	0.0%	0	0.0%	2	0.9%	0	0.0%	0	0.0%	-100.0%
	Other Total		3	1.5%	6	2.3%	6	2.6%	4	1.7%	7	3.5%	4	2.2%	2	1.1%	15	6.7%	1	0.5%	0	0.0%	-100.0%
	White	Hire	44	22.6%	72	27.9%	59	25.9%	62	25.6%	48	24.2%	46	25.7%	38	20.1%	41	18.2%	38	20.2%	26	16.3%	-40.9%
		Rehire	8	4.1%	12	4.7%	10	4.4%	18	7.4%	7	3.5%	9	5.0%	15	7.9%	19	8.4%	17	9.0%	17	10.6%	112.5%
Converted - Hire		1	0.5%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
White Total		53	27.2%	84	32.6%	69	30.3%	81	33.5%	55	27.8%	55	30.7%	53	28.0%	60	26.7%	55	29.3%	43	26.9%	-18.9%	
Hourly Total		195	100.0%	258	100.0%	228	100.0%	242	100.0%	198	100.0%	179	100.0%	189	100.0%	225	100.0%	188	100.0%	160	100.0%	-17.9%	

**Salaried Employee Workforce Additions
By Race/Ethnicity and Action**

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	10	8.1%	15	12.3%	20	12.4%	23	14.1%	15	12.8%	9	6.2%	33	15.7%	21	12.3%	20	14.2%	18	14.5%	80.0%
	Asian/Pacific Islander	12	9.8%	8	6.6%	14	8.7%	19	11.7%	15	12.8%	19	13.0%	18	8.6%	18	10.5%	18	12.8%	13	10.5%	8.3%
	Black	3	2.4%	7	5.7%	3	1.9%	3	1.8%	3	2.6%	5	3.4%	13	6.2%	8	4.7%	6	4.3%	10	8.1%	233.3%
	Hispanic	37	30.1%	31	25.4%	45	28.0%	40	24.5%	37	31.6%	48	32.9%	77	36.7%	48	28.1%	47	33.3%	37	29.8%	0.0%
	Native American/Alaskan	0	0.0%	0	0.0%	1	0.6%	1	0.6%	1	0.9%	1	0.7%	3	1.4%	1	0.6%	0	0.0%	0	0.0%	N/A
	Other	1	0.8%	2	1.6%	0	0.0%	2	1.2%	0	0.0%	5	3.4%	1	0.5%	1	0.6%	0	0.0%	1	0.8%	0.0%
Salaried Total		123	100.0%	122	100.0%	161	100.0%	163	100.0%	117	100.0%	146	100.0%	210	100.0%	171	100.0%	141	100.0%	124	100.0%	0.8%

Type	Race/Ethnicity	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	Hire	5	4.1%	2	1.6%	9	5.6%	9	5.5%	10	8.5%	3	2.1%	7	3.3%	11	6.4%	15	10.6%	12	9.7%	140.0%
		Rehire	0	0.0%	0	0.0%	1	0.6%	4	2.5%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	2	1.4%	0	0.0%	N/A
		Converted - Hire	5	4.1%	13	10.7%	10	6.2%	10	6.1%	5	4.3%	5	3.4%	26	12.4%	10	5.8%	3	2.1%	6	4.8%	20.0%
	Armenian Total		10	8.1%	15	12.3%	20	12.4%	23	14.1%	15	12.8%	9	6.2%	33	15.7%	21	12.3%	20	14.2%	18	14.5%	80.0%
	Asian/Pacific Islander	Hire	10	8.1%	6	4.9%	11	6.8%	16	9.8%	12	10.3%	11	7.5%	9	4.3%	13	7.6%	14	9.9%	12	9.7%	20.0%
		Rehire	1	0.8%	1	0.8%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	-100.0%
		Converted - Hire	1	0.8%	1	0.8%	3	1.9%	3	1.8%	2	1.7%	8	5.5%	9	4.3%	5	2.9%	3	2.1%	1	0.8%	0.0%
	Asian/Pacific Islander Total		12	9.8%	8	6.6%	14	8.7%	19	11.7%	15	12.8%	19	13.0%	18	8.6%	18	10.5%	18	12.8%	13	10.5%	8.3%
	Black	Hire	2	1.6%	3	2.5%	2	1.2%	2	1.2%	3	2.6%	3	2.1%	6	2.9%	6	3.5%	4	2.8%	8	6.5%	300.0%
		Rehire	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Converted - Hire	1	0.8%	3	2.5%	1	0.6%	1	0.6%	0	0.0%	2	1.4%	7	3.3%	2	1.2%	2	1.4%	2	1.6%	100.0%
	Black Total		3	2.4%	7	5.7%	3	1.9%	3	1.8%	3	2.6%	5	3.4%	13	6.2%	8	4.7%	6	4.3%	10	8.1%	233.3%
	Hispanic	Hire	18	14.6%	14	11.5%	24	14.9%	25	15.3%	17	14.5%	25	17.1%	49	23.3%	19	11.1%	35	24.8%	25	20.2%	38.9%
		Rehire	2	1.6%	1	0.8%	0	0.0%	0	0.0%	3	2.6%	5	3.4%	1	0.5%	2	1.2%	2	1.4%	1	0.8%	-50.0%
		Converted - Hire	17	13.8%	16	13.1%	21	13.0%	15	9.2%	17	14.5%	18	12.3%	27	12.9%	27	15.8%	10	7.1%	11	8.9%	-35.3%
	Hispanic Total		37	30.1%	31	25.4%	45	28.0%	40	24.5%	37	31.6%	48	32.9%	77	36.7%	48	28.1%	47	33.3%	37	29.8%	0.0%
	Native American/Alaskan	Hire	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	1	0.7%	2	1.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Converted - Hire	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.9%	0	0.0%	1	0.5%	1	0.6%	0	0.0%	0	0.0%	N/A
	Native American/Alaskan Total		0	0.0%	0	0.0%	1	0.6%	1	0.6%	1	0.9%	1	0.7%	3	1.4%	1	0.6%	0	0.0%	0	0.0%	N/A
	Other	Hire	1	0.8%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	3	2.1%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	-100.0%
Converted - Hire		0	0.0%	1	0.8%	0	0.0%	2	1.2%	0	0.0%	2	1.4%	1	0.5%	0	0.0%	0	0.0%	1	0.8%	N/A	
Other Total		1	0.8%	2	1.6%	0	0.0%	2	1.2%	0	0.0%	5	3.4%	1	0.5%	1	0.6%	0	0.0%	1	0.8%	0.0%	
White	Hire	44	35.8%	42	34.4%	60	37.3%	57	35.0%	29	24.8%	42	28.8%	45	21.4%	54	31.6%	38	27.0%	37	29.8%	-15.9%	
	Rehire	3	2.4%	1	0.8%	3	1.9%	5	3.1%	2	1.7%	3	2.1%	1	0.5%	1	0.6%	3	2.1%	4	3.2%	33.3%	
	Converted - Hire	13	10.6%	16	13.1%	15	9.3%	13	8.0%	15	12.8%	14	9.6%	19	9.0%	19	11.1%	9	6.4%	4	3.2%	-69.2%	
White Total		60	48.8%	59	48.4%	78	48.4%	75	46.0%	46	39.3%	59	40.4%	65	31.0%	74	43.3%	50	35.5%	45	36.3%	-25.0%	
Salaried Total		123	100.0%	122	100.0%	161	100.0%	163	100.0%	117	100.0%	146	100.0%	210	100.0%	171	100.0%	141	100.0%	124	100.0%	0.8%	

**Total Employee Workforce Reductions Including Retirements and Conversions
By Race/Ethnicity and Action**

Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	34	12.2%	38	12.7%	42	12.9%	52	14.7%	25	12.0%	28	10.1%	86	20.9%	67	19.1%	57	23.6%	62	30.4%	82.4%
Armenian	19	6.8%	30	10.0%	24	7.4%	27	7.6%	18	8.7%	24	8.7%	32	7.8%	31	8.9%	17	7.0%	11	5.4%	-42.1%
Asian/Pacific Islander	10	3.6%	14	4.7%	13	4.0%	12	3.4%	9	4.3%	11	4.0%	17	4.1%	20	5.7%	14	5.8%	13	6.4%	30.0%
Black	94	33.7%	83	27.8%	94	28.8%	95	26.8%	62	29.8%	76	27.5%	102	24.8%	109	31.1%	57	23.6%	52	25.5%	-44.7%
Hispanic	2	0.7%	0	0.0%	3	0.9%	1	0.3%	2	1.0%	0	0.0%	1	0.2%	3	0.9%	2	0.8%	1	0.5%	-50.0%
Native American/Alaskan	3	1.1%	5	1.7%	5	1.5%	10	2.8%	4	1.9%	5	1.8%	8	1.9%	7	2.0%	0	0.0%	4	2.0%	33.3%
Other	117	41.9%	129	43.1%	145	44.5%	157	44.4%	88	42.3%	132	47.8%	166	40.3%	113	32.3%	95	39.3%	61	29.9%	-47.9%
Total	279	100.0%	299	100.0%	326	100.0%	354	100.0%	208	100.0%	276	100.0%	412	100.0%	350	100.0%	242	100.0%	204	100.0%	-26.9%

Race/Ethnicity	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Armenian	Separated	29	10.4%	25	8.4%	32	9.8%	42	11.9%	19	9.1%	21	7.6%	60	14.6%	57	13.8%	54	19.2%	56	21.9%	93.1%
	Retirement	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	2	0.8%	N/A
	Converted	5	1.8%	13	4.3%	10	3.1%	10	2.8%	5	2.4%	5	1.8%	26	6.3%	10	2.4%	3	1.1%	6	2.3%	20.0%
Armenian Total		34	12.2%	38	12.7%	42	12.9%	52	14.7%	25	12.0%	28	10.1%	86	20.9%	67	16.3%	57	20.3%	64	25.0%	88.2%
Asian/Pacific Islander	Separated	13	4.7%	24	8.0%	21	6.4%	20	5.6%	14	6.7%	11	4.0%	18	4.4%	26	6.3%	14	5.0%	10	3.9%	-23.1%
	Retirement	5	1.8%	5	1.7%	0	0.0%	4	1.1%	2	1.0%	5	1.8%	4	1.0%	4	1.0%	1	0.4%	3	1.2%	-40.0%
	Converted	1	0.4%	1	0.3%	3	0.9%	3	0.8%	2	1.0%	8	2.9%	9	2.2%	5	1.2%	3	1.1%	1	0.4%	0.0%
Asian/Pacific Islander Total		19	6.8%	30	10.0%	24	7.4%	27	7.6%	18	8.7%	24	8.7%	32	7.8%	35	8.5%	18	6.4%	14	5.5%	-26.3%
Black	Separated	8	2.9%	9	3.0%	11	3.4%	8	2.3%	7	3.4%	9	3.3%	10	2.4%	18	4.4%	12	4.3%	11	4.3%	37.5%
	Retirement	1	0.4%	2	0.7%	1	0.3%	3	0.8%	2	1.0%	0	0.0%	0	0.0%	1	0.2%	5	1.8%	1	0.4%	0.0%
	Converted	1	0.4%	3	1.0%	1	0.3%	1	0.3%	0	0.0%	2	0.7%	7	1.7%	2	0.5%	2	0.7%	2	0.8%	100.0%
Black Total		10	3.6%	14	4.7%	13	4.0%	12	3.4%	9	4.3%	11	4.0%	17	4.1%	21	5.1%	19	6.8%	14	5.5%	40.0%
Hispanic	Separated	73	26.2%	64	21.4%	69	21.2%	75	21.2%	43	20.7%	55	19.9%	61	14.8%	82	19.9%	47	16.7%	41	16.0%	-43.8%
	Retirement	4	1.4%	3	1.0%	4	1.2%	5	1.4%	2	1.0%	3	1.1%	14	3.4%	10	2.4%	5	1.8%	11	4.3%	175.0%
	Converted	17	6.1%	16	5.4%	21	6.4%	15	4.2%	17	8.2%	18	6.5%	27	6.6%	27	6.6%	10	3.6%	11	4.3%	-35.3%
Hispanic Total		94	33.7%	83	27.8%	94	28.8%	95	26.8%	62	29.8%	76	27.5%	102	24.8%	119	28.9%	62	22.1%	63	24.6%	-33.0%
Native American/Alaskan	Separated	1	0.4%	0	0.0%	3	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.5%	2	0.7%	1	0.4%	0.0%
	Retirement	1	0.4%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.8%	100.0%
	Converted	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.5%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	N/A
Native American/Alaskan Total		2	0.7%	0	0.0%	3	0.9%	1	0.3%	2	1.0%	0	0.0%	1	0.2%	3	0.7%	2	0.7%	3	1.2%	50.0%
Other	Separated	3	1.1%	4	1.3%	5	1.5%	8	2.3%	4	1.9%	3	1.1%	7	1.7%	7	1.7%	0	0.0%	3	1.2%	0.0%
	Retirement	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	N/A
	Converted	0	0.0%	1	0.3%	0	0.0%	2	0.6%	0	0.0%	2	0.7%	1	0.2%	0	0.0%	0	0.0%	1	0.4%	N/A
Other Total		3	1.1%	5	1.7%	5	1.5%	10	2.8%	4	1.9%	5	1.8%	8	1.9%	7	1.7%	1	0.4%	4	1.6%	33.3%
White	Separated	69	24.7%	88	29.4%	106	32.5%	92	26.0%	46	22.1%	75	27.2%	89	21.6%	94	22.8%	86	30.6%	57	22.3%	-17.4%
	Retirement	34	12.2%	25	8.4%	24	7.4%	51	14.4%	27	13.0%	43	15.6%	58	14.1%	47	11.4%	27	9.6%	33	12.9%	-2.9%
	Converted	14	5.0%	16	5.4%	15	4.6%	14	4.0%	15	7.2%	14	5.1%	19	4.6%	19	4.6%	9	3.2%	4	1.6%	-71.4%
White Total		117	41.9%	129	43.1%	145	44.5%	157	44.4%	88	42.3%	132	47.8%	166	40.3%	160	38.8%	122	43.4%	94	36.7%	-19.7%
Grand Total		279	100.0%	299	100.0%	326	100.0%	354	100.0%	208	100.0%	276	100.0%	412	100.0%	412	100.0%	281	100.0%	256	100.0%	-8.2%

Hourly Employee Workforce Reductions Including Retirements and Conversions By Race/Ethnicity and Action

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	32	16.3%	38	18.5%	39	17.2%	48	21.4%	20	16.3%	23	14.8%	77	32.4%	61	24.5%	50	30.1%	56	39.4%	75.0%
	Asian/Pacific Islander	11	5.6%	17	8.3%	21	9.3%	17	7.6%	9	7.3%	16	10.3%	22	9.2%	19	7.6%	10	6.0%	5	3.5%	-54.5%
	Black	9	4.6%	11	5.4%	8	3.5%	7	3.1%	6	4.9%	9	5.8%	13	5.5%	12	4.8%	10	6.0%	9	6.3%	0.0%
	Hispanic	82	41.8%	69	33.7%	75	33.0%	77	34.4%	42	34.1%	49	31.6%	58	24.4%	78	31.3%	36	21.7%	35	24.6%	-57.3%
	Native American/Alaskan	1	0.5%	0	0.0%	3	1.3%	1	0.4%	1	0.8%	0	0.0%	1	0.4%	2	0.8%	2	1.2%	1	0.7%	0.0%
	Other	3	1.5%	5	2.4%	4	1.8%	9	4.0%	4	3.3%	5	3.2%	7	2.9%	7	2.8%	0	0.0%	3	2.1%	0.0%
	White	58	29.6%	65	31.7%	77	33.9%	65	29.0%	41	33.3%	53	34.2%	60	25.2%	70	28.1%	58	34.9%	33	23.2%	-43.1%
Hourly Total		196	100.0%	205	100.0%	227	100.0%	224	100.0%	123	100.0%	155	100.0%	238	100.0%	249	100.0%	166	100.0%	142	100.0%	-27.6%

Type	Race/Ethnicity	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	Separated	27	13.8%	25	12.2%	29	12.8%	38	17.0%	15	12.2%	18	11.6%	51	21.4%	51	20.5%	47	28.3%	50	35.2%	85.2%
		Converted	5	2.6%	13	6.3%	10	4.4%	10	4.5%	5	4.1%	5	3.2%	26	10.9%	10	4.0%	3	1.8%	6	4.2%	20.0%
	Armenian Total		32	16.3%	38	18.5%	39	17.2%	48	21.4%	20	16.3%	23	14.8%	77	32.4%	61	24.5%	50	30.1%	56	39.4%	75.0%
	Asian/Pacific Islander	Separated	10	5.1%	16	7.8%	18	7.9%	13	5.8%	7	5.7%	7	4.5%	13	5.5%	14	5.6%	7	4.2%	4	2.8%	-60.0%
		Retirement	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Converted	1	0.5%	1	0.5%	3	1.3%	3	1.3%	2	1.6%	8	5.2%	9	3.8%	5	2.0%	3	1.8%	1	0.7%	0.0%
	Asian/Pacific Islander Total		11	5.6%	17	8.3%	21	9.3%	17	7.6%	9	7.3%	16	10.3%	22	9.2%	19	7.6%	10	6.0%	5	3.5%	-54.5%
	Black	Separated	8	4.1%	8	3.9%	7	3.1%	6	2.7%	6	4.9%	7	4.5%	6	2.5%	10	4.0%	8	4.8%	7	4.9%	-12.5%
		Converted	1	0.5%	3	1.5%	1	0.4%	1	0.4%	0	0.0%	2	1.3%	7	2.9%	2	0.8%	2	1.2%	2	1.4%	100.0%
	Black Total		9	4.6%	11	5.4%	8	3.5%	7	3.1%	6	4.9%	9	5.8%	13	5.5%	12	4.8%	10	6.0%	9	6.3%	0.0%
	Hispanic	Separated	65	33.2%	53	25.9%	54	23.8%	62	27.7%	25	20.3%	31	20.0%	31	13.0%	51	20.5%	26	15.7%	24	16.9%	-63.1%
		Converted	17	8.7%	16	7.8%	21	9.3%	15	6.7%	17	13.8%	18	11.6%	27	11.3%	27	10.8%	10	6.0%	11	7.7%	-35.3%
	Hispanic Total		82	41.8%	69	33.7%	75	33.0%	77	34.4%	42	34.1%	49	31.6%	58	24.4%	78	31.3%	36	21.7%	35	24.6%	-57.3%
	Native American/Alaskan	Separated	1	0.5%	0	0.0%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	2	1.2%	1	0.7%	0.0%
		Converted	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.8%	0	0.0%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	N/A
	Native American/Alaskan Total		1	0.5%	0	0.0%	3	1.3%	1	0.4%	1	0.8%	0	0.0%	1	0.4%	2	0.8%	2	1.2%	1	0.7%	0.0%
	Other	Separated	3	1.5%	4	2.0%	4	1.8%	7	3.1%	4	3.3%	3	1.9%	6	2.5%	7	2.8%	0	0.0%	2	1.4%	-33.3%
		Converted	0	0.0%	1	0.5%	0	0.0%	2	0.9%	0	0.0%	2	1.3%	1	0.4%	0	0.0%	0	0.0%	1	0.7%	N/A
	Other Total		3	1.5%	5	2.4%	4	1.8%	9	4.0%	4	3.3%	5	3.2%	7	2.9%	7	2.8%	0	0.0%	3	2.1%	0.0%
	White	Separated	45	23.0%	47	22.9%	62	27.3%	49	21.9%	26	21.1%	37	23.9%	41	17.2%	51	20.5%	49	29.5%	29	20.4%	-35.6%
Retirement		0	0.0%	2	1.0%	0	0.0%	3	1.3%	0	0.0%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	
Converted		13	6.6%	16	7.8%	15	6.6%	13	5.8%	15	12.2%	14	9.0%	19	8.0%	19	7.6%	9	5.4%	4	2.8%	-69.2%	
White Total		58	29.6%	65	31.7%	77	33.9%	65	29.0%	41	33.3%	53	34.2%	60	25.2%	70	28.1%	58	34.9%	33	23.2%	-43.1%	
Hourly Total		196	100.0%	205	100.0%	227	100.0%	224	100.0%	123	100.0%	155	100.0%	238	100.0%	249	100.0%	166	100.0%	142	100.0%	-27.6%	

**Salaried Employee Workforce Reductions Including Retirements and Conversions
By Race/Ethnicity and Action**

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	2	2.4%	0	0.0%	3	3.0%	4	3.1%	5	5.9%	5	4.1%	9	5.2%	6	5.9%	7	9.2%	6	9.7%	200.0%
	Asian/Pacific Islander	8	9.6%	13	13.8%	3	3.0%	10	7.7%	9	10.6%	8	6.6%	10	5.7%	12	11.9%	7	9.2%	6	9.7%	-25.0%
	Black	1	1.2%	3	3.2%	5	5.1%	5	3.8%	3	3.5%	2	1.7%	4	2.3%	8	7.9%	4	5.3%	4	6.5%	300.0%
	Hispanic	12	14.5%	14	14.9%	19	19.2%	18	13.8%	20	23.5%	27	22.3%	44	25.3%	31	30.7%	21	27.6%	17	27.4%	41.7%
	Native American/Alaskan	1	1.2%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	-100.0%
	Other	0	0.0%	0	0.0%	1	1.0%	1	0.8%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	1	1.6%	N/A
	White	59	71.1%	64	68.1%	68	68.7%	92	70.8%	47	55.3%	79	65.3%	106	60.9%	43	42.6%	37	48.7%	28	45.2%	-52.5%
Salaried Total		83	100.0%	94	100.0%	99	100.0%	130	100.0%	85	100.0%	121	100.0%	174	100.0%	101	100.0%	76	100.0%	62	100.0%	-25.3%

Type	Race/Ethnicity	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	Separated	2	2.4%	0	0.0%	3	3.0%	4	3.1%	4	4.7%	3	2.5%	9	5.2%	6	3.7%	7	6.1%	6	5.3%	200.0%
		Retirement	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	2	1.7%	0	0.0%	0	0.0%	0	0.0%	2	1.8%	N/A
	Armenian Total		2	2.4%	0	0.0%	3	3.0%	4	3.1%	5	5.9%	5	4.1%	9	5.2%	6	3.7%	7	6.1%	8	7.0%	300.0%
	Asian/Pacific Islander	Separated	3	3.6%	8	8.5%	3	3.0%	7	5.4%	7	8.2%	4	3.3%	5	2.9%	12	7.4%	7	6.1%	6	5.3%	100.0%
		Retirement	5	6.0%	5	5.3%	0	0.0%	3	2.3%	2	2.4%	4	3.3%	5	2.9%	4	2.5%	1	0.9%	3	2.6%	-40.0%
	Asian/Pacific Islander Total		8	9.6%	13	13.8%	3	3.0%	10	7.7%	9	10.6%	8	6.6%	10	5.7%	16	9.8%	8	7.0%	9	7.9%	12.5%
	Black	Separated	0	0.0%	1	1.1%	4	4.0%	2	1.5%	1	1.2%	2	1.7%	4	2.3%	8	4.9%	4	3.5%	4	3.5%	N/A
		Retirement	1	1.2%	2	2.1%	1	1.0%	3	2.3%	2	2.4%	0	0.0%	0	0.0%	1	0.6%	5	4.3%	1	0.9%	0.0%
	Black Total		1	1.2%	3	3.2%	5	5.1%	5	3.8%	3	3.5%	2	1.7%	4	2.3%	9	5.5%	9	7.8%	5	4.4%	400.0%
	Hispanic	Separated	8	9.6%	11	11.7%	15	15.2%	13	10.0%	18	21.2%	24	19.8%	30	17.2%	31	19.0%	21	18.3%	17	14.9%	112.5%
		Retirement	4	4.8%	3	3.2%	4	4.0%	5	3.8%	2	2.4%	3	2.5%	14	8.0%	10	6.1%	5	4.3%	11	9.6%	175.0%
	Hispanic Total		12	14.5%	14	14.9%	19	19.2%	18	13.8%	20	23.5%	27	22.3%	44	25.3%	41	25.2%	26	22.6%	28	24.6%	133.3%
	Native American/Alaskan	Separated	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	N/A
		Retirement	1	1.2%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.8%	100.0%
	Native American/Alaskan Total		1	1.2%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	2	1.8%	100.0%
	Other	Separated	0	0.0%	0	0.0%	1	1.0%	1	0.8%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	1	0.9%	N/A
		Retirement	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	N/A
	Other Total		0	0.0%	0	0.0%	1	1.0%	1	0.8%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	1	0.9%	1	0.9%	N/A
	White	Separated	24	28.9%	41	43.6%	44	44.4%	43	33.1%	20	23.5%	38	31.4%	48	27.6%	43	26.4%	37	32.2%	28	24.6%	16.7%
		Retirement	34	41.0%	23	24.5%	24	24.2%	48	36.9%	27	31.8%	41	33.9%	58	33.3%	47	28.8%	27	23.5%	33	28.9%	-2.9%
Converted		1	1.2%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
White Total		59	71.1%	64	68.1%	68	68.7%	92	70.8%	47	55.3%	79	65.3%	106	60.9%	90	55.2%	64	55.7%	61	53.5%	3.4%	
Salaried Total		83	100.0%	94	100.0%	99	100.0%	130	100.0%	85	100.0%	121	100.0%	174	100.0%	163	100.0%	115	100.0%	114	100.0%	37.3%	

**Total Employee Workforce Reductions Including Retirements and Conversions
By Action and Race/Ethnicity**

	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	34	12.2%	38	12.7%	42	12.9%	52	14.7%	25	12.0%	28	10.1%	86	20.9%	67	19.1%	57	23.6%	62	30.4%	82.4%
	Asian/Pacific Islander	19	6.8%	30	10.0%	24	7.4%	27	7.6%	18	8.7%	24	8.7%	32	7.8%	31	8.9%	17	7.0%	11	5.4%	-42.1%
	Black	10	3.6%	14	4.7%	13	4.0%	12	3.4%	9	4.3%	11	4.0%	17	4.1%	20	5.7%	14	5.8%	13	6.4%	30.0%
	Hispanic	94	33.7%	83	27.8%	94	28.8%	95	26.8%	62	29.8%	76	27.5%	102	24.8%	109	31.1%	57	23.6%	52	25.5%	-44.7%
	Native American/Alaskan	2	0.7%	0	0.0%	3	0.9%	1	0.3%	2	1.0%	0	0.0%	1	0.2%	3	0.9%	2	0.8%	1	0.5%	-50.0%
	Other	3	1.1%	5	1.7%	5	1.5%	10	2.8%	4	1.9%	5	1.8%	8	1.9%	7	2.0%	0	0.0%	4	2.0%	33.3%
	White	117	41.9%	129	43.1%	145	44.5%	157	44.4%	88	42.3%	132	47.8%	166	40.3%	113	32.3%	95	39.3%	61	29.9%	-47.9%
Total		279	100.0%	299	100.0%	326	100.0%	354	100.0%	208	100.0%	276	100.0%	412	100.0%	350	100.0%	242	100.0%	204	100.0%	-26.9%

Action	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Separated	Armenian	29	10.4%	25	8.4%	32	9.8%	42	11.9%	19	9.1%	21	7.6%	60	14.6%	57	13.8%	54	19.2%	56	21.9%	93.1%
	Asian/Pacific Islander	13	4.7%	24	8.0%	21	6.4%	20	5.6%	14	6.7%	11	4.0%	18	4.4%	26	6.3%	14	5.0%	10	3.9%	-23.1%
	Black	8	2.9%	9	3.0%	11	3.4%	8	2.3%	7	3.4%	9	3.3%	10	2.4%	18	4.4%	12	4.3%	11	4.3%	37.5%
	Hispanic	73	26.2%	64	21.4%	69	21.2%	75	21.2%	43	20.7%	55	19.9%	61	14.8%	82	19.9%	47	16.7%	41	16.0%	-43.8%
	Native American/Alaskan	1	0.4%	0	0.0%	3	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.5%	2	0.7%	1	0.4%	0.0%
	Other	3	1.1%	4	1.3%	5	1.5%	8	2.3%	4	1.9%	3	1.1%	7	1.7%	7	1.7%	0	0.0%	3	1.2%	0.0%
	White	69	24.7%	88	29.4%	106	32.5%	92	26.0%	46	22.1%	75	27.2%	89	21.6%	94	22.8%	86	30.6%	57	22.3%	-17.4%
Separated Total		196	70.3%	214	71.6%	247	75.8%	245	69.2%	133	63.9%	174	63.0%	245	59.5%	286	69.4%	215	76.5%	179	69.9%	-8.7%
Retirement	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	2	0.8%	N/A
	Asian/Pacific Islander	5	1.8%	5	1.7%	0	0.0%	4	1.1%	2	1.0%	5	1.8%	5	1.2%	4	1.0%	1	0.4%	3	1.2%	-40.0%
	Black	1	0.4%	2	0.7%	1	0.3%	3	0.8%	2	1.0%	0	0.0%	0	0.0%	1	0.2%	5	1.8%	1	0.4%	0.0%
	Hispanic	4	1.4%	3	1.0%	4	1.2%	5	1.4%	2	1.0%	3	1.1%	14	3.4%	10	2.4%	5	1.8%	11	4.3%	175.0%
	Native American/Alaskan	1	0.4%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.8%	100.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	N/A
	White	34	12.2%	25	8.4%	24	7.4%	51	14.4%	27	13.0%	43	15.6%	58	14.1%	47	11.4%	27	9.6%	33	12.9%	-2.9%
Retirement Total		45	16.1%	35	11.7%	29	8.9%	63	17.8%	35	16.8%	53	19.2%	77	18.7%	62	15.0%	39	13.9%	52	20.3%	
Converted	Armenian	5	1.8%	13	4.3%	10	3.1%	10	2.8%	5	2.4%	5	1.8%	26	6.3%	10	2.4%	3	1.1%	6	2.3%	20.0%
	Asian/Pacific Islander	1	0.4%	1	0.3%	3	0.9%	3	0.8%	2	1.0%	8	2.9%	9	2.2%	5	1.2%	3	1.1%	1	0.4%	0.0%
	Black	1	0.4%	3	1.0%	1	0.3%	1	0.3%	0	0.0%	2	0.7%	7	1.7%	2	0.5%	2	0.7%	2	0.8%	100.0%
	Hispanic	17	6.1%	16	5.4%	21	6.4%	15	4.2%	17	8.2%	18	6.5%	27	6.6%	27	6.6%	10	3.6%	11	4.3%	-35.3%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.5%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	N/A
	Other	0	0.0%	1	0.3%	0	0.0%	2	0.6%	0	0.0%	2	0.7%	1	0.2%	0	0.0%	0	0.0%	1	0.4%	N/A
	White	14	5.0%	16	5.4%	15	4.6%	14	4.0%	15	7.2%	14	5.1%	19	4.6%	19	4.6%	9	3.2%	4	1.6%	
Converted Total		38	13.6%	50	16.7%	50	15.3%	46	13.0%	40	19.2%	49	17.8%	90	21.8%	64	15.5%	27	9.6%	25	9.8%	-34.2%
Grand Total		279	100.0%	299	100.0%	326	100.0%	354	100.0%	208	100.0%	276	100.0%	412	100.0%	412	100.0%	281	100.0%	256	100.0%	-8.2%

**Hourly Employee Workforce Reductions Including Retirements and Conversions
By Action and Race/Ethnicity**

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	32	16.3%	38	18.5%	39	17.2%	48	21.4%	20	16.3%	23	14.8%	77	32.4%	61	24.5%	50	30.1%	56	39.4%	75.0%
	Asian/Pacific Islander	11	5.6%	17	8.3%	21	9.3%	17	7.6%	9	7.3%	16	10.3%	22	9.2%	19	7.6%	10	6.0%	5	3.5%	-54.5%
	Black	9	4.6%	11	5.4%	8	3.5%	7	3.1%	6	4.9%	9	5.8%	13	5.5%	12	4.8%	10	6.0%	9	6.3%	0.0%
	Hispanic	82	41.8%	69	33.7%	75	33.0%	77	34.4%	42	34.1%	49	31.6%	58	24.4%	78	31.3%	36	21.7%	35	24.6%	-57.3%
	Native American/Alaskan	1	0.5%	0	0.0%	3	1.3%	1	0.4%	1	0.8%	0	0.0%	1	0.4%	2	0.8%	2	1.2%	1	0.7%	0.0%
	Other	3	1.5%	5	2.4%	4	1.8%	9	4.0%	4	3.3%	5	3.2%	7	2.9%	7	2.8%	0	0.0%	3	2.1%	0.0%
	White	58	29.6%	65	31.7%	77	33.9%	65	29.0%	41	33.3%	53	34.2%	60	25.2%	70	28.1%	58	34.9%	33	23.2%	-43.1%
Hourly Total		196	100.0%	205	100.0%	227	100.0%	224	100.0%	123	100.0%	155	100.0%	238	100.0%	249	100.0%	166	100.0%	142	100.0%	-27.6%

Type	Action	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Separated	Armenian	27	13.8%	25	12.2%	29	12.8%	38	17.0%	15	12.2%	18	11.6%	51	21.4%	51	20.5%	47	28.3%	50	35.2%	85.2%
		Asian/Pacific Islander	10	5.1%	16	7.8%	18	7.9%	13	5.8%	7	5.7%	7	4.5%	13	5.5%	14	5.6%	7	4.2%	4	2.8%	-60.0%
		Black	8	4.1%	8	3.9%	7	3.1%	6	2.7%	6	4.9%	7	4.5%	6	2.5%	10	4.0%	8	4.8%	7	4.9%	-12.5%
		Hispanic	65	33.2%	53	25.9%	54	23.8%	62	27.7%	25	20.3%	31	20.0%	31	13.0%	51	20.5%	26	15.7%	24	16.9%	-63.1%
		Native American/Alaskan	1	0.5%	0	0.0%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	2	1.2%	1	0.7%	0.0%
		Other	3	1.5%	4	2.0%	4	1.8%	7	3.1%	4	3.3%	3	1.9%	6	2.5%	7	2.8%	0	0.0%	2	1.4%	-33.3%
		White	45	23.0%	47	22.9%	62	27.3%	49	21.9%	26	21.1%	37	23.9%	41	17.2%	51	20.5%	49	29.5%	29	20.4%	-35.6%
	Separated Total		159	81.1%	153	74.6%	177	78.0%	175	78.1%	83	67.5%	103	66.5%	148	62.2%	185	74.3%	139	83.7%	117	82.4%	-26.4%
	Retirement	Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	0	0.0%	2	1.0%	0	0.0%	3	1.3%	0	0.0%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Retirement Total		0	0.0%	2	1.0%	0	0.0%	4	1.8%	0	0.0%	3	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Converted	Armenian	5	2.6%	13	6.3%	10	4.4%	10	4.5%	5	4.1%	5	3.2%	26	10.9%	10	4.0%	3	1.8%	6	4.2%	20.0%
		Asian/Pacific Islander	1	0.5%	1	0.5%	3	1.3%	3	1.3%	2	1.6%	8	5.2%	9	3.8%	5	2.0%	3	1.8%	1	0.7%	0.0%
		Black	1	0.5%	3	1.5%	1	0.4%	1	0.4%	0	0.0%	2	1.3%	7	2.9%	2	0.8%	2	1.2%	2	1.4%	100.0%
		Hispanic	17	8.7%	16	7.8%	21	9.3%	15	6.7%	17	13.8%	18	11.6%	27	11.3%	27	10.8%	10	6.0%	11	7.7%	-35.3%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.8%	0	0.0%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	N/A
Other		0	0.0%	1	0.5%	0	0.0%	2	0.9%	0	0.0%	2	1.3%	1	0.4%	0	0.0%	0	0.0%	1	0.7%	N/A	
White		13	6.6%	16	7.8%	15	6.6%	13	5.8%	15	12.2%	14	9.0%	19	8.0%	19	7.6%	9	5.4%	4	2.8%	-69.2%	
Converted Total		37	18.9%	50	24.4%	50	22.0%	45	20.1%	40	32.5%	49	31.6%	90	37.8%	64	25.7%	27	16.3%	25	17.6%	-32.4%	
Hourly Total		196	100.0%	205	100.0%	227	100.0%	224	100.0%	123	100.0%	155	100.0%	238	100.0%	249	100.0%	166	100.0%	142	100.0%	-27.6%	

**Salaried Employee Workforce Reductions Including Retirements and Conversions
By Action and Race/Ethnicity**

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Salaried	Armenian	2	2.4%	0	0.0%	3	3.0%	4	3.1%	5	5.9%	5	4.1%	9	5.2%	6	5.9%	7	9.2%	6	9.7%	200.0%
	Asian/Pacific Islander	8	9.6%	13	13.8%	3	3.0%	10	7.7%	9	10.6%	8	6.6%	10	5.7%	12	11.9%	7	9.2%	6	9.7%	-25.0%
	Black	1	1.2%	3	3.2%	5	5.1%	5	3.8%	3	3.5%	2	1.7%	4	2.3%	8	7.9%	4	5.3%	4	6.5%	300.0%
	Hispanic	12	14.5%	14	14.9%	19	19.2%	18	13.8%	20	23.5%	27	22.3%	44	25.3%	31	30.7%	21	27.6%	17	27.4%	41.7%
	Native American/Alaskan	1	1.2%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	-100.0%
	Other	0	0.0%	0	0.0%	1	1.0%	1	0.8%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	1	1.6%	N/A
	White	59	71.1%	64	68.1%	68	68.7%	92	70.8%	47	55.3%	79	65.3%	106	60.9%	43	42.6%	37	48.7%	28	45.2%	-52.5%
Salaried Total		83	100.0%	94	100.0%	99	100.0%	130	100.0%	85	100.0%	121	100.0%	174	100.0%	101	100.0%	76	100.0%	62	100.0%	-25.3%

Type	Action	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Salaried	Separated	Armenian	2	2.4%	0	0.0%	3	3.0%	4	3.1%	4	4.7%	3	2.5%	9	5.2%	6	3.7%	7	6.1%	6	5.3%	200.0%
		Asian/Pacific Islander	3	3.6%	8	8.5%	3	3.0%	7	5.4%	7	8.2%	4	3.3%	5	2.9%	12	7.4%	7	6.1%	6	5.3%	100.0%
		Black	0	0.0%	1	1.1%	4	4.0%	2	1.5%	1	1.2%	2	1.7%	4	2.3%	8	4.9%	4	3.5%	4	3.5%	N/A
		Hispanic	8	9.6%	11	11.7%	15	15.2%	13	10.0%	18	21.2%	24	19.8%	30	17.2%	31	19.0%	21	18.3%	17	14.9%	112.5%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	N/A
		Other	0	0.0%	0	0.0%	1	1.0%	1	0.8%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	1	0.9%	N/A
		White	24	28.9%	41	43.6%	44	44.4%	43	33.1%	20	23.5%	38	31.4%	48	27.6%	43	26.4%	37	32.2%	28	24.6%	16.7%
	Separated Total		37	44.6%	61	64.9%	70	70.7%	70	53.8%	50	58.8%	71	58.7%	97	55.7%	101	62.0%	76	66.1%	62	54.4%	67.6%
	Retirement	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	2	1.7%	0	0.0%	0	0.0%	0	0.0%	2	1.8%	N/A
		Asian/Pacific Islander	5	6.0%	5	5.3%	0	0.0%	3	2.3%	2	2.4%	4	3.3%	5	2.9%	4	2.5%	1	0.9%	3	2.6%	-40.0%
		Black	1	1.2%	2	2.1%	1	1.0%	3	2.3%	2	2.4%	0	0.0%	0	0.0%	1	0.6%	5	4.3%	1	0.9%	0.0%
		Hispanic	4	4.8%	3	3.2%	4	4.0%	5	3.8%	2	2.4%	3	2.5%	14	8.0%	10	6.1%	5	4.3%	11	9.6%	175.0%
		Native American/Alaskan	1	1.2%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.8%	100.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	N/A
White	34	41.0%	23	24.5%	24	24.2%	48	36.9%	27	31.8%	41	33.9%	58	33.3%	47	28.8%	27	23.5%	33	28.9%	-2.9%		
Retirement Total		45	54.2%	33	35.1%	29	29.3%	59	45.4%	35	41.2%	50	41.3%	77	44.3%	62	38.0%	39	33.9%	52	45.6%	15.6%	
Converted		White	1	1.2%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
Converted Total		1	1.2%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
Salaried Total		83	100.0%	94	100.0%	99	100.0%	130	100.0%	85	100.0%	121	100.0%	174	100.0%	163	100.0%	115	100.0%	114	100.0%	37.3%	

Total Employee Workforce Additions By Gender and Action

	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Female	129	40.6%	158	41.6%	150	38.6%	174	43.0%	102	32.4%	128	39.4%	140	35.1%	166	41.9%	133	40.4%	100	35.2%	-22.5%
	Male	189	59.4%	222	58.4%	239	61.4%	231	57.0%	213	67.6%	197	60.6%	259	64.9%	230	58.1%	196	59.6%	184	64.8%	-2.6%
Total		318	100.0%	380	100.0%	389	100.0%	405	100.0%	315	100.0%	325	100.0%	399	100.0%	396	100.0%	329	100.0%	284	100.0%	-10.7%

Gender	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Female	Hire	98	30.8%	122	32.1%	123	31.6%	132	32.6%	82	26.0%	107	32.9%	84	21.1%	118	29.8%	87	26.4%	79	27.8%	-19.4%
	Rehire	13	4.1%	12	3.2%	10	2.6%	20	4.9%	8	2.5%	5	1.5%	25	6.3%	29	7.3%	34	10.3%	16	5.6%	23.1%
	Converted - Hire	18	5.7%	24	6.3%	17	4.4%	22	5.4%	12	3.8%	16	4.9%	31	7.8%	19	4.8%	12	3.6%	5	1.8%	-72.2%
Female Total		129	40.6%	158	41.6%	150	38.6%	174	43.0%	102	32.4%	128	39.4%	140	35.1%	166	41.9%	133	40.4%	100	35.2%	-22.5%
Male	Hire	149	46.9%	179	47.1%	190	48.8%	184	45.4%	167	53.0%	148	45.5%	173	43.4%	163	41.2%	151	45.9%	136	47.9%	-8.7%
	Rehire	20	6.3%	17	4.5%	16	4.1%	23	5.7%	18	5.7%	16	4.9%	27	6.8%	22	5.6%	30	9.1%	28	9.9%	40.0%
	Converted - Hire	20	6.3%	26	6.8%	33	8.5%	24	5.9%	28	8.9%	33	10.2%	59	14.8%	45	11.4%	15	4.6%	20	7.0%	0.0%
Male Total		189	59.4%	222	58.4%	239	61.4%	231	57.0%	213	67.6%	197	60.6%	259	64.9%	230	58.1%	196	59.6%	184	64.8%	-2.6%
Total		318	100.0%	380	100.0%	389	100.0%	405	100.0%	315	100.0%	325	100.0%	399	100.0%	396	100.0%	329	100.0%	284	100.0%	-10.7%

Hourly Employee Workforce Additions By Gender and Action

Type	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	82	42.1%	112	43.4%	103	45.2%	117	48.3%	74	37.4%	78	43.6%	79	41.8%	112	49.8%	89	47.3%	74	46.3%	-9.8%
	Male	113	57.9%	146	56.6%	125	54.8%	125	51.7%	124	62.6%	101	56.4%	110	58.2%	113	50.2%	99	52.7%	86	53.8%	-23.9%
Hourly Total		195	100.0%	258	100.0%	228	100.0%	242	100.0%	198	100.0%	179	100.0%	189	100.0%	225	100.0%	188	100.0%	160	100.0%	-17.9%

Type	Gender	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	Hire	70	35.9%	101	39.1%	95	41.7%	100	41.3%	66	33.3%	75	41.9%	55	29.1%	86	38.2%	60	31.9%	58	36.3%	-17.1%
		Rehire	12	6.2%	11	4.3%	8	3.5%	16	6.6%	8	4.0%	3	1.7%	24	12.7%	26	11.6%	29	15.4%	16	10.0%	33.3%
		Converted - Hire	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Female Total		82	42.1%	112	43.4%	103	45.2%	117	48.3%	74	37.4%	78	43.6%	79	41.8%	112	49.8%	89	47.3%	74	46.3%	-9.8%
	Male	Hire	97	49.7%	132	51.2%	111	48.7%	107	44.2%	112	56.6%	92	51.4%	84	44.4%	91	40.4%	72	38.3%	63	39.4%	-35.1%
		Rehire	15	7.7%	14	5.4%	14	6.1%	18	7.4%	12	6.1%	9	5.0%	26	13.8%	22	9.8%	27	14.4%	23	14.4%	53.3%
		Converted - Hire	1	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
Male Total		113	57.9%	146	56.6%	125	54.8%	125	51.7%	124	62.6%	101	56.4%	110	58.2%	113	50.2%	99	52.7%	86	53.8%	-23.9%	
Hourly Total		195	100.0%	258	100.0%	228	100.0%	242	100.0%	198	100.0%	179	100.0%	189	100.0%	225	100.0%	188	100.0%	160	100.0%	-17.9%	

**Salaried Employee Workforce Additions
By Gender and Action**

Type	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	47	38.2%	46	37.7%	47	29.2%	57	35.0%	28	23.9%	50	34.2%	61	29.0%	54	31.6%	44	31.2%	26	21.0%	-44.7%
	Male	76	61.8%	76	62.3%	114	70.8%	106	65.0%	89	76.1%	96	65.8%	149	71.0%	117	68.4%	97	68.8%	98	79.0%	28.9%
Salaried Total		123	100.0%	122	100.0%	161	100.0%	163	100.0%	117	100.0%	146	100.0%	210	100.0%	171	100.0%	141	100.0%	124	100.0%	0.8%

Type	Gender	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Hire	28	22.8%	21	17.2%	28	17.4%	32	19.6%	16	13.7%	32	21.9%	29	13.8%	32	18.7%	27	19.1%	21	16.9%	-25.0%
		Rehire	1	0.8%	1	0.8%	2	1.2%	4	2.5%	0	0.0%	2	1.4%	1	0.5%	3	1.8%	5	3.5%	0	0.0%	-100.0%
		Converted - Hire	18	14.6%	24	19.7%	17	10.6%	21	12.9%	12	10.3%	16	11.0%	31	14.8%	19	11.1%	12	8.5%	5	4.0%	-72.2%
	Female Total		47	38.2%	46	37.7%	47	29.2%	57	35.0%	28	23.9%	50	34.2%	61	29.0%	54	31.6%	44	31.2%	26	21.0%	-44.7%
	Male	Hire	52	42.3%	47	38.5%	79	49.1%	77	47.2%	55	47.0%	56	38.4%	89	42.4%	72	42.1%	79	56.0%	73	58.9%	40.4%
		Rehire	5	4.1%	3	2.5%	2	1.2%	5	3.1%	6	5.1%	7	4.8%	1	0.5%	0	0.0%	3	2.1%	5	4.0%	0.0%
		Converted - Hire	19	15.4%	26	21.3%	33	20.5%	24	14.7%	28	23.9%	33	22.6%	59	28.1%	45	26.3%	15	10.6%	20	16.1%	5.3%
	Male Total		76	61.8%	76	62.3%	114	70.8%	106	65.0%	89	76.1%	96	65.8%	149	71.0%	117	68.4%	97	68.8%	98	79.0%	28.9%
	Salaried Total		123	100.0%	122	100.0%	161	100.0%	163	100.0%	117	100.0%	146	100.0%	210	100.0%	171	100.0%	141	100.0%	124	100.0%	0.8%

**Total Employee Workforce Reductions Including Retirements and Conversions
By Gender and Action**

	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Female	112	40.1%	121	40.5%	138	42.3%	141	39.8%	74	35.6%	100	36.2%	144	35.0%	151	43.1%	117	48.3%	80	39.2%	-28.6%
	Male	167	59.9%	178	59.5%	188	57.7%	213	60.2%	134	64.4%	176	63.8%	268	65.0%	199	56.9%	125	51.7%	124	60.8%	-25.7%
Total		279	100.0%	299	100.0%	326	100.0%	354	100.0%	208	100.0%	276	100.0%	412	100.0%	350	100.0%	242	100.0%	204	100.0%	-26.9%

Gender	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Female	Separated	82	29.4%	90	30.1%	118	36.2%	106	29.9%	53	25.5%	72	26.1%	103	25.0%	132	32.0%	105	37.4%	75	29.3%	-8.5%
	Retirement	12	4.3%	7	2.3%	3	0.9%	13	3.7%	9	4.3%	12	4.3%	10	2.4%	19	4.6%	3	1.1%	12	4.7%	0.0%
	Converted	18	6.5%	24	8.0%	17	5.2%	22	6.2%	12	5.8%	16	5.8%	31	7.5%	19	4.6%	12	4.3%	5	2.0%	-72.2%
Female Total		112	40.1%	121	40.5%	138	42.3%	141	39.8%	74	35.6%	100	36.2%	144	35.0%	170	41.3%	120	42.7%	92	35.9%	-17.9%
Male	Separated	114	40.9%	124	41.5%	129	39.6%	139	39.3%	80	38.5%	102	37.0%	142	34.5%	154	37.4%	110	39.1%	104	40.6%	-8.8%
	Retirement	33	11.8%	28	9.4%	26	8.0%	50	14.1%	26	12.5%	41	14.9%	67	16.3%	43	10.4%	36	12.8%	40	15.6%	21.2%
	Converted	20	7.2%	26	8.7%	33	10.1%	24	6.8%	28	13.5%	33	12.0%	59	14.3%	45	10.9%	15	5.3%	20	7.8%	0.0%
Male Total		167	59.9%	178	59.5%	188	57.7%	213	60.2%	134	64.4%	176	63.8%	268	65.0%	242	58.7%	161	57.3%	164	64.1%	-1.8%
Total		279	100.0%	299	100.0%	326	100.0%	354	100.0%	208	100.0%	276	100.0%	412	100.0%	412	100.0%	281	100.0%	256	100.0%	-8.2%

Hourly Employee Workforce Reductions Including Retirements and Conversions By Gender and Action

Type	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	89	45.4%	91	44.4%	104	45.8%	106	47.3%	51	41.5%	65	41.9%	96	40.3%	113	45.4%	89	53.6%	60	42.3%	-32.6%
	Male	107	54.6%	114	55.6%	123	54.2%	118	52.7%	72	58.5%	90	58.1%	142	59.7%	136	54.6%	77	46.4%	82	57.7%	-23.4%
Hourly Total		196	100.0%	205	100.0%	227	100.0%	224	100.0%	123	100.0%	155	100.0%	238	100.0%	249	100.0%	166	100.0%	142	100.0%	-27.6%

Type	Gender	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	Separated	71	36.2%	67	32.7%	87	38.3%	82	36.6%	39	31.7%	48	31.0%	65	27.3%	94	37.8%	77	46.4%	55	38.7%	-22.5%
		Retirement	0	0.0%	0	0.0%	0	0.0%	3	1.3%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Converted	18	9.2%	24	11.7%	17	7.5%	21	9.4%	12	9.8%	16	10.3%	31	13.0%	19	7.6%	12	7.2%	5	3.5%	-72.2%
	Female Total		89	45.4%	91	44.4%	104	45.8%	106	47.3%	51	41.5%	65	41.9%	96	40.3%	113	45.4%	89	53.6%	60	42.3%	-32.6%
	Male	Separated	88	44.9%	86	42.0%	90	39.6%	93	41.5%	44	35.8%	55	35.5%	83	34.9%	91	36.5%	62	37.3%	62	43.7%	-29.5%
		Retirement	0	0.0%	2	1.0%	0	0.0%	1	0.4%	0	0.0%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Converted	19	9.7%	26	12.7%	33	14.5%	24	10.7%	28	22.8%	33	21.3%	59	24.8%	45	18.1%	15	9.0%	20	14.1%	5.3%
	Male Total		107	54.6%	114	55.6%	123	54.2%	118	52.7%	72	58.5%	90	58.1%	142	59.7%	136	54.6%	77	46.4%	82	57.7%	-23.4%
	Hourly Total		196	100.0%	205	100.0%	227	100.0%	224	100.0%	123	100.0%	155	100.0%	238	100.0%	249	100.0%	166	100.0%	142	100.0%	-27.6%

**Salaried Employee Workforce Reductions Including Retirements and Conversions
By Gender and Action**

Type	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	23	27.7%	30	31.9%	34	34.3%	35	26.9%	23	27.1%	35	28.9%	48	27.6%	38	37.6%	28	36.8%	20	32.3%	-13.0%
	Male	60	72.3%	64	68.1%	65	65.7%	95	73.1%	62	72.9%	86	71.1%	126	72.4%	63	62.4%	48	63.2%	42	67.7%	-30.0%
Salaried Total		83	100.0%	94	100.0%	99	100.0%	130	100.0%	85	100.0%	121	100.0%	174	100.0%	101	100.0%	76	100.0%	62	100.0%	-25.3%

Data

Type	Gender	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Separated	11	13.3%	23	24.5%	31	31.3%	24	18.5%	14	16.5%	24	19.8%	38	21.8%	38	23.3%	28	24.3%	20	17.5%	81.8%
		Retirement	12	14.5%	7	7.4%	3	3.0%	10	7.7%	9	10.6%	11	9.1%	10	5.7%	19	11.7%	3	2.6%	12	10.5%	0.0%
		Converted	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Female Total		23	27.7%	30	31.9%	34	34.3%	35	26.9%	23	27.1%	35	28.9%	48	27.6%	57	35.0%	31	27.0%	32	28.1%	39.1%
	Male	Separated	26	31.3%	38	40.4%	39	39.4%	46	35.4%	36	42.4%	47	38.8%	59	33.9%	63	38.7%	48	41.7%	42	36.8%	61.5%
		Retirement	33	39.8%	26	27.7%	26	26.3%	49	37.7%	26	30.6%	39	32.2%	67	38.5%	43	26.4%	36	31.3%	40	35.1%	21.2%
		Converted	1	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Male Total		60	72.3%	64	68.1%	65	65.7%	95	73.1%	62	72.9%	86	71.1%	126	72.4%	106	65.0%	84	73.0%	82	71.9%	36.7%
	Salaried Total		83	100.0%	94	100.0%	99	100.0%	130	100.0%	85	100.0%	121	100.0%	174	100.0%	163	100.0%	115	100.0%	114	100.0%	37.3%

Retired Employees By Race/Ethnicity

		1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.9%	2	3.8%	0	0.0%	0	0.0%	0	0.0%	2	3.8%	N/A
	Asian/Pacific Islander	5	11.1%	5	14.3%	0	0.0%	4	6.3%	2	5.7%	5	9.4%	5	6.5%	4	6.5%	1	2.6%	3	5.8%	-40.0%
	Black	1	2.2%	2	5.7%	1	3.4%	3	4.8%	2	5.7%	0	0.0%	0	0.0%	1	1.6%	5	12.8%	1	1.9%	0.0%
	Hispanic	4	8.9%	3	8.6%	4	13.8%	5	7.9%	2	5.7%	3	5.7%	14	18.2%	10	16.1%	5	12.8%	11	21.2%	175.0%
	Native American/Alaskan	1	2.2%	0	0.0%	0	0.0%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	3.8%	100.0%
	White	34	75.6%	25	71.4%	24	82.8%	51	81.0%	27	77.1%	43	81.1%	58	75.3%	47	75.8%	27	69.2%	33	63.5%	-2.9%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.6%	0	0.0%	N/A
Total		45	100.0%	35	100.0%	29	100.0%	63	100.0%	35	100.0%	53	100.0%	77	100.0%	62	100.0%	39	100.0%	52	100.0%	15.6%

		1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
Type	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	1.6%	0	0.0%	1	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	White	0	0.0%	2	5.7%	0	0.0%	3	4.8%	0	0.0%	2	3.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
Hourly Total		0	0.0%	2	5.7%	0	0.0%	4	6.3%	0	0.0%	3	5.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
Salaried	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.9%	2	3.8%	0	0.0%	0	0.0%	0	0.0%	2	3.8%	N/A
	Asian/Pacific Islander	5	11.1%	5	14.3%	0	0.0%	3	4.8%	2	5.7%	4	7.5%	5	6.5%	4	6.5%	1	2.6%	3	5.8%	-40.0%
	Black	1	2.2%	2	5.7%	1	3.4%	3	4.8%	2	5.7%	0	0.0%	0	0.0%	1	1.6%	5	12.8%	1	1.9%	0.0%
	Hispanic	4	8.9%	3	8.6%	4	13.8%	5	7.9%	2	5.7%	3	5.7%	14	18.2%	10	16.1%	5	12.8%	11	21.2%	175.0%
	Native American/Alaskan	1	2.2%	0	0.0%	0	0.0%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	3.8%	100.0%
	White	34	75.6%	23	65.7%	24	82.8%	48	76.2%	27	77.1%	41	77.4%	58	75.3%	47	75.8%	27	69.2%	33	63.5%	-2.9%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.6%	0	0.0%	N/A
Salaried Total		45	100.0%	33	94.3%	29	100.0%	59	93.7%	35	100.0%	50	94.3%	77	100.0%	62	100.0%	39	100.0%	52	100.0%	15.6%
Total Employees		45	100.0%	35	100.0%	29	100.0%	63	100.0%	35	100.0%	53	100.0%	77	100.0%	62	100.0%	39	100.0%	52	100.0%	15.6%

**Total Employees
By Length of Service
As of December 31, 2008**

Type	Race/Ethnicity	0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Armenian	187	22.1%	79	16.3%	33	13.9%	7	2.6%	5	2.6%	4	2.3%	0	0.0%	0	0.0%	315	13.9%
	Asian/Pacific Islander	92	10.8%	40	8.3%	13	5.5%	29	10.9%	16	8.3%	8	4.5%	1	2.4%	1	5.6%	200	8.8%
	Black	35	4.1%	16	3.3%	10	4.2%	16	6.0%	5	2.6%	6	3.4%	1	2.4%	0	0.0%	89	3.9%
	Hispanic	254	30.0%	148	30.6%	66	27.7%	68	25.7%	48	24.9%	35	19.9%	9	21.4%	3	16.7%	631	27.9%
	Native American/Alaskan	3	0.4%	3	0.6%	2	0.8%	1	0.4%	0	0.0%	1	0.6%	1	2.4%	1	5.6%	12	0.5%
	Other	17	2.0%	5	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	22	1.0%
	White	260	30.7%	193	39.9%	114	47.9%	144	54.3%	119	61.7%	122	69.3%	30	71.4%	13	72.2%	995	43.9%
Total		848	100.0%	484	100.0%	238	100.0%	265	100.0%	193	100.0%	176	100.0%	42	100.0%	18	100.0%	2,264	100.0%

Type	Race/Ethnicity	0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Armenian	127	35.5%	16	30.2%	6	20.7%	0	0.0%	0	0.0%	1	11.1%	0	0.0%	0	0.0%	150	31.3%
	Asian/Pacific Islander	25	7.0%	4	7.5%	0	0.0%	2	28.6%	0	0.0%	1	11.1%	0	0.0%	1	12.5%	33	6.9%
	Black	15	4.2%	1	1.9%	2	6.9%	0	0.0%	2	20.0%	1	11.1%	0	0.0%	0	0.0%	21	4.4%
	Hispanic	113	31.6%	18	34.0%	7	24.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	138	28.8%
	Native American/Alaskan	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	2	0.4%
	Other	7	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	1.5%
	White	70	19.6%	14	26.4%	14	48.3%	5	71.4%	8	80.0%	6	66.7%	4	80.0%	7	87.5%	128	26.7%
Hourly Total		358	100.0%	53	100.0%	29	100.0%	7	100.0%	10	100.0%	9	100.0%	5	100.0%	8	100.0%	479	100.0%

Type	Race/Ethnicity	0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	Armenian	60	12.2%	63	14.6%	27	12.9%	7	2.7%	5	2.7%	3	1.8%	0	0.0%	0	0.0%	165	9.2%
	Asian/Pacific Islander	67	13.7%	36	8.4%	13	6.2%	27	10.5%	16	8.7%	7	4.2%	1	2.7%	0	0.0%	167	9.4%
	Black	20	4.1%	15	3.5%	8	3.8%	16	6.2%	3	1.6%	5	3.0%	1	2.7%	0	0.0%	68	3.8%
	Hispanic	141	28.8%	130	30.2%	59	28.2%	68	26.4%	48	26.2%	35	21.0%	9	24.3%	3	30.0%	493	27.6%
	Native American/Alaskan	2	0.4%	3	0.7%	2	1.0%	1	0.4%	0	0.0%	1	0.6%	0	0.0%	1	10.0%	10	0.6%
	Other	10	2.0%	5	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15	0.8%
	White	190	38.8%	179	41.5%	100	47.8%	139	53.9%	111	60.7%	116	69.5%	26	70.3%	6	60.0%	867	48.6%
Salaried Total		490	100.0%	431	100.0%	209	100.0%	258	100.0%	183	100.0%	167	100.0%	37	100.0%	10	100.0%	1,785	100.0%

**Total Employees
By Length of Service & Age Group
As of December 31, 2008**

Type		0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Under 20	109	12.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	109	4.8%
	21-25	166	19.6%	29	6.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	195	8.6%
	26-30	165	19.5%	66	13.6%	4	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	235	10.4%
	31-35	140	16.5%	101	20.9%	46	19.3%	2	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	289	12.8%
	36-40	100	11.8%	88	18.2%	59	24.8%	28	10.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	275	12.1%
	41-45	56	6.6%	63	13.0%	46	19.3%	76	28.7%	39	20.2%	3	1.7%	0	0.0%	0	0.0%	283	12.5%
	46-50	41	4.8%	57	11.8%	25	10.5%	67	25.3%	71	36.8%	61	34.7%	0	0.0%	0	0.0%	322	14.2%
	51-55	36	4.2%	37	7.6%	25	10.5%	44	16.6%	44	22.8%	77	43.8%	17	40.5%	3	16.7%	283	12.5%
	56-60	20	2.4%	23	4.8%	17	7.1%	24	9.1%	23	11.9%	24	13.6%	19	45.2%	7	38.9%	157	6.9%
	61+	15	1.8%	20	4.1%	16	6.7%	24	9.1%	15	7.8%	11	6.3%	6	14.3%	8	44.4%	115	5.1%
#N/A	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	
Total		848	100.0%	484	100.0%	238	100.0%	265	100.0%	193	100.0%	176	100.0%	42	100.0%	18	100.0%	2,264	100.0%

Type		0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Under 20	107	29.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	107	22.3%
	21-25	108	30.2%	18	34.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	126	26.3%
	26-30	50	14.0%	12	22.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	62	12.9%
	31-35	25	7.0%	2	3.8%	3	10.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	30	6.3%
	36-40	18	5.0%	5	9.4%	7	24.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	30	6.3%
	41-45	9	2.5%	1	1.9%	2	6.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12	2.5%
	46-50	10	2.8%	5	9.4%	1	3.4%	1	14.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	17	3.5%
	51-55	11	3.1%	5	9.4%	6	20.7%	0	0.0%	3	30.0%	4	44.4%	1	20.0%	0	0.0%	30	6.3%
	56-60	7	2.0%	3	5.7%	4	13.8%	0	0.0%	1	10.0%	2	22.2%	2	40.0%	4	50.0%	23	4.8%
	61+	13	3.6%	2	3.8%	6	20.7%	6	85.7%	5	50.0%	3	33.3%	2	40.0%	4	50.0%	41	8.6%
#N/A	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	
Hourly Total		358	100.0%	53	100.0%	29	100.0%	7	100.0%	10	100.0%	9	100.0%	5	100.0%	8	100.0%	479	100.0%

Type		0-5		6-10		11-15		16-20		21-25		26-30		31-35		36+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	Under 20	2	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
	21-25	58	11.8%	11	2.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	69	3.9%
	26-30	115	23.5%	54	12.5%	4	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	173	9.7%
	31-35	115	23.5%	99	23.0%	43	20.6%	2	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	259	14.5%
	36-40	82	16.7%	83	19.3%	52	24.9%	28	10.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	245	13.7%
	41-45	47	9.6%	62	14.4%	44	21.1%	76	29.5%	39	21.3%	3	1.8%	0	0.0%	0	0.0%	271	15.2%
	46-50	31	6.3%	52	12.1%	24	11.5%	66	25.6%	71	38.8%	61	36.5%	0	0.0%	0	0.0%	305	17.1%
	51-55	25	5.1%	32	7.4%	19	9.1%	44	17.1%	41	22.4%	73	43.7%	16	43.2%	3	30.0%	253	14.2%
	56-60	13	2.7%	20	4.6%	13	6.2%	24	9.3%	22	12.0%	22	13.2%	17	45.9%	3	30.0%	134	7.5%
	61+	2	0.4%	18	4.2%	10	4.8%	18	7.0%	10	5.5%	8	4.8%	4	10.8%	4	40.0%	74	4.1%
Salaried Total		490	100.0%	431	100.0%	209	100.0%	258	100.0%	183	100.0%	167	100.0%	37	100.0%	10	100.0%	1,785	100.0%

**Total Employees
By Age Grouping
As of December 31, 2008**

Type	Race/Ethnicity	20 and Under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Armenian	54	49.5%	73	37.4%	45	19.1%	52	18.0%	25	9.1%	16	5.7%	17	5.3%	19	6.7%	9	5.7%	5	4.3%	315	13.9%
	Asian/Pacific Islander	7	6.4%	10	5.1%	27	11.5%	27	9.3%	30	10.9%	28	9.9%	25	7.8%	21	7.4%	16	10.2%	9	7.8%	200	8.8%
	Black	3	2.8%	5	2.6%	8	3.4%	10	3.5%	7	2.5%	14	4.9%	16	5.0%	12	4.2%	9	5.7%	5	4.3%	89	3.9%
	Hispanic	27	24.8%	64	32.8%	83	35.3%	98	33.9%	87	31.6%	74	26.1%	85	26.4%	72	25.4%	27	17.2%	14	12.1%	631	27.9%
	Native American/Alaskan	0	0.0%	0	0.0%	1	0.4%	0	0.0%	3	1.1%	4	1.4%	1	0.3%	1	0.4%	2	1.3%	0	0.0%	12	0.5%
	Other	3	2.8%	3	1.5%	4	1.7%	3	1.0%	2	0.7%	4	1.4%	1	0.3%	1	0.4%	0	0.0%	1	0.9%	22	1.0%
White	15	13.8%	40	20.5%	67	28.5%	99	34.3%	121	44.0%	143	50.5%	177	55.0%	157	55.5%	94	59.9%	82	70.7%	995	43.9%	
Total		109	100.0%	195	100.0%	235	100.0%	289	100.0%	275	100.0%	283	100.0%	322	100.0%	283	100.0%	157	100.0%	116	100.0%	2,264	100.0%

Type	Race/Ethnicity	20 and Under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Hourly	Armenian	54	50.5%	57	45.2%	15	24.2%	5	16.7%	6	20.0%	2	16.7%	4	23.5%	5	16.7%	2	8.7%	0	0.0%	150	31.3%
	Asian/Pacific Islander	7	6.5%	6	4.8%	5	8.1%	3	10.0%	3	10.0%	1	8.3%	2	11.8%	0	0.0%	2	8.7%	4	9.5%	33	6.9%
	Black	2	1.9%	3	2.4%	4	6.5%	2	6.7%	3	10.0%	0	0.0%	2	11.8%	1	3.3%	3	13.0%	1	2.4%	21	4.4%
	Hispanic	26	24.3%	44	34.9%	24	38.7%	8	26.7%	12	40.0%	6	50.0%	6	35.3%	6	20.0%	1	4.3%	5	11.9%	138	28.8%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	1	4.3%	0	0.0%	2	0.4%
	Other	3	2.8%	0	0.0%	1	1.6%	1	3.3%	0	0.0%	0	0.0%	0	0.0%	1	3.3%	0	0.0%	1	2.4%	7	1.5%
White	15	14.0%	16	12.7%	13	21.0%	11	36.7%	5	16.7%	3	25.0%	3	17.6%	17	56.7%	14	60.9%	31	73.8%	128	26.7%	
Hourly Total		107	100.0%	126	100.0%	62	100.0%	30	100.0%	30	100.0%	12	100.0%	17	100.0%	30	100.0%	23	100.0%	42	100.0%	479	100.0%

Type	Race/Ethnicity	20 and Under		21-25		26-30		31-35		36-40		41-45		46-50		51-55		56-60		61+		Total #	Total %
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Salaried	Armenian	0	0.0%	16	23.2%	30	17.3%	47	18.1%	19	7.8%	14	5.2%	13	4.3%	14	5.5%	7	5.2%	5	6.8%	165	9.2%
	Asian/Pacific Islander	0	0.0%	4	5.8%	22	12.7%	24	9.3%	27	11.0%	27	10.0%	23	7.5%	21	8.3%	14	10.4%	5	6.8%	167	9.4%
	Black	1	50.0%	2	2.9%	4	2.3%	8	3.1%	4	1.6%	14	5.2%	14	4.6%	11	4.3%	6	4.5%	4	5.4%	68	3.8%
	Hispanic	1	50.0%	20	29.0%	59	34.1%	90	34.7%	75	30.6%	68	25.1%	79	25.9%	66	26.1%	26	19.4%	9	12.2%	493	27.6%
	Native American/Alaskan	0	0.0%	0	0.0%	1	0.6%	0	0.0%	2	0.8%	4	1.5%	1	0.3%	1	0.4%	1	0.7%	0	0.0%	10	0.6%
	Other	0	0.0%	3	4.3%	3	1.7%	2	0.8%	2	0.8%	4	1.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	15	0.8%
White	0	0.0%	24	34.8%	54	31.2%	88	34.0%	116	47.3%	140	51.7%	174	57.0%	140	55.3%	80	59.7%	51	68.9%	867	48.6%	
Salaried Total		2	100.0%	69	100.0%	173	100.0%	259	100.0%	245	100.0%	271	100.0%	305	100.0%	253	100.0%	134	100.0%	74	100.0%	1,785	100.0%

Total Employees By Bargaining Unit and Ethnicity

Bargaining Unit	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Executive	Armenian	0	0.0%	1	5.6%	1	5.6%	1	5.3%	1	5.9%	2	11.1%	3	16.7%	3	16.7%	3	16.7%	3	15.8%	N/A
	Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	N/A
	Hispanic	1	5.6%	1	5.6%	2	11.1%	2	10.5%	2	11.8%	2	11.1%	2	11.1%	2	11.1%	2	11.1%	1	5.3%	0.0%
	White	17	94.4%	16	88.9%	15	83.3%	16	84.2%	14	82.4%	14	77.8%	13	72.2%	13	72.2%	13	72.2%	14	73.7%	-17.6%
Executive Total		18	100.0%	18	100.0%	18	100.0%	19	100.0%	17	100.0%	18	100.0%	18	100.0%	18	100.0%	18	100.0%	19	100.0%	5.6%

Bargaining Unit	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Upper- Management	Armenian	3	2.8%	5	4.8%	6	5.2%	7	6.1%	8	6.8%	6	5.1%	4	3.4%	3	2.7%	6	4.6%	6	4.5%	100.0%
	Asian/Pacific Islander	11	10.2%	8	7.7%	10	8.7%	11	9.6%	13	11.1%	12	10.3%	14	12.1%	11	10.0%	13	10.0%	13	9.8%	18.2%
	Black	1	0.9%	1	1.0%	2	1.7%	1	0.9%	2	1.7%	1	0.9%	3	2.6%	4	3.6%	3	2.3%	3	2.3%	200.0%
	Hispanic	8	7.4%	9	8.7%	9	7.8%	7	6.1%	9	7.7%	9	7.7%	11	9.5%	10	9.1%	10	7.7%	11	8.3%	37.5%
	Native	1	0.9%	1	1.0%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	1	0.9%	1	0.8%	1	0.8%	0.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	1	0.9%	1	0.9%	1	0.8%	1	0.8%	N/A
	White	84	77.8%	80	76.9%	87	75.7%	87	76.3%	84	71.8%	87	74.4%	82	70.7%	80	72.7%	96	73.8%	97	73.5%	15.5%
Upper-Management Total		108	100.0%	104	100.0%	115	100.0%	114	100.0%	117	100.0%	117	100.0%	116	100.0%	110	100.0%	130	100.0%	132	100.0%	22.2%

Bargaining Unit	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Mid- Management	Armenian	7	4.2%	5	2.7%	8	4.1%	9	4.6%	13	6.5%	13	6.2%	20	8.6%	27	11.4%	28	12.8%	35	15.0%	400.0%
	Asian/Pacific Islander	15	9.0%	21	11.5%	20	10.4%	20	10.3%	16	8.0%	21	10.0%	22	9.4%	25	10.5%	21	9.6%	26	11.2%	73.3%
	Black	10	6.0%	11	6.0%	12	6.2%	14	7.2%	14	7.0%	16	7.7%	18	7.7%	19	8.0%	19	8.7%	18	7.7%	80.0%
	Hispanic	22	13.2%	24	13.2%	29	15.0%	30	15.5%	32	15.9%	35	16.7%	41	17.6%	37	15.6%	40	18.3%	42	18.0%	90.9%
	Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%	1	0.5%	1	0.4%	N/A
	Other	0	0.0%	1	0.5%	2	1.0%	2	1.0%	2	1.0%	3	1.4%	2	0.9%	2	0.8%	2	0.9%	3	1.3%	N/A
	White	113	67.7%	120	65.9%	122	63.2%	119	61.3%	124	61.7%	121	57.9%	129	55.4%	126	53.2%	107	49.1%	108	46.4%	-4.4%
Mid-Management Total		167	100.0%	182	100.0%	193	100.0%	194	100.0%	201	100.0%	209	100.0%	233	100.0%	237	100.0%	218	100.0%	233	100.0%	39.5%

Total Employees By Bargaining Unit and Ethnicity

Bargaining Unit	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GFFA	Armenian	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	1	0.6%	2	1.1%	3	1.6%	200.0%
	Asian/Pacific Islander	3	1.7%	3	1.7%	3	1.7%	4	2.2%	4	2.2%	5	2.8%	5	2.7%	5	2.9%	5	2.8%	5	2.7%	66.7%
	Black	6	3.4%	7	3.9%	6	3.4%	6	3.2%	5	2.7%	5	2.8%	5	2.7%	5	2.9%	5	2.8%	6	3.3%	0.0%
	Hispanic	21	12.1%	24	13.4%	24	13.6%	25	13.4%	25	13.7%	27	15.0%	29	15.9%	28	16.0%	29	16.3%	28	15.2%	33.3%
	Native	1	0.6%	1	0.6%	1	0.6%	1	0.5%	1	0.5%	1	0.6%	1	0.5%	1	0.6%	1	0.6%	1	0.5%	0.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	1.6%	N/A
	White	142	81.6%	143	79.9%	142	80.7%	150	80.6%	147	80.8%	142	78.9%	141	77.5%	135	77.1%	136	76.4%	138	75.0%	-2.8%
GFFA Total		174	100.0%	179	100.0%	176	100.0%	186	100.0%	182	100.0%	180	100.0%	182	100.0%	175	100.0%	178	100.0%	184	100.0%	5.7%

Bargaining Unit	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GPOA	Armenian	5	2.3%	6	2.8%	7	3.3%	8	3.7%	8	3.6%	12	5.5%	13	5.3%	12	5.0%	14	5.9%	13	5.3%	160.0%
	Asian/Pacific Islander	13	6.1%	13	6.0%	13	6.1%	14	6.5%	12	5.4%	12	5.5%	14	5.7%	13	5.4%	15	6.3%	19	7.8%	46.2%
	Black	7	3.3%	6	2.8%	6	2.8%	6	2.8%	5	2.3%	5	2.3%	5	2.0%	6	2.5%	6	2.5%	7	2.9%	0.0%
	Hispanic	33	15.5%	35	16.3%	34	16.0%	38	17.5%	43	19.5%	44	20.1%	57	23.1%	61	25.4%	61	25.7%	65	26.7%	97.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	1	0.4%	N/A
	White	155	72.8%	155	72.1%	153	71.8%	151	69.6%	153	69.2%	146	66.7%	157	63.6%	148	61.7%	141	59.5%	138	56.8%	-11.0%
GPOA Total		213	100.0%	215	100.0%	213	100.0%	217	100.0%	221	100.0%	219	100.0%	247	100.0%	240	100.0%	237	100.0%	243	100.0%	14.1%

Bargaining Unit	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GCEA	Armenian	24	2.9%	35	4.2%	46	5.4%	61	6.7%	66	7.4%	68	7.6%	89	9.1%	90	9.4%	95	9.9%	105	10.8%	337.5%
	Asian/Pacific Islander	67	8.2%	66	7.9%	70	8.2%	77	8.5%	84	9.4%	83	9.2%	99	10.1%	102	10.6%	104	10.9%	104	10.7%	55.2%
	Black	29	3.5%	31	3.7%	33	3.9%	30	3.3%	30	3.4%	31	3.4%	35	3.6%	36	3.8%	34	3.6%	33	3.4%	13.8%
	Hispanic	229	27.9%	240	28.8%	255	29.8%	272	30.1%	283	31.7%	294	32.7%	320	32.7%	327	34.1%	334	34.9%	346	35.5%	51.1%
	Native	5	0.6%	4	0.5%	4	0.5%	5	0.6%	5	0.6%	7	0.8%	9	0.9%	9	0.9%	9	0.9%	7	0.7%	40.0%
	Other	3	0.4%	4	0.5%	2	0.2%	2	0.2%	3	0.3%	4	0.4%	6	0.6%	5	0.5%	6	0.6%	7	0.7%	133.3%
	White	463	56.5%	453	54.4%	446	52.1%	457	50.6%	423	47.3%	412	45.8%	420	42.9%	391	40.7%	374	39.1%	372	38.2%	-19.7%
GCEA Total		820	100.0%	833	100.0%	856	100.0%	904	100.0%	894	100.0%	899	100.0%	978	100.0%	960	100.0%	956	100.0%	974	100.0%	18.8%

Total Employees By Bargaining Unit and Ethnicity

Bargaining Unit	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	82	17.0%	110	20.4%	120	21.9%	112	19.9%	123	21.0%	150	24.3%	137	26.3%	155	27.8%	143	28.7%	150	31.3%	82.9%
	Asian/Pacific Islander	34	7.0%	37	6.9%	37	6.8%	38	6.7%	46	7.9%	45	7.3%	38	7.3%	37	6.6%	31	6.2%	33	6.9%	-2.9%
	Black	20	4.1%	24	4.5%	24	4.4%	25	4.4%	27	4.6%	25	4.0%	15	2.9%	23	4.1%	20	4.0%	21	4.4%	5.0%
	Hispanic	170	35.2%	176	32.7%	173	31.6%	184	32.6%	194	33.2%	196	31.7%	160	30.7%	155	27.8%	141	28.3%	138	28.8%	-18.8%
	Native	4	0.8%	3	0.6%	4	0.7%	6	1.1%	5	0.9%	4	0.6%	2	0.4%	3	0.5%	1	0.2%	2	0.4%	-50.0%
	Other	7	1.4%	9	1.7%	8	1.5%	9	1.6%	10	1.7%	10	1.6%	8	1.5%	17	3.1%	11	2.2%	7	1.5%	0.0%
	White	166	34.4%	179	33.3%	181	33.1%	190	33.7%	180	30.8%	188	30.4%	161	30.9%	167	30.0%	152	30.5%	128	26.7%	-22.9%
Hourly Total		483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%

Total Employees By Bargaining Unit and Gender

	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Female	614	31.0%	646	31.2%	669	31.6%	707	32.2%	693	31.3%	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	12.1%
	Male	1369	69.0%	1423	68.8%	1449	68.4%	1491	67.8%	1524	68.7%	1561	69.1%	1600	69.7%	1569	68.3%	1537	68.7%	1576	69.6%	15.1%
Total		1983	100.0%	2069	100.0%	2118	100.0%	2198	100.0%	2217	100.0%	2260	100.0%	2295	100.0%	2297	100.0%	2236	100.0%	2264	100.0%	14.2%

Bargaining Unit	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Executive	Female	5	27.8%	6	33.3%	6	33.3%	7	36.8%	7	41.2%	7	38.9%	5	27.8%	5	27.8%	4	22.2%	4	21.1%	-20.0%
	Male	13	72.2%	12	66.7%	12	66.7%	12	63.2%	10	58.8%	11	61.1%	13	72.2%	13	72.2%	14	77.8%	15	78.9%	15.4%
Executive Total		18	100.0%	18	100.0%	18	100.0%	19	100.0%	17	100.0%	18	100.0%	18	100.0%	18	100.0%	18	100.0%	19	100.0%	5.6%

Bargaining Unit	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Upper- Management	Female	18	16.7%	20	19.2%	27	23.5%	28	24.6%	31	26.5%	30	25.6%	31	26.7%	30	27.3%	33	25.4%	35	26.5%	94.4%
	Male	90	83.3%	84	80.8%	88	76.5%	86	75.4%	86	73.5%	87	74.4%	85	73.3%	80	72.7%	97	74.6%	97	73.5%	7.8%
Upper-Management		108	100.0%	104	100.0%	115	100.0%	114	100.0%	117	100.0%	117	100.0%	116	100.0%	110	100.0%	130	100.0%	132	100.0%	22.2%

Bargaining Unit	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Mid-Management	Female	59	35.3%	61	33.5%	70	36.3%	69	35.6%	79	39.3%	82	39.2%	90	38.6%	100	42.2%	96	44.0%	98	42.1%	66.1%
	Male	108	64.7%	121	66.5%	123	63.7%	125	64.4%	122	60.7%	127	60.8%	143	61.4%	137	57.8%	122	56.0%	135	57.9%	25.0%
Mid-Management Total		167	100.0%	182	100.0%	193	100.0%	194	100.0%	201	100.0%	209	100.0%	233	100.0%	237	100.0%	218	100.0%	233	100.0%	39.5%

Total Employees By Bargaining Unit and Gender

Bargaining Unit	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GFFA	Female	2	1.1%	1	0.6%	1	0.6%	2	1.1%	1	0.5%	1	0.6%	1	0.5%	1	0.6%	1	0.6%	1	0.5%	-50.0%
	Male	172	98.9%	178	99.4%	175	99.4%	184	98.9%	181	99.5%	179	99.4%	181	99.5%	174	99.4%	177	99.4%	183	99.5%	6.4%
GFFA Total		174	100.0%	179	100.0%	176	100.0%	186	100.0%	182	100.0%	180	100.0%	182	100.0%	175	100.0%	178	100.0%	184	100.0%	5.7%

Bargaining Unit	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GPOA	Female	24	11.3%	26	12.1%	25	11.7%	25	11.5%	24	10.9%	23	10.5%	28	11.3%	26	10.8%	23	9.7%	26	10.7%	8.3%
	Male	189	88.7%	189	87.9%	188	88.3%	192	88.5%	197	89.1%	196	89.5%	219	88.7%	214	89.2%	214	90.3%	217	89.3%	14.8%
GPOA Total		213	100.0%	215	100.0%	213	100.0%	217	100.0%	221	100.0%	219	100.0%	247	100.0%	240	100.0%	237	100.0%	243	100.0%	14.1%

Bargaining Unit	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
GCEA	Female	276	33.7%	284	34.1%	286	33.4%	306	33.8%	293	32.8%	288	32.0%	322	32.9%	314	32.7%	313	32.7%	316	32.4%	14.5%
	Male	544	66.3%	549	65.9%	570	66.6%	598	66.2%	601	67.2%	611	68.0%	656	67.1%	646	67.3%	643	67.3%	658	67.6%	21.0%
GCEA Total		820	100.0%	833	100.0%	856	100.0%	904	100.0%	894	100.0%	899	100.0%	978	100.0%	960	100.0%	956	100.0%	974	100.0%	18.8%

Bargaining Unit	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2007
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	230	47.6%	248	46.1%	254	46.4%	270	47.9%	258	44.1%	268	43.4%	218	41.8%	252	45.2%	229	45.9%	208	43.4%	-9.6%
	Male	253	52.4%	290	53.9%	293	53.6%	294	52.1%	327	55.9%	350	56.6%	303	58.2%	305	54.8%	270	54.1%	271	56.6%	7.1%
Hourly Total		483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%