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LAWRENCE BERKELEY LABORATORY

UNIVERSITY OF CALIFORNIA

AFFIRMATIVE ACTION COMPLIANCE PROGRAM FOR FY 1980

Supported by the U.S. Department of Energy under Contract W-7405-ENG-48.

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AFFIRMATIVE ACTION COMPLIANCE PROGRAM FOR FY 1980
PERIOD COVERED July 1, 1978-June 30, 1979

CHAPTER I

INTRODUCTION

The Lawrence Berkeley Laboratory (LBL) traces its orgins to 1931 when Professor Ernest Orlando Lawrence started an organization called the Radiation Labo ratory on the Berkeley Campus of the University of California. Lawrence and his co-workers in the Radiation Laboratory designed and built cyclotrons and used the charged particle beams produced by them to make profoundly important studies of the atomic nucleus as well as to synthesize dozens of radioactive isotopes and create many new elements. The cyclotron beams and the radioactive products of the nuclear reactions were used in pioneering studies which created the field of nuclear medicine and established the usefulness of nuclear techniques in many physical and biological sciences. Not only was revolutionary new science done in Lawrence's Laboratory of the 1930's, but his style of scientific organization to do multidisciplinary science centered in big experimental facilities was a revolutionary concept destined to have profound influence on science in this and all major countries.

Since then, this Laboratory has undergone many changes as a result of the upheavals of World War II and the immediate post-war scientific and societal priorities of the nation. Today, a crisis faces our country because of our decreasing reserves of domestic petroleum and natural gas, and the steeply increasing costs and limited extent of foreign reserves. As a result, this Laboratory is now heavily involved in the study of the energy problem, in research and development of new energy technologies, and in research on the environmental and medical effects of energy production and use. At the same time, LBL continues its past tradition as a center of excellence in nuclear physics, high-energy physics, fundamental biology and medicine, materials science, and atomic and molecular chemistry.

This process of change is most appropriate, for an institution must continually adjust its goals and organization in order to make proper use of its traditions, its abilities, its facilities, and its staff. Only in this way can the organization remain vital and meet the challenges of the age.

Even though LBL is different in many ways from the Radiation Laboratory of the 1930's, there are some essential characteristics, derivative from Ernest Lawrence's leadership, which will always shape the character and spirit of the organization which proudly bears his name. The Lawrence Berkeley Laboratory is concerned with scientific research and technological development at the frontiers of knowledge where the intellectual challenges are greatest. It knows how to organize efforts from many disciplines to attack problems, and it uses, where appropriate, large and complex experimental facilities. It is deeply concerned with utilization of fundamental scientific knowledge for solution of problems of human health and suffering and of national technological needs. It is heavily involved in the training of students and the advanced training of graduates and experts from other institutions, including those from outside the United States. Lastly, it strives to maintain an atmosphere of informality and concern for the needs of the many creative members of the Laboratory staff.

Description of Facility

Lawrence Berkeley Laboratory is one of seven national multipurpose laboratories funded by the U. S. Department of Energy (DOE). It is operated by the University of California under contract with DOE. In addition to DOE, other federal and state agencies and private industry commission research at LBL.

Early Development: The Laboratory is named for its founder, Ernest Orlando Lawrence who invented the cyclotron in 1929 and subsequently attracted to his Laboratory an outstanding group of researchers who have made important contributions in many fields of science and engineering. Lawrence and his colleagues were architects of the modern way of doing science. While traditionally a scientist has worked alone in a small laboratory, at Lawrence's Laboratory an interdisciplanary team, including scientists and engineers from numerous fields, combined their talents to tackle new projects. Together they built successively larger accelerators with higher energies. (Three of the basic kinds of accelerators--the cyclotron, the linear accelerator (linac), and the synchotron--were invented and developed at Lawrence Berkeley Laboratory.)

They carried out research that produced pioneering discoveries in nuclear and elementary particle physics, nuclear chemistry, and biology and medicine. Most of the unstable elementary particles were discovered here, as were all the 14 known transuranium elements. Scientists here traced the first steps in photosynthesis and pioneered the field of nuclear medicine. Through almost five decades, researchers at this Laboratory have continued to work on the frontiers of scientific exploration, gaining world renown and many awards, including eight Nobel Prizes.

Current Research: Today, the Laboratory's scope has broadened to include nine research divisions: Accelerator and Fusion Research, Biology and Medicine, Chemical Biodynamics, Earth Sciences, Energy and Environment, Materials and Molecular Research, National Resource for Computation in Chemistry, Nuclear Science, and Physics, Computer Science and Mathematics. Research is facilitated by the activities of three support and service divisions: Administration, Employee and Information Services, and Engineering & Technical Services (E & TS).

The latter, E & TS Division, conducts major research projects of its own. The interdisciplinary approach instituted by Lawrence still prevails, and researchers from all divisions collaborate to carry out the Laboratory's projects.

Research directions have evolved rapidly over the years, as LBL scientists have opened entirely new areas of research and provided leadership in developing fields. In response to the nation's pressing need for new energy technologies, the latest shift in emphasis has been to establish a major effort in energy development and environmental research. LBL is making important contributions in these areas on a number of fronts, including fusion power, solar energy conversion, geothermal power, and the production of clean fuels from coal and cellulose. For example, researchers are developing a novel idea of breeding new kinds of plants that can be harvested for fuel and thereby provide an inexhaustible source of energy. In the Controlled Thermonuclear Research Program, the neutral beam facility is being designed and developed for the Tokamak Reactor under construction at the Princeton Plasma Physics Laboratory. Researchers here are also developing the materials essential to some of the proposed new energy systems.

Concerns relating to the energy technologies are subjects for investigation: the environmental pollutants produced by modern society are being examined, especially the effects of some of the nuclear and non-nuclear pollutants on living systems. The Laboratory also has a major program in energy policy analysis which provides invaluable information for making reasonable choices about the nation's energy future.

In other work, nuclear physicists and chemists explore new nuclear phenomena with LBL's three heavy-ion accelerators; scientists and engineers are collaborating with the Stanford Linear Accelerator Center to build the Positron-Electron Project, the newest high-energy accelerator; and LBL physicists are collaborators in the high-energy research that is upsetting the concepts of fundamental particles of matter: discovery of the psi family of particles and the particle property known as "charm".

LBL Staff: More than 3000 people work at LBL's hillside site overlooking San Francisco Bay. Approximately half are scientists and engineers, and half are "support" personnel--the crafts workers, clerical employees, administrators, and many others so important to the Laboratory's day-to-day operation. Most of the non-scientific personnel are employed in the three support divisions: Administration, Employee and Information Services, and Engineering and Technical Services.

University Collaboration: The proximity of the Laboratory to a large university campus permits a blend of the exciting qualities of a national laboratory with the stimulating environment of academia. The close collaboration between the Laboratory and the University of California in research, education, and staff gives a special character to LBL.

Many UC faculty members in physical, biological, and engineering sciences traditionally hold key positions at LBL with responsibility for research programs and administration. These cooperative efforts with the UC Berkeley academic departments are being expanded to include the social sciences, since those disciplines have expertise in dealing with the economic, social, and legal matters affecting the development of new energy systems.

Over 400 University of California graduate students participate annually in research at LBL, and doctoral degrees and master's degrees are awarded each year to students associated with the Laboratory's programs. In addition, LBL attracts outstanding postdoctoral researchers from throughout the United States and foreign countries who contribute significantly to ongoing research at LBL.

The interaction of LBL staff and faculty, graduate students, and postdoctoral researchers creates a vitality that pervades the research activities at the Laboratory.

Facilities: LBL comprises 57 buildings and covers more than 120 acres in the Berkeley Hills. As a national laboratory, LBL designs, constructs, and operates major research facilities as national resources available to qualified scientists from around the world. Three of the accelerators--the Super-HILAC, the Bevalac, and the 88-Inch Cyclotron--comprise an international center for heavy-ion research in both nuclear science and biology and medicine. A Microscope Center at the Materials and Molecular Research Division houses a variety of electron microscopes available to outside users.

The National Resource for Computation in Chemistry is opening new possibilities for theoretical chemists. Other major facilities at the Laboratory include advanced controlled-environment facilities for animal research, one of the largest user-oriented scientific computers in the country, and an alloy development and test facility.

For Society's Benefit: All information generated by the Laboratory's research program is available to the public through regularly published reports and journal articles. There is a special emphasis on transferring this information, as well as that of describing new equipment and techniques developed here, to the private sector where the ideas can be implemented for the benefit of society. To facilitate this process, there is a Technology Liaison Office which makes available to industry, small businesses, and state and local governments LBL's wealth of scientific and engineering know-how for solving specific technological problems.

CHAPTER 2

AFFIRMATIVE ACTION POLICY STATEMENT

A. Statement of Policy

It is the policy of the Lawrence Berkeley Laboratory to ensure applicants and employees equal employment opportunities. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, sex, marital status, national origin, disability or handicap, Vietnam-Era Veteran, or within the limits imposed by law, Federal or University regulations because of age or citizenship. This applies to all personnel actions, including hiring, transfer, training, promotion and termination, and other terms and conditions of employment.

Positive efforts to further this Affirmative Action Compliance Program are being vigorously pursued, and conform to all current legal requirements, as well as to the spirit of the law. They are consistent with Laboratory standards of quality and excellence. They are specific in identifying areas of underutilization and in prescribing corrective measures, and are consistent with the University of California Affirmative Action Personnel Program -- Policy and Guidelines.

The Laboratory's Affirmative Action Compliance Program defines the specific responsibilities for the implementation of affirmative action objectives. The Laboratory is pursuing this Affirmative Action Compliance Program with a significant, sustained and broadly participatory effort keyed to the problems and needs of minority groups and women, and directed toward finding, employing, and advancing individuals who can contribute to the Laboratory Program. It is the intent of the Laboratory that this Affirmative Action Compliance Program reflect fully the intent and the spirit of the law.

It is the policy of the Laboratory to overcome any underutilization, as measured by any differences between current employment and current availability in relevant job categories. The Laboratory, in its establishment of annual goals, shall seek to eliminate any underutilization occurring in a given classification within one year -- as long as budget and/or employment opportunities permit the implementation of this policy. In circumstances where long-range goals are required because of difficulties

in the recruitment of qualified individuals, corrective action shall be taken to resolve areas of underutilization within a five-year time frame, consistent with the Laboratory's long-range goal achievement efforts. It is my intention, as a long-range objective, to increase the number of women and minorities through training and encouragement in occupational categories where there are currently few, so that the proportions employed will more closely reflect the workforce composition. I urge each employee to add his or her efforts toward making this Program a success.

B. Responsibilities

1. As Director of the Laboratory, I have designated the Associate Director for Employee and Information Services, Dr. Raymond K. Wakerling, as the Equal Employment Opportunity Officer (EEO), and he has appointed an Affirmative Action Administrator, Mr. Ben Pope, who provides administrative support for the Affirmative Action Program. Mr. Pope can be reached at (415) 486-6585. The EEO Officer through the Affirmative Action Administrator is responsible for implementing the following actions:

   a. Develop, prepare, and following approval by the Director, disseminate the Affirmative Action Compliance Program.

   b. Monitor the implementation of the Affirmative Action Compliance Program and provide appropriate reports to the Director.

   c. Periodically review the Laboratory's personnel policies to ensure that they are consistent with the requirements established under the applicable Civil Rights Laws and Regulations and with the University of California's affirmative action policy.

   d. Review and evaluate the Affirmative Action Compliance Program's effectiveness in meeting stated goals and other commitments. Subject to the approval of the Director, make revisions as necessary.

   e. Provide liaison between the Laboratory and organizations representing minorities and women, both inside and outside the Laboratory.

   f. Responsible for the leadership and expertise in providing technical assistance in developing training programs geared to matters relating to affirmative action and equal employment opportunity.

   g. Provide liaison, other than legal, between the Laboratory and compliance agencies.

2. Associate Directors are responsible for:

   a. the implementation of the Affirmative Action Compliance Program in the units for which they are responsible, with particular attention to hiring, promotion, and employee development;

   b. evaluating managers and supervisors on their effectiveness, including their good faith efforts in implementing the Affirmative Action Compliance Program.

3. An Equal Employment Opportunity Council, appointed by me, studies on a continuing basis Laboratory policies, practices, and needs in areas pertaining to EEO. The Committee consists of representatives of the Laboratory's various divisions and includes minorities and women. The present Committee consists of one Black man, one Hispanic woman, two Hispanic men, one Asian man, three Caucasian men, and three Caucasian women. The fields of work represented are: engineering, physics, physiology, nuclear science, environmental health and safety supervision, and administration.

Andrew M. Sessler
Director

June 1, 1977

Revised July 25, 1978
June 1, 1979 and
September 1, 1979

CHAPTER 3

DISSEMINATION

During the course of each fiscal year, the following activities, with regard to affirmative action compliance, shall take place at the Lawrence Berkeley Laboratory per the implementation regulations specified in 41 CFR 60-2.13 (b) 60-2.21.

Internal Dissemination

1. Copies of the complete Affirmative Action Compliance Program with appendices will be distributed internally during the month of October using the Laboratory's "General Distribution" list. Each department/unit head is required to make copies of the Program available to its employees and to provide each supervisor within the department/unit with a copy of the Program.

2. LBL's Affirmative Action Compliance policy statement shall continue to be posted throughout the Laboratory in order to inform and remind employees, supervisors, and managers of LBL's affirmative action commitment and of the efforts being made to meet those commitments. Further, the said policy statement shall be publicized quarterly in LBL's newsletter, "Currents", in its quarterly in-house organ the LBL Newsmagazine, and in the Laboratory's Annual Report, as well as in any materials/publications used for recruitment purposes.

3. Each new employee shall be informed of the Affirmative Action Compliance Program by the Employment Representatives in the Personnal Department. A copy of the Program is available for viewing upon request at the Affirmative Action Department.

4. The Affirmative Action Compliance Program shall be discussed with management and supervisory personnel by the Affirmative Action Officer and/or the Affirmative Action Administrator on a continual basis to explain the intent of LBL's affirmative action compliance policies and procedures, to define the individual responsibilities for effective implementation, and to make clear the Laboratory Director's attitude.

5. The Affirmative Action Department, in conjunction with the Laboratory's Management and Supervisors Training Program, shall conduct training sessions for managers and supervisors in order to bring about a fuller understanding of EEO and affirmative action related areas of concern.

6. Special meetings will be conducted on a quarterly basis with departmental/divisional/unit Affirmative Action Representatives to discuss policy and to explain individual employee responsibilities.

7. Articles covering EEO and affirmative action effort, promotions of women and minority employees, and progress reports relating to the implementation and achievement of Affirmative Action Compliance Program objectives shall be published in the respective company publications (LBL "Currents", LBL Newsmagazine, LBL Annual Report).

8. If the Laboratory, under the umbrella of the University of California, enters into union agreements, Laboratory management will meet with union officials to inform them of LBL's Affirmative Action Compliance Policy and request their cooperation. Additionally, the Laboratory will include nondiscrimination clauses in all union agreements and will review all contractual provisions to ensure that they are nondiscriminatory.

9. When any general publication is released on the activities of the Laboratory where employees are featured, both minority and nonminority men and women will be pictured.

10. As part of the contractual obligations of 41 CFR 60-2.21(a-1), the Laboratory shall include its Affirmative Action Compliance Policy statement in the Laboratory's Regulations and Procedures Manual.

External Dissemination

1. The Lawrence Berkeley Laboratory shall identify itself by name in any newspaper recruitment efforts and shall inform all recruiting sources, both verbally and in writing, of the Laboratory's Affirmative Action Compliance Policy and shall request that these sources actively recruit and refer minorities and women for all positions listed.

2. The Laboratory shall continue to incorporate the equal opportunity clause in all purchase orders, leases, contracts, etc., covered by Executive Order 11246, as amended, and its implementing regulations.

3. The Laboratory will continue to send written notification of the institution's Affirmative Action Compliance Policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part.

4. The Laboratory shall continue to notify minority and women's organizations, community agencies, community leaders, secondary schools and colleges of the Laboratory's Affirmative Action Compliance Program -- making available such elements of the Program as will enable such prospective employees to know of and avail themselves of its benefits.

CHAPTER 4

IDENTIFICATION OF AFFIRMATIVE ACTION RESPONSIBILITIES

The Director of the Lawrence Berkeley Laboratory, Dr. Andrew M. Sessler, has overall responsibility for the institution's compliance with its Affirmative Action/Equal Employment Opportunity Policy. The Associate Director for Employee and Information Services, Dr. Raymond K. Wakerling, as the Laboratory's Equal Employment Opportunity Officer, in conjunction with the institutions's Affirmative Action Administrator, develops and communicates policy and monitors the application of the institution's Affirmative Action Compliance Program and the EEO Policy by all units within the organization.

The Affirmative Action Compliance Administrator is responsible for:

Designing and seeing to the implementation of the organizations's Affirmative Action Compliance Program. He/she reports to the Laboratory's EEO Officer. His/her duties shall include, but not be limited to, the following:

Assisting the Divisions' development, implementation and maintenance of the institution's Affirmative Action Compliance Program. Reviews Program results with the Laboratory's management and EEO Officer.

Providing technical assistance to the Director, Associate Directors, and Department and Section Heads for implementing the Affirmative Action Compliance Program. Such includes, but is not limited to, assisting in clarifying the spirit and intent of EEO laws; assisting with the development of goals and timetables, career paths, upward mobility training for employees, recruitment efforts, and techniques for the informal resolution of Affirmative Action/EEO related grievances. Develops and implements the Laboratory's auditing and reporting systems to measure the effectiveness of the Affirmative Action Compliance Program.

Advising management in modifying and developing institutional policies which ensure equal employment and related opportunities.

Serving as a liaison between the Laboratory and groups concerned with employment opportunities for minorities, women, handicapped, and Vietnam-Era Veterans.

Helping identify problem areas and assists management to establish unit goals and objectives.

Auditing applicant flow, training programs, salary adjustments, and hiring and promotion patterns on a quarterly basis to remove impediments to attaining goals and objectives. Conducts discussions at least quarterly with managers, supervisors, and employees to insure implementation of the Labortory's Affirmative Action Compliance policies. Reviews qualifications of all employees to insure that minorities and women are given full opportunities for transfer and promotions. Conduct quarterly audits to insure that:

a. Affirmative Action Compliance policy posters are properly displayed;

b. all facilities for the use and benefit of the Laboratory's employees are integrated, both in policy and practice; and

c. minority and women employees are encouraged to participate in all institution-sponsored educational, training, recreational and social activities.

Advising supervisors on actions to insure that employees are not harassed. Assists the Personnel Department and the Laboratory's divisions in outreach recruitment in those areas where minorities and women are underutilized and for which anticipated openings are expected in the given fiscal year.

The Personnel Department, with respect to the Laboratory's Affirmative Action Compliance Program, is responsible for:

Helping management meet their hiring, promotion, transfer, and training goals through working closely with minority and women recruiting sources, State employment offices, and rehabilitation and service centers. Gathering and maintaining records/data to provide sources of information on personnel actions which are pertinent to the implementation and monitoring of the Affirmative Action Compliance Program as described in Chapter 8, the Laboratory's Internal Audit System -- Data Gathering Phase. Information shall be compiled and maintained by race, sex, and ethnic origin in order to document good faith efforts toward achieving affirmative action goals.

Advising all recruiting sources of the Laboratory's equal employment policy. Insuring that orientation is given to all new employees on the Laboratory's EEO policy, including the Affirmative Action Compliance Program and its objectives.

Insuring that recruitment advertising is placed in appropriate minority and women-oriented publications.

In coordination with the Affirmative Action Department, reviewing all job descriptions and specifications to insure that they are realistic and that they detail the actual requirements.

Insuring that all applications, interviews, offers of employment, and wage commitments (equal pay, regardless of race or sex) and any other terms and conditions of employment are treated consistently with Laboratory policy.

Providing career counseling for all employees.

Laboratory Division Heads are responsible for:

Informing and urging their supervisors and managers as necessary that their Affirmative Action and EEO efforts and results will be considered in their yearly performance review.

Implementing the Affirmative Action Compliance Program in the units for which they are responsible by:

a) developing, in conjunction with the Affirmative Action Department, divisional, departmental, and unit goals and timetables;

b) developing career paths and upward mobility training for division employees;

c) developing recruitment strategies in conjunction with the Personnel Department and Affirmative Action Department for attracting minorities and women to fulfill divisional, departmental, and unit affirmative action goals and objectives;

d) developing techniques in conjunction with the Affirmative Action Department for the informal resolution of Affirmative Action/EEO-related employee complaints and facilitating the resolution of those complaints;

e) meeting with their department/section heads and supervisors to stress the importance of affirmative action goals and timetables with respect to hiring, promotion, and training;

f) clarifying to department/section heads and supervisors the importance of employee development and its relationship to the attainment of division and unit affirmative action goals; and

g) conducting meetings with the division's department/section/unit heads to review the effectiveness of activities directed toward accomplishing affirmative action goals and objectives. These meetings are held in conjunction with the Affirmative Action Department's quarterly internal audit review.

In those cases where the Affirmative Action Department's audit report reveals areas of concern or potential problems, make appropriate adjustments to avert or resolve the problems at the earliest opportunity.

Insuring that employees who are placed through Affirmative Action efforts receive all the necessary training, peer support and cooperation.

CHAPTER 5

PERSONNEL POLICIES

Recruitment

The Personnel Department is responsible for all Laboratory recruitment. Search committees within the scientific divisions assist with the recruitment of scientific personnel (200 series of Appendix A). Recruitment by both the Personnel Department and the scientific divisions must follow these procedures:

1. The division head or designee will review the written description of the job to ensure that the listed requirements are limited to those necessary for performing the duties of the job.

   If there is a lower job classification in the same or a related occupation series, the duties of the position may be changed temporarily to meet the standards of the lower class in order to provide for the hiring of a person qualified at the lower level. Supervisors are encouraged to make such revisions. The Affirmative Action Department will monitor this activity.

2. Openings shall be posted for immediate recruitment, seeking a diversified pool of qualified applicants from inside and outside the Laboratory.

3. All job openings shall be posted for at least two weeks. For positions where an Affirmative Action goal has been established, the posting period shall be extended for a period not to exceed four months in order to make every effort to establish a diversified pool of candidates, including women and minorities. Individual exceptions to the posting requirement may be approved by the Personnel Manager with the concurrence of the Affirmative Action Administrator.

   The Personnel Manager, with concurrence of the Affirmative Action Administrator, may make exceptions to the posting rule for positions to be filled by someone on leave from a permanent position from outside the Laboratory to which he/she will be returning.

The Personnel Department will provide current Laboratory employees with information about all job openings and will in addition notify other recruiting sources, including minority and women's organizations.

4. The Regulations and Procedures Manual, 2.01, Para. N. 1. (b), pp. 2-4 excludes certain job openings from posting.

   a. The Laboratory department shall list with the Personnel Department all vacant positions except those to be filled by the transfer or demotion of a deparmental employee within the department or those to be filled by a career employee on preferential rehire status or scheduled for layoff from same department and classification. Vacant positions which may be filled by the promotion of a departmental employee to a clearly different position within the department shall be listed with the Personnel Department. Actions involving reclassification or reassignment of incumbent employees with no change in basic job duties and responsibilities are not considered as promotions to vacant positions and do not require listing with the Personnel Department.

   b. Job openings that involve a shift in budget allocation for the position from one division to another; and positions that involve the sharing of project funds by more than one division.

   c. Jobs in which an employee of U.C. Berkeley is working within one of LBL's divisions on a specific project. In this case the U.C. Berkeley employee may be shifted to LBL's payroll without posting, but only for the term of the specific project.

   d. A position for Deputy or Associate Director, if the appointment is made from within the Laboratory. All qualified employees of the Laboratory shall be considered for such positions.

5. Reports based on the information given below will be generated, when requested, subject to any limitations imposed by law and University regulations on the release of such information through the Affirmative Action Department and provided that the request for such a report is accompanied by adequate justification.

   a. Applicants

      1. Individual Applicant Records

         Records of applicants showing names, sex, ethnic background, job category, recruitment source, date of application, and disposition are maintained separate from applicant files used for selection.

2. Total Applicants

The Personnel Department maintains statistics on all applicants by job category, ethnic background, and sex for purposes of federal reporting requirements and analysis of our affirmative action program. Statistics on applicants whose background or sex is unknown are also maintained.

b. Recruitment Sources

For each recruitment source, a record is maintained on all applications received by job classification, ethnic background, and sex. Copies of advertisements and announcements of employment opportunities are retained.

Selection

The Laboratory accepts applications on a ongoing basis for posted positions and/or those positions where chronic need exists as defined by the Employment Manager. Applications are received "in person" or by "mail". Once the application is received, the material is reviewed by the employment representative. Depending on the qualifications, an application is accepted making the person an "applicant" or is placed in a inactive file (Appendix 1). Candidates are notified of their status by the Personnel Department.

In selecting from among applicants who possess the qualifications for a particular position, the department head shall give first preference to persons on preferential rehire status. Preference shall next be given to career employees who are scheduled for indefinite layoff. Persons on preferential rehire status or scheduled for indefinite layoff do not have preference for appointment to positions at a higher salary level than the positions from which they were laid off.

If no person on preferential rehire status or scheduled for indefinite layoff is available, the department head shall consider all qualified applicants for the position. No applicant may be denied employment nor shall any application be selected for appointment, in preference to a more qualified applicant, on the basis of race, color, religion, sex, marital status, national origin or within the limits imposed by law or University regulations because of age or citizenship.

In selecting from among applicants who substantially are equally well qualified to perform the duties of the particular position, the department head shall be mindful of both affirmative action goals to eliminate any underutilization of minorities and womenand the policy of encouraging promotion of Laboratory employees.

No employment test may be used without specific review by the Affirmative Action Department and approval by the Personnel Manager.

An analysis is made of offers of employment to and acceptances by both present employee applicants and outside applicants to determine if there may be a significant disparate effect in relation to the availability of women and minority candidates. (Present employees promoted or transferred will be reviewed in relation to the number of women and minorities in the respective job categories.)

To provide adequate information for a selection analysis the following records and reports are kept:

1. Job Requisition

   Job requisitions are maintained in the Personnel Department and are available for at least three years. The job requisition serves as the complete record of the recruitment and selection process for each position.

2. Referrals

   a. Individual Referral Records

      A record is kept of each applicant or employee for each position to which the person is referred by job title, department, and disposition. This record is maintained by the Personnel Department and is available upon request.

   b. Total Referrals

      Statistics showing the total number of individuals referred by job classification, ethnic background, and sex are maintained by the Personnel Department. They will be made available when requested through the Affirmative Action Department when accompanied by adequate justification for their need.

   c. Position Referral Record

      A record is maintained of all referrals to each vacant position by name, sex and ethnic background.

3. Offers and Acceptance

   The Personnel Department maintains records on offers and acceptances for all new hires and for employees, including lateral transfers within the same department. This information will be made available when requested through the Affirmative Action Department when accompanied by adequate justification for its need.

4. Contract Labor

The Laboratory, in Fiscal Year 1979, found it necessary to monitor the growth of staff personnel. A work force ceiling not to exceed 3070 was introduced. The Laboratory arranged to handle as many job requisitions as was practical through contracting agencies rather than adding personnel to Laboratory payroll. The Laboratory Director, Dr. Andrew Sessler, issued two administrative memos explaining LBL policy on contract labor (Appendix 2).

Persons hired through contract labor agreements have guest status at the Laboratory and employee status with the contracting agency. Benefits payable to contract labor personnel are determined by the policies of the employing agencies. These policies include federally mandated requirements and negotiated arrangements with the Laboratory on benefits and other conditions of employment (Lawrence Berkeley Laboratory Contract Labor Services, Personnel Department, August 1, 1979 Revised).

The Affirmative Action Department has been aware that hiring contract persons could present special affirmative action concerns. While adverse impact analysis was not done on this special group of employees (non-career staff) we did encourage both the agencies (Appendix 3) and the Personnel Department to act affirmatively on contract hiring. A breakdown of persons hired on contract labor is included in the Appendix.

Of the 339 hires, 94 or 28% were minorities and 134 or 40% were women. Given these percentages for minorities and women, the Laboratory did not experience an adverse effect from this special hiring arrangement. To insure equal opportunity, the Affirmative Action Department will monitor any process for transitioning these contract people to the Laboratory permanent payroll.

5. Promotion and Transfer

Promotion opportunities and transfers shall be available equally to all employees without regard to ethnic background or sex. It is the responsibility of each supervisor to identify employees who are qualified for consideration for promotion to jobs that would further their career development. Promotional paths shall be made as flexible as the requirements of available positions permit in order to encourage employee development and promotion. Employees are expected to assume responsibility for initiating discussions concerning their career interests with their supervisors and for making known their career objectives.

Definitions

a. Promotion: A promotion is the change of an employees's job title to a different class with a higher salary range maximum either by assignment to a different position or by reclassification of the employee's current position.

b. Transfer: A transfer is the reassignment of an employee to another position in the same class or in a different class with the same salary range maximum.

So that the promotion and transfer system may be analyzed, the Personnel Department maintains the following records. Reports based on these records may be requested of the Affirmative Action Department and will be provided when accompanied by adequate justification for their need.

a. Requests and Recommendations for Promotion and Transfer

Records of individual requests to Personnel and supervisors' recommendations for promotion and transfer are maintained and include the name, sex, ethnic background, job requested, reason, current job and salary, and total University service from date of hire.

b. Individual Promotion and Transfer Actions

Records are maintained for each employee who is promoted or transferred including those who are transferred within the same department. Information maintained must include name, sex, ethnic background, new title, department, and salary; and previous title, department, and salary.

Development and Training Opportunities

Development and training opportunities shall be available to all employees without regard to ethnic background or sex. In order to help maintain a staff of competent personnel al all levels, each manager and supervisor shall encourage employees to undertake educational and training activities related to the work done by the Laboratory. Particular efforts shall be made to encourage minorities and women to participate in our Education and Training program in line with our affirmative action objectives. Available education and training activities are: (Regulations and Procedures Manual Sec. 2.07, pp. 2-24 - 2-27).

1. Full-time career employees are eligible for an employee development plan and supervisors should encourage them and participate in the planning. Each plan shall include a job objective and a means of determining when the training has been completed.

2. Identification of specialized training needs is the responsibility of division and department heads. Each division and department head shall recommend attendance of employees at off-site courses, seminars and workshops when the skills to be taught are required by the Laboratory and the training is unavailable internally. The Affirmative Action Department will provide assistance as needed.

3. Full-time employees may take college-level courses on a limited basis for purposes of career development or in pursuit of a degree if the course of study has been approved by the department head and the Training Officer as being related to the employee's working assignment or as part of an approved development plan. Time off with pay, not to exceed six hours per week, may be used when courses cannot reasonably be taken outside of working hours. The employee may be reimbursed for tuition and fees upon successful completion of the course.

4. Full-time employees who have been at the University/Laboratory for at least six months and who are legal residents of California may (upon admission) take University of California regular courses for one-third the normal fee. This is limited to six credit hours or one course per quarter, whichever is greater, to qualify for reduced fee.

5. The Laboratory provides an Internship Program for its employees which is a combination of on-the-job training and completion of the baccalaureate degree for employees in semi-skilled or skilled jobs for entry into professional or administrative level jobs at the Laboratory or elsewhere. Full-time career employees are eligible to compete for internships as openings occur. There are presently seven interns. The program is open to all employees with emphasis on minorities and women. All internship positions that become available will be posted throughout the Laboratory for a period of at least one week to allow all career employees an opportunity to apply for them. Those internships sponsored by a Division, for the Division's employees, will be posted throughout the Division for at least one week. The training period is normally two years. A committee, which includes minorities and women, selects candidates and oversees the program.

CHAPTER 6

PAST GOAL SETTING PROCESS AND ACCOMPLISHMENT

I. Past Goal Setting Process

Goal setting is tied to identified needs at the Laboratory. Goals were set by Division and Lab-wide for women and minorities. A review of past goals showed a continued need for affirmative action efforts in certain job groups.

Monitoring of goals provides feedback on affirmative action developments and accomplishments. Monitoring shows where affirmative action efforts are still needed to realize the Laboratory's good faith commitment. Goals are a means of measuring this commitment. The Laboratory will continue to review all affirmative action efforts.

II. FY '79 Affirmative Action Compliance Program Goal Accomplishment

The below listed divisions partially met their FY '79 goals:

A. Accelerator and Fusion Research Division

This Division had set a hiring goal of 25% for minorities and 25% for women in the category of Engineering and Science Technicians. During the period from July 1, 1978 to June 30, 1979 there was one Black male and one Caucasian male hires as Engineering and Science Technicians for a total of two employment opportunities. The 25% goal for minorities (Black) was fully met. The 25% goal for women was not accomplished. Limited employment opportunities and the scarcity of qualified women accelerator operators are the reasons for this Division not having met its goal for women. This Division has set a goal to hire a black woman Accelerator Operator (BO 38) in the category of Engineering and Science Technician.

B. Administrative Division

This Division had set a hiring goal of 50% for minorities and 50% for women in the category of Administrator/Administrative Specialist 4 & 5; and a

hiring goal of 57% for women in the category of Material Handler. During the period from July 1, 1978 to June 30, 1979 there were five Caucasian male hires as Administrator/Administrative Specialist 4 & 5; and one female and 21 male hires as Material Handler. Affirmative Action efforts for women and minorities are still needed in these job categories. In order to accomplish stated goals, the Division will undertake to hire one Black woman (AO 5) and one Asian woman (AO 5) in the Administrator/Administrative Specialist 4 & 5 category and 11 women in the Material Handler category (FO 1).

C. Energy and Environment Division

This Division had set a hiring goal of 100% for women in the category of Mathematician; a hiring goal of 33% for minorities and 33% for women in the category of Physicist; and a hiring goal of 33% for women in the category of Computer Scientist. During the period from July 1, 1978 to June 30, 1979 there were two hiring opportunities in the Mathematician category. One minority and one non-minority male applicants were hired as Mathematicians. This Division did not meet its Mathematician goal for women (2 hires); a minority male was hired instead. A goal has been set to hire one woman (BO 12) in this category.

This Division had nine opportunities to hire Physicists. One minority and eight non-minority male applicants were hired. The Physicist goal for women (3 hires) was not met and the goal for minorities (3 hires) was partially met. The Division has set goals to hire two women (BO 9-10) and one Black male (BO 9-10) as Physicists.

D. Engineering and Technical Services Division

This Division had set a hiring goal of 50% for minorities and 50% for women in the category of Custodian and a hiring goal of 21% for minorities and 12% for women in the category of Engineering and Science Technicians. During the period from July 1, 1978 to June 30, 1979 there were two employment opportunities in the Custodian job category. Both opportunities were filled by minority men. The minority goal for Custodian was surpassed; the women goal was not met. This Division has set a goal to hire one woman (HO 3).

There were 41 employment opportunities in the Engineering and Science Technician category. The women goal (4 hires) was partially met. Three women were hired as technicians. This Division has set a goal to hire 1 woman (CO 3-8).

E. Materials and Molecular Research Division

This Division had set a hiring goal of 20% for women and 20% for minorities in the category of Chemist; and a hiring goal of 25% for minorities in the category of Engineering and Science Technicians.

During the period from July 1, 1978 to June 30, 1979 there were 24 employment opportunities in the Chemist category. Two women, three minorities, and 20 non-minorities were hired as Chemists. This Division partially accomplished its Chemist goals which if fully met would have required the hiring of five women and five minorities. This Division has set a goal of two women (1 Hispanic and 1 Black BO 6-7) and two men (1 Hispanic and 1 Black BO 7) for this job category.

There were nine employment opportunities in the Engineering and Science Technicians category. Nine Caucasian males were hired. The goal of 25% minorities (2 minority hires) was not met. The Division has set a goal to hire two women (1 Black and 1 Asian CO 5) in the technician category.

F. Nuclear Science Division

This Division had set a hiring goal of 25% for minorities and 25% for women in the category of Physicist; and a hiring goal of 25% for minorities and 25% for women in the category of Engineering and Science Technician.

During the period from July 1, 1978 to June 30, 1979 there were seven Caucasian male hires as Physicist. The goal for minorities (1 hire) and women (1 hire) was not met. The Laboratory identifies scarcity of minority and women Physicists with nuclear science training and experience as the main factors for this Division not meeting its goals. The Division will direct its efforts toward hiring one minority woman (BO 9-10), one non-minority woman (BO 9-10), and one minority male (BO 9-10) in the Physicist category.

One Caucasian male was hired as an Engineering and Science Technician. The goal of one minority and one woman hire was not met because of limited employment opportunities. This Division has set a goal to hire one minority male (CO).

G. Physics, Computer Science & Mathematics Division

This Division had set a hiring goal of 33% for women in the category of Mathematician; a hiring goal of 14% for minorities and 14% for women in

the category of Physicist; and a hiring goal of 66% for minorities in the category of Engineering and Science Technician.

During the period from July 1, 1978 to June 30, 1979 there were six hiring opportunities for Physicists. One woman and one minority and four non-minorities were hired as Physicists. This Division fully met its goals for women and minorities.

There were 18 employment opportunities for Engineering and Science Technicians. Two women, four minorities, and 12 non-minorities were hired as Engineering and Science Technicians. The goal for minority technicians (12 hires) was partially met. This Division has set goals to hire two Asian males (CO 1), two Asians (CO 3 & CO 13), three Blacks (CO 3, CO 5, & CO 13), and one Hispanic (CO 3) in the technician category.

CHAPTER 7

WORK FORCE ARRAY, JOB GROUPS, AVAILABILITY DETERMINATIONS, IDENTIFICATION OF UNDERUTILIZATION, AND GOALS AND TIMETABLES

This Chapter is a discussion of the Lawrence Berkeley Laboratory's work force array, job groups, availability determinations, goals and timetables, identification of underutilization areas by organizational units and job groups. The methodology used in the gathering of data will also be described.

SECTION A - WORK FORCE ARRAY

METHODOLOGY

Part 1 - Work Force Array

The Lawrence Berkeley Laboratory, in the development of its work force array, followed the suggested format and procedures presented in the Federal Contract Compliance Manual. Copies of the Laboratory's Work Force Array form (see Appendix 4) were distributed to each of the Divisions of the Laboratory who in turn delegated responsibilities for completion to departments and units within their jurisdiction. The information was compiled in complete conformity with OFCCP guidelines by listing each job classification ranked from the lowest paid to the highest paid within each department or unit including departmental or unit supervision. For each job classification the total number of incumbents, the total number of male and female incumbents, and the total number of male and female Blacks, Hispanics, Native Americans and Asians were given. The salary range for each job classification was also included. The display of the data follows.

ORGANIZATIONAL CHARTS

AND

WORK FORCE ARRAY DISPLAY

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Accelerator & Fusion Research Division / Accelerators As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification Informal Job Title If Any	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	1	1					1				1
CO-9	730.0	Engineering Assistant	5.49	7.28	EEO-3	1	0	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1						1			1
CO-13	795.3	Research Tech.,Principal	7.47	9.65	EEO-3	1	0	1									
CO-8	716.1	Lead Technician	8.03	12.47	EEO-3	1	0	1			1						1
CO-14	795.4	Research Specialist	8.59	11.34	EEO-3	7	1	7	1								1
BO-38	374.1	Accelerator Operator	1095.	1679.	EEO-2	9	0	9	1								1
BO-38	374.2	Principal Accelerator	1547.	2103.	EEO-2	10	0	10			1						1
AO-4	374.3	Accelerator Operations Sup.	1721.	2427.	EEO-1	5	0	5									
TOTAL - THIS PAGE (18)						34	3	37	2	0	2	0	1	1	0	0	6
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Accelerator & Fusion Research Division / Accelerators As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-14	118.4	Staff Sci. 2/Comp. Sci/Math	1485.	2855.	EEO-2	1	0	1									
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	5	0	5									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	1	0	1									
CO-3	386.0	Tech. Sci. Coordinator	1569.	2064.	EEO-3	2	0	2									
BO-17	120.5	Staff Sci. 3/Elect. Engr.	1830.	3735.	EEO-2	3	0	3									
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	6	0	6				1					1
CO-3	386.1	Technical/Sci. Coordinator	1874.	2268.	EEO-3	2	0	2									
AO-4	385.2	Superintendent	1896.	2661.	EEO-1	1	0	1									
AO-4	385.3	Superintendent, Senior	2082.	2930.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						22	0	22	0	0	0	1	0	0	0	0	1
Grand Total Last Page (19)						57	3	60	2	0	2	1	1	1	0	0	7

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Accelerator & Fusion Research Division (Accelerators) As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-4	382.1	Technical Associate, Sr.	2094.	2930.	EEO-2	5	0	5		1							1
BO-11	113.7	Staff Senior Sci. 2/Physicist	Contingent upon DOE approval		EEO-2	2	0	2		1							1
AO-1	113.7	Staff Sr. Sci. 2/Physicist	Contingent upon DOE approval		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						8	0	8		2	0	0	0	0	0	0	2
Grand Total Last Page (19)						65	3	68	2	2	2	1	1	1	0	0	9

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Accelerator & Fusion Research Division (Division Office) As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1					1				1
BO-35	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
BO-29	191.3	Technical Editor/Writer	1418.	2137.	EEO-2		1	1									
AO-5	167.5	Administrator 5	1862.	2716.	EEO-1	1	0	1									
BO-11	113.7	Staff Sr. Sci. 2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-11	113.7	Staff Sr. Sci.2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	3	6	0	0	0	0	1	0	0	0	1
Grand Total Last Page (19)						3	3	6	0	0	0	0	1	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Accelerator & Fusion Research Division / Advanced Accelerator Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	1	1						1			1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	.1									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	2	0	2		2							2
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	2	0	2									
BO-11	113.7	Staff Sr. Sci. 2/Physicist	Contingent upon DOE approval		EEO-2	7	0	7									
AO-2	113.7	Staff Sr. Sci.2/Physicist	Contingent upon DOE approval		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						13	3	16	0	2	0	0	0	1	0	0	3
Grand Total Last Page (19)						13	3	16	0	2	0	0	0	1	0	0	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Accelerator & Fusion Research Division As of June 30 1979
(date)
Magnetic Fusion Energy

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1					1				1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1					1				1
BO-9	113.3	Staff Sci. 1/Physicist	940.	1975.	EEO-2	1	0	1	1								1
BO-38	374.1	Accelerator Operator 1	1095.	1679.	EEO-2	4	0	4									
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	12	0	12	1								1
BO-38	374.2	Accelerator Operator 2	1547.	2103.	EEO-2	1	0	1									
CO-4	382.0	Technical Associate	1547.	2103.	EEO-3	1	0	1									
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	5	0	5									
AO-5	167.5	Administrator 5	1862.	2716.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						25	3	28	2	0	0	0	2	0	0	0	4
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Accelerator & Fusion Research Division / Magnetic Fusion Energy As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-11	113.7	Staff Sr. Sci. 2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-1	113.8	Associate Faculty/Physicist	Univ. Annual Salary		EEO-2	1	0	1									
BO-1	113.9	Faculty Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						28	3	31	2	0	0	0	2	0	0	0	4

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Accelerator & Fusion Research Division/ Accelerator Theory As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	2	0	2									
BO-11	113.7	Staff Sr. Sci.2/Physicist	Contingent upon DOE approval		EEO-2	3	0	3									
TOTAL - THIS PAGE (18)						5	0	5	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						5	0	5	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Accounting As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	2	2					1				1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	5	5					2			1	3
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1					1				1
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	2	2									
BO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	1	2	3									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	1	0	1						1			1
BO-35	168.4	Administrative specialist 4	1599.	2284.	EEO-2	1	0	1									
AO-2	199.2	Management 2	2318.	3520.	EEO-1	1	0	1									
AO-1	199.4	Management 4	3045.	4838.	EEO-1	1	0	0									
TOTAL - THIS PAGE (18)						5	12	16	0	0	0	0	4	1	0	1	6
Grand Total Last Page (19)						5	12	16	0	0	0	0	4	1	0	1	6

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Administrative Division/Budget As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1									
BO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	0	2	2									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	2	2									
BO-35	168.5	Administrative specialist 5	1862.	2716.	EEO-2	1	0	1									
AO-2	199.2	Management 2	2318.	3520.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						2	5	7	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	5	7	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Business & Auxiliary Services Department, Business Services As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	1	13	14	1				3	1		1	6
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	3	3									
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1								1	1
BO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	0	1	1					1				1
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	2	1	3	1	1							2
BO-35	168.4	Administrative Specialist 4	1599.	2284.	EEO-2	2	1	3									
AO-5	167.5	Administrator 5	1862.	2716.	EEO-1	1	0	1									
AO-3	199.1	Management 1	2041.	3044.	EEO-1	1	0	1									
AO-2	199.2	Management 2	2318.	3520.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						8	20	28	2	1	0	0	4	1	0	2	10
Grand Total Last Page (19)						8	20	28	2	1	0	0	4	1	0	2	10

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Business & Auxiliary Services Department, Administrative Data Processing As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-1	759.4	Computing Technician, Sr.	6.30	8.56	EEO-3	2	0	2				1					1
BO-13	118.3	Staff Sci. 1/Comp. Sci.	940.	1975.	EEO-2	0	1	1						1			1
BO-14	118.4	Staff Sci. 2/Comp Sci.	1485.	2855.	EEO-2	0	3	3									
BO-15	118.5	Staff Sci. 3/Comp. Sci.	1830.	3735.	EEO-2	0	1	1									
TOTAL - THIS PAGE (18)						2	5	7	0	0	0	1	0	1	0	0	2
Grand Total Last Page (19)						2	5	7	0	0	0	1	0	1	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Business Auxiliary Services/Protective Services As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
HO-2	646.1	Protective Service Officer	5.47	7.10	EEO-9	13	3	16	2	2		2					6
HO-2	646.2	Relief Sergeant	7.40	8.51	EEO-9	5	0	5	2	1							3
AO-4	646.3	Sergeant	7.79	9.49	EEO-1	3	0	3									
BO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	0	1	1									
AO-5	344.0	Assistant Chief of Police	1599.	2284.	EEO-1	1	0	1			1						1
AO-5	344.1	Chief of Police	1862.	2716.	EEO-1	1	0	1									
AO-3	199.1	Management 1	2041.	3044.	EEO-1	1	0	1				1					1
TOTAL - THIS PAGE (18)						24	5	29	4	3	1	3	0	0	0	0	11
Grand Total Last Page (19)						24	5	29	4	3	1	3	0	0	0	0	11

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administrative Division/Supply Admin. As of June 30 - 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
BO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	0	1	1								1	1
BO-35	168.4	Administrator Specialist 4	1599.	2284.	EEO-2	1	0	1									
AO-2	199.3	Management 3	2687.	4179	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						2	2	4	0	0	0	0	0	0	0	1	1
Grand Total Last Page (19)						2	2	4	0	0	0	0	0	0	0	1	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Supply Department Purchasing Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.69	EEO-5	0	5	5					2	2			4
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	5	5					3	1			4
AO-4	519.1	Supervisor/Admin. Svcs.	6.14	7.78	EEO-1	0	1	1								1	1
BO-34	167.2	Administrator 2	1151.	1575.	EEO-2	0	1	1									
BO-34	168.2	Administrative Specialist 2	1152.	1575.	EEO-2	6	4	10		1		1				1	3
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	4	1	5									
BO-35	168.4	Administrative Specialsit 4	1599.	2284.	EEO-2	4	0	4									
AO-5	167.5	Administrator 5	1862.	2716.	EEO-1	1	0	1									
BO-35	168.5	Administrative Specialist 5	1862.	2716.	EEO-2	3	0	3									
AO-3	199.1	Management 1	2041.	3044.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						19	17	36	0	1	0	1	5	3	0	2	12
Grand Total Last Page (19)						19	17	36	0	1	0	1	5	3	0	2	12

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Supply Services- Administrative Staff As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	2	2								1	1
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	1	1	2									
BO-34	168.3	Administrator 3	1348.	1886.	EEO-2	2	0	2	1			1					2
BO-35	168.4	Administrator 4	1599.	2284.	EEO-2	1	0	1									
AO-3	199.1	Management 1	2041.	3044.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						5	3	8	1	0	0	1	0	0	0	1	3
Grand Total Last Page (19)						5	3	8	1	0	0	1	0	0	0	1	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Supply Services - Material Handling/Material Utilization As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.1	Administrative Services 1	4.19	4.91	EEO-5	0	1	1					1				1
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	2	2									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
FO-1	566.1	Material Handler 1	5.18	6.28	EEO-7	7	0	7	1	1		1					3
FO-2	738.1	Bus Driver	5.49	7.28	EEO-7	2	0	2	2								2
FO-1	566.2	Material Handler 2	5.67	7.02	EEO-7	9	5	14	1		2		2		1		6
FO-1	566.3	Material Handler 3	6.14	7.78	EEO-7	4	1	5				1	1				2
FO-3	745.1	Light Truck Driver	6.66	8.09	EEO-7	3	0	3	1			1					2
FO-5	166.1	Material Specialist	1151.	1575.	EEO-7	6	1	7									
AO-4	169.3	Supervisor Admin. Serv.	1348.	1886.	EEO-1	2	0	2									
TOTAL - THIS PAGE (18)						33	11	44	5	1	2	3	4	0	1	0	16
Grand Total Last Page (19)						33	11	44	5	1	2	3	4	0	1	0	16

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Supply Services-Transportation/Buses/Motor Pool As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
FO-1	566.1	Material Handler 1	5.18	6.28	EEO-7	4	0	4	4								4
GO-1	737.1	Garage Attendant	5.49	7.28	EEO-8	1	0	1									
FO-2	738.1	Bus Driver	5.49	7.28	EEO-7	11	8	19	6				6				12
FO-3	745.1	Light Truck Driver	6.66	8.09	EEO-7	14	0	14	3			2					5
FO-2	738.2	Lead Bus Driver	7.28	8.00	EEO-7	1	0	1									
EO-1	739.1	Vehicle Mechanic	7.47	9.65	EEO-6	4	0	4	1								1
FO-3	745.2	Truck Driver	7.66	9.31	EEO-7	1	0	1									
EO-1	739.2	Lead Vehicle Mechanic	9.65	10.61	EEO-6	1	0	1		1							1
FO-1	566.2	Material Handler 2	5.67	7.02	EEO-7	2	2	4	2				2				4
FO-1	566.3	Material Handler 3	6.14	7.78	EEO-7	0	1	1					1				1
TOTAL - THIS PAGE (18)						39	12	51	16	1	0	2	9	0	0	0	28
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Supply Services-Transportation/Buses/Motor Pool As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
FO-3	745.3	Lead Truck Driver	8.04	10.25	EEO-7	2	0	2									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	2	0	2	1								1
TOTAL - THIS PAGE (18)						4	0	4	1	0	0	0	0	0	0	0	1
Grand Total Last Page (19)						38	9	47	12	1	0	2	6	0	0	0	21

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Inventory Mgt. Storerooms As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
FO-1	566.1	Material Handler 1	5.18	6.28	EEO-7	5	0	5		1		1					2
FO-1	566.2	Material Handler 2	5.67	7.02	EEO-7	2	2	4	1			1	1				3
FO-1	566.3	Material Handler 3	6.14	7.78	EEO-7	4	0	4	1								1
FO-5	166.1	Material Specialist	1151.	1575.	EEO-7	6	0	6	1			1					2
TOTAL - THIS PAGE (18)						17	2	19	3	1	0	3	1	0	0	0	8
Grand Total Last Page (19)						17	2	19	3	1	0	3	1	0	0	0	8

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Administration Division/Inventory Management/Procurement As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	1	1							1		1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	5	5					2	1			3
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	2	2									
DO-3	568.1	Administrative Specialist 1	6.14	7.78	EEO-5	3	0	3									
BO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	3	3	6		1		1	1			1	4
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	4	0	4									
BO-35	168.4	Administrative Specialist 4	1599.	2284.	EEO-2	2	0	2				1					1
AO-5	167.5	Administrator 5	1862.	2716.	EEO-1	1	1	2				1					1
TOTAL - THIS PAGE (18)						13	12	25	0	1	0	3	3	1	1	1	10
Grand Total Last Page (19)						13	12	25	0	1	0	3	3	1	1	1	10

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Research Medicine Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
BO-32	742.1	Nurse	6.89	8.96	EEO-2	0	1	1									
BO-13	118.3	Staff Sci.1/Comp. Sci/Math.	940.	1975.	EEO-2	1	1	2						1			1
BO-31	381.1	Research Associate	1085.	1419.	EEO-2	0	2	2					1				1
BO-31	381.2	Sr. Research Associate	1276.	1668.	EEO-2	1	4	5									
BO-3	101.4	Staff Sci.2/Physician	1485.	2855.	EEO-2	2	0	2	1	1							2
BO-5	107.4	Staff Sci.2/Biophysicist	1485.	2855.	EEO-2	1	0	1		1							1
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	1	0	1	1								1
TOTAL - THIS PAGE (18)						6	10	16	2	2	0	0	1	1	0	0	6
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Research Medicine Group As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-32	743.1	Res. Clinical Lab. Tech.	8.63	11.28	EEO-2	0	2	2									
BO-10	113.4	Staff Sci.2/Physicist	1485.	2855.	EEO-2	2	0	2									
AO-4	381.3	Principal Research Associate	1502.	1962.	EEO-1	1	0	1									
AO-4	372.1	Chief Res. Clin. Lab. Tech.	1726.	2256.	EEO-1	0	1	1									
BO-2	101.5	Staff Sci. 3/Physician	1830.	3735.	EEO-2	1	0	1									
BO-5	107.6	Staff Sr. Sci.1/Biophysicist	1830.	3735.	EEO-2	1	0	1									
BO-5	107.7	Staff Sr. Sci.2/Biophysicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-2	101.8	Associated Fac./Physician	Univ. Annual Salary		EEO-2	0	1	1									
BO-1	101.8	Associated Fac./Physician	Univ. Annual Salary		EEO-2	1	0	1									
BO-1	107.8	Associated Faculty/Biophysicist	Univ. Annual Salary		EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						9	4	13	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						15	14	29	2	2	0	0	1	1	0	0	6

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Environmental Physiology Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
BO-5	107.3	Staff Sci.1/Biophysicist	940.	1975.	EEO-2	1	0	1									
BO-4	109.3	Staff Sci.1/Physiologist	940.	1975.	EEO-2	0	2	2									
BO-31	381.1	Research Associate	1085.	1419.	EEO-2	0	4	4									
BO-31	381.2	Srl Research Associate	1276.	1668.	EEO-2	1	4	5		1				3			4
BO-2	103.4	Staff Sci.2/Biochemist	1485.	2855.	EEO-2	2	0	2									
BO-4	105.4	Staff Sci.2/Biologist	1485.	2855.	EEO-2	1	0	1									
AO-4	381.3	Principal Research Associate	1502.	1962.	EEO-1	0	1	1									
BO-4	109.5	Staff Sci.3/Physiologist	1830.	3735.	EEO-2	0	1	1									
BO-4	109.5	Staff Sci.3/Physiologist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						6	13	19	0	1	0	0	0	3	0	0	4
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Environmental Physiology Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-4	109.7	Staff Sr. Sci.2/Physiologist	Contingent upon DOE approval		EEO-2	1	1	2									
TOTAL - THIS PAGE (18)						1	1	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						7	14	21	0	1	0	0	0	3	0	0	4

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Division Hq. Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3	1	1	2	1								1
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	1	1									
CO-2	744.1	Animal Technician 1	4.95	6.55	EEO-3	1	1	2	1								1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	1	0	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1						1			1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1						1			1
TOTAL - THIS PAGE (18)						3	7	10	2	0	0	0	0	2	0	0	4
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Division Hq. Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1					1				1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
CO-2	744.2	Animal Technician 2	5.67	7.02	EEO-3	1	0	1	1								1
CO-2	744.3	Animal Technician 3	6.72	8.68	EEO-3	1	0	1	1								1
BO-4	109.3	Staff Sci.1/Physiologist	940.	1975.	EEO-2	0	1	1									
BO-2	103.4	Staff Sci. 2/ Biochemist	1485.	2855.	EEO-2	0	1	1									
BO-4	105.4	Staff Sci.2/Biologist	1485.	2855.	EEO-2	0	1	1									
BO-31	381.2	Sr. Research Associate	2094.	2552.	EEO-2	2	2	4	1								1
TOTAL - THIS PAGE (18)						4	8	12	3	0	0	0	1	0	0	0	4
Grand Total Last Page (19)						7	15	22	5	0	0	0	1	2	0	0	8

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Division Hq. Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-32	743.1	Res. Clinical Lab. Tech.	8.63	11.28	EEO-2	0	3	3						1			1
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	1	0	1									
AO-5	167.4	Administrator 4	1599.	2284.	EEO-1	1	0	1									
BO-35	168.4	Administrative Specialist 4	1599.	2284.	EEO-2	0	1	1									
TOTAL - THIS PAGE (18)						2	4	6	0	0	0	0	0	1	0	0	1
Grand Total Last Page (19)						9	19	28	5	0	0	0	1	3	0	0	9

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Division Hq. Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-3	101.5	Staff Sci.3/Physician	1830.	3735.	EEO-2	2	0	2									
BO-3	101.5	Staff Sci.3/Physician	1830.	3735.	EEO-2	1	0	1									
BO-4	105.5	Staff Sci.3/Med. Sci.	1830.	3735.	EEO-2	0	1	1									
Bo-5	107.5	Staff Sci.3/Biophysicist	1830.	3735.	EEO-2	1	0	1									
AO-5	167.5	Administrator 5	1862.	2716.	EEO-1	2	0	2									
AO-3	199.1	Management 1	2041	3044.	EEO-1	1	0	1									
BO-4	102.7	Staff Sr. Sci.2/Med. Sci.	Contingent upon DOE approval		EEO-2	1	0	1									
BO-1	101.8	Associated Faculty/Physician	Univ. Annual Salary		EEO-2	1	0	1									
AO-1	109.9	Faculty Sr. Sci./Physiologist	Univ. Annual Salary		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						10	1	11	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						19	20	39	5	0	0	0	1	3	0	0	9

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Radiation Biophysics Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3	1	0	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	3	3						1			1
DO-3	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1					1				1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
BO-5	107.3	Staff Sci.1/Biophysicist	940.	1975.	EEO-2	4	0	4		1							1
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1		1							1
BO-29	191.1	Tech. Ed. & Writer 1	998.	1407.	EEO-2	0	1	1									
BO-31	381.1	Research Associate	1085.	1419.	EEO-2	3	2	5		2			1				3
BO-31	381.2	Sr. Research Associate	1276.	1668.	EEO-2	1	8	9						1	1		2
TOTAL - THIS PAGE (18)						10	16	26	0	4	0	0	2	2	1	0	9
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Radiation Biophysics Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-5	107.4	Staff Sci.2/Biophysicist	EEO-2	1485.	2855.	3	2	5		1							1
BO-4	109.4	Staff Sci.2/Physiologist	EEO-2	1485.	2855.	1	0	1				1					1
BO-10	113.4	Staff Sci.2/Physicist	EEO-2	1485.	2855.	3	0	3		1							1
AO-4	381.3	Pr. Research Associate	EEO-1	1502.	1962.	0	2	2									
BO-5	107.5	Staff Sci.3/Biophysicist	EEO-2	1830.	3735.	2	0	2		1							1
BO-5	107.6	Staff Sr. Sci.1/Biophysicist	EEO-2	1830.	3735.	2	0	2									
BO-8	111.7	Staff Sr. Sci.2/Chemist	EEO-2	Contingent upon DOE approval		1	0	1									
BO-1	101.8	Associated Fac./Physician	EEO-2	Univ. Annual Salary		1	0	1									
BO-1	101.9	Faculty Sr. Sci./Physician	EEO-2	Univ. Annual Salary		1	0	1									
TOTAL - THIS PAGE (18)						14	4	18	0	3	0	1	0	0	0	0	4
Grand Total Last Page (19)						24	20	44	0	7	0	1	2	2	1	0	13

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Radiation Biophysics Group As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-1	101.9	Faculty Sr. Sci./Physician	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						25	20	45	0	7	0	1	2	2	1	0	13

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Structural Biophysics Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3	1	0	1									
CO-5	724.2	Technical Assistant 2	4.68	6.19	EEO-3	0	4	4					3	1			4
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	0	1	1					1				1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
BO-2	103.3	Staff Sci.1/Biophysicist	940.	1975.	EEO-2	0	1	1						1			1
BO-5	107.3	Staff Sci.1/Biophysicist	940.	1975.	EEO-2	1	1	2					1				1
BO-2	103.1	Postdoc. Res. Assoc./BioPhysicist	990.	1560.	EEO-2	1	0	1		1							1
BO-13	118.3	Staff Sci.1/Comp. Sci./Math.	1830.	3735.	EEO-2	0	1	1						1			1
TOTAL - THIS PAGE (18)						3	10	13	0	1	0	0	5	3	0	0	9
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Structural Biophysics Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-13	795.3	Principal Research Tech.	7.47	9.65	EEO-3	1	0	1									
BO-5	107.1	Postdoc. Res. Assoc./Biophys.	990.	1560.	EEO-2	3	0	3									
BO-31	381.1	Research Associate	1085.	1419.	EEO-2	1	2	3						1			1
BO-31	381.2	Sr. Research Associate	1276.	1668.	EEO-2	4	6	10	1	1							2
BO-3	101.4	Staff Sci.2/Physician	1485.	2855.	EEO-2	1	0	1									
BO-2	103.4	Staff Scientist 2/Biochemist	1485.	2855.	EEO-2	1	1	2						1			1
AO-4	381.3	Principal Research Assoc.	1502.	1962.	EEO-1	1	2	3									
BO-4	102.5	Staff Sci.3/Medical Scientist	1830.	3735.	EEO-2	1	0	1									
BO-5	107.6	Staff Sr. Sci.1/Biophysicist	1830.	3735.	EEO-2	1	1	2									
TOTAL - THIS PAGE (18)						14	12	26	1	1	0	0	0	2	0	0	4
Grand Total Last Page (19)						17	22	39	1	1	0	0	5	5	0	0	13

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Biology & Medicine/Structural Biophysics Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-5	107.7	Staff Sr. Sci.2/Biophysicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-5	107.7	Staff Sr. Sci.2/Biophysicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-1	107.8	Associated Fac./Biophysicist	Univ. Annual Salary		EEO-2	1	0	1									
BO-1	107.9	Faculty Sr. Sci./Biophysicist	Univ. Annual Salary		EEO-2	3	0	3									
TOTAL - THIS PAGE (18)						6	0	6	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						23	22	45	1	1	0	0	5	5	0	0	13

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Chemical Biodynamics Division Administration As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5		3	3									1
BO-34	167.2	Administrator 2	1151.	1575.	EEO-2		1	1									
AO-3	199.1	Management 1	2041.	3044.	EEO-1	1	0	1									
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						2	4	6	0	0	0	0	0	0	0	0	1
Grand Total Last Page (19)						2	4	6	0	0	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Chemical Biodynamics Division Photosynthesis As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Chemical Biodynamcis Division Cancer Research As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3		1	1					1				1
CO-5	724.2	Technical Assistant 2	4.68	6.19	EEO-3		3	3								1	1
BO-2	103.3	Staff Sci.1/Biochem.	940.	1975.	EEO-2	1	2	3		1							1
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	2	1	3									
BO-31	381.1	Research Assoc. 1	1085.	1419.	EEO-2		2	2									
BO-2	103.4	Staff Sci. 2/Biochem	1485.	2855.	EEO-2		2	2									
BO-5	107.4	Staff Sci. 2/Biophysicist	1485.	2855.	EEO-2	1		1									
BO-4	109.5	Staff Sci. 3/Physiologist	1830.	3735.	EEO-2		1	1									
BO-2	103.6	Staff Sr. Sci./Biochemist	1830.	3735.	EEO-2	1	1	2									
BO-1	111.8	Assoc. Faculty/Chemist	Univ. Annual Salary		EEO-2	2	0	2									
BO-1	111.8	Assoc. Faculty/Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						8	13	21	0	1	0	0	1	0	0	1	3
Grand Total Last Page (19)						8	13	21	0	1	0	0	1	0	0	1	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Chemical Biodynamics Division Bio-organic Chemistry As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-7	111.4	Staff Sci. 2/Chemist	1485.	3735	EEO-2	1	0	1									
BO-7	111.5	Staff Sci. 3/Chemist	1830.	3735.	EEO-2	1	0	1									
BO-8	111.7	Staff Sr. Sci. 2/Chemist	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						3	0	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Chemical Biodynamics Division X-Ray Chrystallography As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	1	0	1									
BO-7	111.4	Staff Sci. 2/Chemist	1485.	2855.	EEO-2	1	0	1									
BO-1	111.8	Assoc. Faculty/Chemist	Univ. Annual Salary		EEO-2	1	0	1		1							1
TOTAL - THIS PAGE (18)						3	0	3	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	0	3	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Chemical Biodynamics Division Solar Energy As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-6	111.3	Staff Sci.1/Chemist	940.	1975.	EEO-2	0	1	1									
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	1	0	1									
BO-7	111.5	Staff Sci. 3/Chemist	1830.	3735.	EEO-2	0	1	1									
BO-8	111.6	Senior Staff Sci.1/Chemist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	2	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	2	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Chemical Biodynamics Division Nuerobiology As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-7	111.4	Staff Sci. 2/Chemist	1485.	2855.	EEO-2	0	1	1									
BO-7	111.5	Staff Sci. 3/Chemist	1830.	3735.	EEO-2	1	0	1		1							1
BO-2	103.7	Staff Sr. Sci. 2/Biochemist	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	1	3	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						2	1	3	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Chemical Biodynamics Division Plant Biochemistry As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	0	1	1						1			1
BO-4	105.3	Staff Sci. 1/Biologist	940.	1975.	EEO-2	0	1	1									
BO-2	103.3	Staff Sci. 1/Biochemist	940.	1975.	EEO-2	0	1	1									
AO-2	111.7	Staff Sr. Sci.2/Chemist	Contingent upon DOE approval		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						1	3	4	0	0	0	0	0	1	0	0	1
Grand Total Last Page (19)						1	3	4	0	0	0	0	0	1	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Chemical Biodynamics Division Biophysics As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3	1	1	2		1			1				2
BO-11	113.7	Staff Sr. Sci.2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	1	3	0	1	0	0	1	0	0	0	2
Grand Total Last Page (19)						2	1	3	0	1	0	0	1	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Director's Office As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification Informal Job Title If Any	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5		1	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5		1	1								1	1
BO-34	167.3	Administrator III	1348.	1886.	EEO-2		1	1								1	1
AO-1	117.1	Management/Dep. Director	Salary Contingent upon DOE approval		EEO-1	1		1									
AO-1	117.1	Management/Assoc. Director	Salary Contingent upon DOE approval		EEO-1	1		1									
AO-1	170.0	Management/Director	Open		EEO-1	1		1									
TOTAL - THIS PAGE (18)						3	3	6	0	0	0	0	0	0	0	2	2
Grand Total Last Page (19)						3	3	6	0	0	0	0	0	0	0	2	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/Division Office As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	1	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	4	4					1				1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	2	2									
AO-4	169.2	Supervisor/Admin. Serv.	1151.	1575.	EEO-1	0	1	1						1			1
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1									
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
BO-7	147.5	Prog. Mgr./Economist 3	1830.	3735.	EEO-2	1	0	1									
BO-37	143.5	Prog. Mgr./Scientist 3	1830.	3735.	EEO-1	1	0	1									
AO-2	122.5	Staff Scientist 3/Mech. Engr.	1830.	3735.	EEO-1	1	0	1									
AO-1	145.8	Assoc. Faculty Scientist	Contingent upon DOE approval		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						4	10	14	0	0	0	0	1	1	0	0	2
Grand Total Last Page (19)						4	10	14	0	0	0	0	1	1	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences/Geothermal/Environmental Research As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-25	145.4	Staff Scientist 2/Geologist	1485.	2855.	EEO-2	2	0	2									
BO-25	145.5	Staff Scientist 3/Geologist	1830.	3735.	EEO-2	1	0	1		1							1
TOTAL - THIS PAGE (18)						3	0	3	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	0	3	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences/Geothermal/Reservoir Case Studies As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
D0-2	518.3	Administrative Services III	5.18	6.28	EEO-5	0	1	1								1	1
B0-10	113.4	Staff Scientist II/ Physicist	1485	2855	EEO-2	1	0	1				1					1
B0-25	145.5	Staff Scientist III/Geologist	1830	3735	EEO-2	0	1	1									
TOTAL - THIS PAGE (18)						1	2	3	0	0	0	1	0	0	0	1	2
Grand Total Last Page (19)						1	2	3	0	0	0	1	0	0	0	1	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/Geosciences As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-2	1	0	1		1							1
CO-5	724.2	Technical Assistant 2	4.68	6.19	EEO-3	1	0	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2					1	1			2
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	2	0	2		2							2
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1					1				1
CO-13	795.2	Sr. Research Technician	6.30	8.56	EEO-3	1	0	1									
BO-6	111.3	Staff Scientist 1/Chemist	940.	1875.	EEO-2	2	0	2									
BO-25	145.3	Staff Scientist 1/Geologist	940.	1975.	EEO-2	1	1	2									
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						9	4	13	0	3	0	0	2	1	0	0	6
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/Geosciences As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	1	0	1		1							1
BO-25	145.5	Staff Scientist 3/Geologist	1830.	3735.	EEO-2	1	0	1									
BO-7	111.5	Staff Scientist 3/Chemist	1830.	3735.	EEO-2	4	0	4									
BO-37	143.5	Staff Scientist 3/Prog. Mgr	1830.	3735.	EEO-1	1	0	1									
BO-8	111.6	Staff Sr. Sci.1/Chemist	1830.	3735.	EEO-2	2	0	2									
BO-7	111.5	Staff Scientist 3/Chemist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						10	0	10	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						19	4	23	0	4	0	0	2	1	0	0	7

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/Low-Level Waste As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	1	0	1									
BO-30	194.2	Technical Info. Specialist	1197.	1822.	EEO-2	0	1	1									
BO-23	124.5	Staff Sci. 3/Civil Engr.	1830.	3735.	EEO-2	1	0	1									
BO-25	145.5	Staff Sci. 3/Geologist	1830.	3735.	EEO-2	1	1	2									
BO-20	122.5	Staff Sci. 3/Mech. Engr.	1830.	3735.	EEO-2	1	0	1									
BO-1	145.8	Assoc. Faculty Scientist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						5	2	7	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						5	2	7	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences/Geothermal/General As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	3	3									
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	0	2	2									
CO-1	759.3	Computing Technician	5.49	7.28	EEO-6	1	0	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
BO-9	113.3	Staff Scientist 1/Physicist	940.	1875.	EEO-2	1	0	1									
BO-25	145.3	Staff Scientist 1/Geologist	940.	1975.	EEO-2	0	3	3									
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	3	0	3		1							1
BO-12	117.4	Staff Scientist 2/Statistician	1485.	2855.	EEO-2	1	0	1									
BO-25	145.4	Staff Scientist 2/Geologist	1485.	2855.	EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						8	9	17	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/Geothermal/General As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-20	122.4	Staff Sci. 2/Mech. Engr.	1485.	3866.	EEO-2	1	0	1		1							1
BO-20	122.5	Staff Sci. 2/Mech. Engr	1830.	3735.	EEO-1	0	1	1									
BO-37	143.5	Staff Sci. 3/Prog. Mgr.	1830.	3735.	EEO-2	1	0	1									
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	1	0	1		1							1
BO-25	145.5	Staff Sci. 3/Geologist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	1	5	0	2	0	0	0	0	0	0	2
Grand Total Last Page (19)						12	10	22	0	3	0	0	0	0	0	0	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/Geothermal/Reservoir As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	0	1	1									
BO-25	145.3	Staff Scientist 1/Geologist	940.	1875.	EEO-2	1	1	2									
BO-23	124.4	Staff Scientist 2/Civil Engr.	1485.	2855.	EEO-2	1	0	1									
BO-10	113.5	Staff Sci. 3/Physicist	1830	3735.	EEO-2	1	0	1									
BO-25	145.5	Staff Sci. 3/Geologist	1830.	3735.	EEO-2	1	0	1									
BO-12	116.5	Staff Sci. 3/Mathematics	1830.	3753.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						5	2	7	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						5	2	7	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/Waste Storage/General As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2									
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	2	0	2									
CO-1	759.3	Computing Technician	5.49	7.28	EEO-3	1	0	1		1							1
BO-9	113.3	Staff Sci. 1/Physicist	940.	1974.	EEO-2	1	0	1									
BO-25	145.3	Staff Sci. 1/Geologist	940.	1975.	EEO-2	1	0	1									
BO-12	116.3	Staff Sci. 1/Mathematician	940.	1975.	EEO-2	1	1	2									
BO-23	124.4	Staff SCi.2/Civil Engr.	1485.	2855.	EEO-2	1	1	2									
BO-25	145.4	Staff Sci. 2/Geologist	1485.	2855.	EEO-2	3	0	3									
BO-25	145.5	Staff Sci. 3/Geologist	1830.	3735.	EEO-2	3	0	3									
TOTAL - THIS PAGE (18)						13	4	17	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/Waste Storage/General As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-12	116.5	Staff Sci. 3/Mathematics	1830.	3735.	EEO-2	1	0	1		1							1
BO-37	143.5	Staff Sci. 3/Prog. Mgr.	1830.	3735.	EEO-1	1	0	1									
BO-23	124.5	Staff Sci. 3/Civil Engr.	1830.	3735.	EEO-2	1	0	1									
BO-20	122.5	Staff Sci. 3/Mech. Engr.	1830.	3735.	EEO-2	1	0	1									
BO-35	143.5	Staff Sci. 3/Prog. Mgr.	1830.	3735.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						5	0	5	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						18	4	22	0	2	0	0	0	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/OTEC As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.2	Technical Assistant 2	4.68	6.19	EEO-3	3	1	4				1					1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2									
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	1	0	1									
DO-2	105.3	Staff Sci. 1/Biologist	940.	1875.	EEO-2	0	1	1									
BO-25	144.3	Staff Sci. 1/Geol. Engr.	940.	1975.	EEO-2	1	0	1									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1									
BO-4	105.4	Staff Sci. 2/Biologist	1485.	2855.	EEO-2	1	0	1									
BO-25	144.5	Staff Sci. 3/Geol. Engr.	1830.	3735.	EEO-2	1	0	1									
BO-25	149.5	Staff Sci. 3/Marine Sci.	1830.	3735.	EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						9	5	14	0	0	0	1	0	0	0	0	1
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Earth Sciences Division/OTEC As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-25	145.5	Staff Sci. 3/Geologist	1830.	3735.	EEO-2	1	0	1									
BO-12	116.8	Assoc. Faculty Sci./Math.	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						11	5	16	0	0	0	1	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division Division Office As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
AO-5	167.4	Administrator 4	1599.	2284.	EEO-1	0	1	1									
AO-1	199.4	Management IV	3045.	4838.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						1	1	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	1	2	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division / Technical Information Department / Print Plant As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
EO-8	783.1	Printer I	4.56	5.93	EEO-6	4	5	9	1	1			1				3
EO-8	783.2	Printer 2	5.49	7.28	EEO-6	3	1	4	1	1			1				3
EO-8	783.3	Printer 3	6.18	8.19	EEO-6	1	2	3	1								1
AO-4	783.4	Printer 4	6.94	9.22	EEO-1	1	0	1									
CO-15	790.2	Plant Maintenance Tech. Sr.	6.30	8.56	EEO-3	1	0	1									
TOTAL - THIS PAGE (18)						10	8	12	3	2	0	0	2	0	0	0	7
Grand Total Last Page (19)						16	8	18	3	2	0	0	2	0	0	0	7

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division / Technical Information Department / Administration As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1									
AO-3	199.1	Management I	2041.	3044.	EEO-1	1	0	1									
AO-3	199.1	Management I	2041.	3044.	EEO-1	1	0	1	1								1
AO-2	199.3	Management 3	2318.	3520.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						3	2	5	1	0	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	2	5	1	0	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division / Technical Information Department / Conference Coordination As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	0	1	1									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1					1				1
TOTAL - THIS PAGE (18)						0	2	2	0	0	0	0	1	0	0	0	1
Grand Total Last Page (19)						0	2	2	0	0	0	0	1	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division / Technical Information Department / Technical Editing & Writing As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-29	191.1	Tech. Editor & Writer I	998.	1407.	EEO-2	0	1	1									
BO-29	191.2	Tech. Editor and Writer 2	1197.	1822.	EEO-2	2	5	7						1		1	2
BO-29	191.3	Tech. Editor & Writer 3	1418.	2137.	EEO-2	3	1	4									
BO-29	191.4	Tech. Editor & Writer 4	1675.	2510.	EEO-2	0	1	1									
BO-29	191.4	Tech. Editor & Writer 4	1675.	2510.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						6	8	14	0	0	0	0	0	1	0	1	2
Grand Total Last Page (19)						6	8	14	0	0	0	0	0	1	0	1	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division / Technical Information Department / Data Systems As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-1	759.3	Computing Technician	5.49	7.28	EEO-3	1	3	4		1			2				3
CO-1	759.5	Computing Tech. Principle	7.47	9.65	EEO-3	1	0	1									
CO-3	386.0	Tech/Sci. Coordinator	1596.	2064.	EEO-3	0	1	1									
TOTAL - THIS PAGE (18)						2	4	6	0	1	0	0	2	0	0	0	3
Grand Total Last Page (19)						2	4	6	0	1	0	0	2	0	0	0	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division Technical Information Department Word Processing/Composition As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-18	781.1	Graphic Arts Technician	5.23	6.93	EEO-3	1	11	12				1	1	1		1	4
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	1	0	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
CO-18	781.2	Sr. Graphic Arts Technician	5.88	7.80	EEO-3	0	1	1					1				1
CO-18	781.3	Principle Graphic Arts Tech.	6.94	9.22	EEO-3	0	1	1					1				1
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	0	1	1									
TOTAL - THIS PAGE (18)						2	15	17	0	0	0	1	3	1	0	1	6
Grand Total Last Page (19)						2	15	17	0	0	0	1	3	1	0	1	6

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division / Technical Information Department / Report Coordination As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2					1				1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1								1	1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1									
TOTAL - THIS PAGE (18)						0	6	6	0	0	0	0	1	0	0	1	2
Grand Total Last Page (19)						0	6	6	0	0	0	0	1	0	0	1	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division / Technical Information Department / Illustration As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-17	797.1	Technical Illustrator 1	5.94	7.28	EEO-3	0	1	1									
CO-17	797.2	Technical Illustrator 2	6.30	8.56	EEO-3	2	3	5									
CO-17	797.3	Technical Illustrator 3	7.47	9.65	EEO-3	1	1	2				1					1
CO-17	797.4	Technical Illustrator 4	8.59	11.34	EEO-3	2	0	2									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						6	5	11	0	0	0	1	0	0	0	0	1
Grand Total Last Page (19)						6	5	11	0	0	0	1	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division Technical Information Department-Technology Liaison & Patents As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-28	280.2	Patent Advisor II	1675.	2510.	EEO-2	1	1	2									
BO-28	280.3	Patent Advisor III	1979.	2966.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	1	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	1	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division / Technical Information Department / Technical Photography As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-19	798.1	Photographic Specialist 1	5.23	6.73	EEO-3	1	0	1									
CO-19	798.3	Photographic Specialist 3	7.47	9.65	EEO-3	1	0	1									
CO-7	725.4	Mechanical Specialist	8.59	11.34	EEO-3	1	0	1									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						4	0	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						4	0	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division / Technical Information Department / Photography As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
EO-8	783.1	Printer I	4.56	5.93	EEO-6	1	1	2		1							1
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	2	2						1			1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
AO-4	519.1	Supervisor	6.14	7.78	EEO-1	0	1	1									
CO-19	798.2	Photographic Specialist 2	6.30	8.56	EEO-3	4	1	5	2								2
CO-19	798.3	Photographic Specialist 3	7.47	9.65	EEO-3	3	0	3	1			1					2
CO-19	798.4	Photographic Specialist 4	8.59	11.34	EEO-3	1	0	1									
AO-4	385.1	Supervisor Sr.	1721.	2427.	EEO-1	1	0	1		1							1
TOTAL - THIS PAGE (18)						10	6	16	3	2	0	1	0	1	0	0	7
Grand Total Last Page (19)						10	6	16	3	2	0	1	0	1	0	0	7

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division / Technical Information Department / Outside Printing and Copy Centers As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
EO-8	783.1	Printer I	4.56	5.93	EEO-6	1	2	3									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						2	2	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	2	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division / Library Department - Acquisitions & Acctng. Section As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	2	2									
BO-30	194.2	Technical Info. Specialist 2	1197.	1822.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	2	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	2	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division Library Department - Bldg. 90 Branch As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
BO-30	194.1	Technical Info. Specialist 1	998.	1407.	EEO-2	1	0	1									
BO-30	194.2	Technical Info. Specialist 2	1197.	1822.	EEO-2	0	1	1									
TOTAL - THIS PAGE (18)						1	2	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	2	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division, Library Department - Technical Processes Section As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	2	2						1			1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1						1			1
BO-30	194.1	Technical Info. Specialist 1	998.	1407.	EEO-2	1	0	1				1					1
BO-30	194.2	Technical Info. Specialist 2	1197.	1822.	EEO-2	0	1	1									
AO-4	194.4	Technical Info. Specialist 4	1675.	2510.	EEO-1	0	1	1									
TOTAL - THIS PAGE (18)						1	5	6	0	0	0	1	0	2	0	0	3
Grand Total Last Page (19)						1	5	6	0	0	0	1	0	2	0	0	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division / Library Department - Donner Library / Bio-Med Branch As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	1	0	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
AO-4	194.4	Technical Info. Specialist 4	1675.	2510.	EEO-1	0	1	1									
TOTAL - THIS PAGE (18)						1	2	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	2	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division Administration and Special Services (Library) As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	1	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	2	2								1	1
BO-30	194.1	Technical Info Specialist 1	998.	1407.	EEO-2	0	2	2									
AO-3	194.5	Technical Info. Specialist5	1979.	2966.	EEO-1	1	0	1									
		TOTAL - THIS PAGE (18)				1	5	6	0	0	0	0	0	0	0	1	1
		Grand Total Last Page (19)				1	5	6	0	0	0	0	0	0	0	1	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division / Library Department - Information Services & Research Section As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	51.8	6.28	EEO-5	1	0	1									
CO-1	759.3	Computing Technician	5.49	7.28	EEO-3	1	0	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1					1				1
BO-30	194.1	Technical Info. Specialist.	998.	1407.	EEO-2	0	3	3					1	1			2
BO-30	194.2	Technical Info. Specialist 2	1197.	1822.	EEO-2	1	0	1									
BO-30	194.3	Technical Info. Specialist 3	1418.	2137.	EEO-2	0	1	1									
AO-4	194.4	Technical Info. Specialist 4	1675.	2510.	EEO-1	0	1	1									
AO-4	194.4	Technical Info. Specialist 4	1675.	2510.	EEO-1	0	1	1									
TOTAL - THIS PAGE (18)						3	7	10	0	0	0	0	2	1	0	0	3
Grand Total Last Page (19)						3	7	10	0	0	0	0	2	1	0	0	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division Personnel-Administration As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-34	167.2	Administrator 2	1151.	1575.	EEO-2	0	1	1									
BO-35	168.4	Administrative Specialist 4	1599.	2284.	EEO-2	0	1	1									
AO-2	199.2	Management II	2318.	3520.	EEO-1	1	0	1	1								1
TOTAL - THIS PAGE (18)						1	2	3	1	0	0	0	0	0	0	0	1
Grand Total Last Page (19)						1	2	3	1	0	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division Personnel-Human Resources Development As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2						1		1	2
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	5	5						1			1
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1					1				1
BO-35	168.4	Administrative Specialist 4	1599.	2284.	EEO-2	1	2	3					1				1
BO-35	168.5	Administrative Specialist 5	1862.	2716.	EEO-2	1	0	1									
AO-3	199.1	Management I	2041.	3044.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						3	10	13	0	0	0	0	2	2	0	1	5
Grand Total Last Page (19)						3	10	13	0	0	0	0	2	2	0	1	5

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division Personnel-Compensation & Information Systems As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1								1	1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	4	4					2				2
CO-1	759.4	Sr. Computing Technician	6.30	8.56	EEO-3	1	0	1	1								1
AO-4	169.2	Supervisor	1151.	1575.	EEO-1	0	1	1									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	2	2						1			1
BO-35	168.4	Administrative Specialist 4	1599.	2284.	EEO-2	2	2	4	1				1				2
BO-35	168.5	Administrative Specialist 5	1862.	2716.	EEO-2	1	0	1									
AO-3	199.1	Management I	2041.	3044.	EEO-1	1	0	1	1								1
TOTAL - THIS PAGE (18)						5	10	15	3	0	0	0	3	1	0	1	8
Grand Total Last Page (19)						5	10	15	3	0	0	0	3	1	0	1	8

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division Personnel-Policy Development & Employee As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1						1			1
BO-35	168.5	Administrative Specialist 5	1862.	2216.	EEO-2	0	1	1									
AO-3	199.1	Management I	2041.	3044.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						1	2	3	0	0	0	0	0	1	0	0	1
Grand Total Last Page (19)						1	2	3	0	0	0	0	0	1	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Public Information Department As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1					1				1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
BO-29	191.1	Tech. Editor & Writer I	998.	1407.	EEO-2	0	1	1					1				1
BO-29	191.2	Tech. Editor & Writer II	1197.	1822.	EEO-2	0	2	2									
BO-29	191.2	Tech. Editor & Writer II	1197.	1822.	EEO-2	1	0	1									
BO-29	191.3	Tech. Editor & Writer III	1418.	2137.	EEO-2	1	0	1									
BO-29	191.3	Tech. Editor & Writer III	1418.	2137.	EEO-2	0	1	1									
AO-3	199.1	Management I	2041.	3044	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						3	6	9	0	0	0	0	2	0	0	0	2
Grand Total Last Page (19)						3	6	9	0	0	0	0	2	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division-Foreign Personnel & Visitor Arrangements- Administrative Unit As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	1	0	1									
AO-3	199.1	Management I	2041.	3044.	EEO-1	0	1	1									
TOTAL - THIS PAGE (18)						1	3	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	3	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division / Foreign Personnel & Visitor Arrangements- Foreign Personnel Unit As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2						1			1
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1									
TOTAL - THIS PAGE (18)						0	3	3	0	0	0	0	0	1	0	0	1
Grand Total Last Page (19)						0	3	3	0	0	0	0	0	1	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee and Information Services Division-Foreign Personnel & Visitor Arrangements-Pass Office As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	3	3									
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1									
TOTAL - THIS PAGE (18)						0	4	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						0	4	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT EISD/Affirmative Action Department As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	3	3					2		1		3
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	1	0	1	1								1
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1					1				1
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	1	0	1		1							1
BO-35	168.4	Administrative Specialist 4	1599.	2284.	EEO-2	0	1	1								1	1
BO-35	168.5	Administrative Specialist 5	1862.	2716.	EEO-2	1	0	1	1								1
AO-3	199.1	Management 1	2041.	3044.	EEO-1	1	0	1				1					1
TOTAL - THIS PAGE (18)						4	5	9	2	1	0	1	3	0	1	1	9
Grand Total Last Page (19)						4	5	9	2	1	0	1	3	0	1	1	9

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division-Information & Data Analysis Department-Administration As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-3	386.0	Technical/Scientific Coord.	1569.	2064.	EEO-3	1	0	1									
BO-15	118.5	Staff Scientist 3/Comp. Sci.	1830.	3735.	EEO-2	1	0	1									
BO-8	111.6	Senior Staff Scientist 1/Chem.	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						3	0	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Employee & Information Services Division
Information & Data Analysis Department
Information Methodology Research Project
As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-1	759.3	Computer Technician	5.49	7.28	EEO-3	0	1	1								1	1
BO-13	118.3	Staff Scientist 1/Comp. Sci.	940.	1975.	EEO-2	1	0	1									
BO-14	118.4	Staff Scientist 2/Comp. Sci.	1485.	2855.	EEO-2	1	1	2									
BO-14	118.4	Staff Scientist 2/Comp. Sci.	1485.	2855.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	2	5	0	0	0	0	0	0	0	1	1
Grand Total Last Page (19)						3	2	5	0	0	0	0	0	0	0	1	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment Divisional Admin. As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1								1	1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1								1	1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
DO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	0	1	1					1				1
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	1	0	1									
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1								1	1
AO-3	199.1	Management 1	2041.	3044.	EEO-1	0	1	1									
TOTAL - THIS PAGE (18)						1	8	9	0	0	0	0	1	0	0	3	4
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment Divisional Admin. As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-20	122.4	Staff Scientist 2/Mech. Eng.	1485.	2855.	EEO-2	1	0	1									
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	1	0	1									
BO-11	113.6	Sr. Staff/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-11	113.6	Sr. Staff/Physicist	1830.	3735.	EEO-2	1	0	1									
AO-1	123.9	Faculty Sr. Scientist	University Annual		EEO-1	1	0	1									
		Division Head/Associate Dir.	Salary														
TOTAL - THIS PAGE (18)						5	0	5	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						6	8	14	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Chemical Process Prog. As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	1	0	1									
BO-2	103.3	Staff Scientist 1/Biochemist	940.	1975.	EEO-2	1	0	1									
BO-22	123.3	Staff Scientist 1/Chem. Engr.	940.	1975.	EEO-2	1	0	1									
BO-22	123.4	Staff Scientist 2/Chem. Engr.	1485.	2855.	EEO-2	3	0	3				1					1
BO-7	111.4	Staff Scientist 3/Chemist	1485.	2855.	EEO-2	1	0	1									
BO-2	103.5	Staff Scientist 3/Biochemist	1830.	3735.	EEO-2	1	0	1									
BO-22	123.5	Staff Scientist 3/Chem. Engr.	1830.	3735.	EEO-2	2	0	2									
BO-22	123.5	Staff Scientist 3/Chem. Engr.	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						11	1	12	0	0	0	1	0	0	0	0	1
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Chemical Process Prog. As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-7	111.5	Staff Scientist 3/Chemist	Salary subject to DOE approval			1	0	1									
BO-8	111.8	Associated Faculty/Chemist	Univ. Annual Salary			1	0	1									
BO-22	123.8	Associated Faculty/Chem. Engr.	Univ. Annual Salary			7	0	7									
BO-22	123.8	Associated Faculty/Chem. Engr.	Univ. Annual Salary			1	0	1									
BO-22	123.8	Associated Faculty/Chem. Engr.	Univ. Annual Salary			1	0	1									
TOTAL - THIS PAGE (18)						11	0	11	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						22	1	23	0	0	0	1	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Environmental Program As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	1	1								1	1
CO-5	724.2	Technical Assistant 2	4.68	6.19	EEO-3	1	1	2						1			1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2									
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	0	1	1						1			1
CO-1	759.3	Computing Technician	5.49	7.28	EEO-3	1	0	1				1					1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	2	2									
CO-14	795.4	Research Specialist	8.59	11.34	EEO-3	0	1	1									
BO-22	381.2	Sr. Research Associate	1276.	1668.	EEO-2	1	0	1				1					1
CO-4	382.0	Technical Associate	1547.	2103.	EEO-3	1	0	1									
TOTAL - THIS PAGE (18)						4	8	12	0	0	0	2	0	2	0	1	5
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Environmental Program As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-12	770.4	Electronics Specialist	8.59	11.34	EEO-3	1	0	1		1							1
BO-6	111.3	Staff Scientist 1/Chemist	940.	1975.	EEO-2	1	1	2									
BO-23	133.3	Staff Scientist 1/Architect	940.	1975.	EEO-2	1	0	1									
BO-9	113.3	Staff Scientist 1/Physicist	940.	1975.	EEO-2	2	0	2									
BO-22	123.3	Staff Scientist 1/Chem. Engr.	940.	1975.	EEO-2	2	0	2		1							1
BO-19	122.1	Post Doctoral/Mech. Engr.	990.	1560.	EEO-2	1	0	1									
BO-6	111.1	Post Doctoral/Chemist	990.	1560.	EEO-2	1	0	1									
BO-9	113.1	Post Doctoral/Physicist	990.	1560.	EEO-2	1	0	1									
BO-7	113.1	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	5	0	5		1		1					2
TOTAL - THIS PAGE (18)						15	1	16	0	3	0	1	0	0	0	0	4
Grand Total Last Page (19)						19	9	28	0	3	0	3	0	0	0	0	9

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Environmental Program As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-20	122.4	Staff Scientist 2/Mech. Engr.	1485.	2855.	EEO-2	4	0	4									
BO-5	107.4	Staff Scientist 2/Biophysicist	1485.	2855.	EEO-2	0	1	1									
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	1	0	1									
BO-4	105.4	Staff Scientist 2/Biologist	1485.	2855.	EEO-2	1	0	1									
BO-25	145.4	Staff Scientist 2/Geologist	1485.	2855.	EEO-2	0	1	1									
BO-5	107.4	Staff Scientist 2/Biophysicist	1485.	2855.	EEO-2	1	0	1									
BO-22	123.4	Staff Scientist 2/Chem. Engr.	1485.	2855.	EEO-2	1	0	1									
BO-1	122.8	Associated Faculty/Mech. Engr.	Univ. Annual Salary		EEO-2	9	0	9		1							1
BO-20	122.5	Staff Scientist 3/Mech. Engr.	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						18	2	20	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						37	11	48	0	4	0	3	0	0	0	0	10

B-Black AI-American Indian or Alaskan Native
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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Environmental Program As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-7	111.5	Staff Scientist 3/Chemist	1830.		EEO-2	1	2	3									
BO-7	111.5	Staff Scientist 2/Chemist	1830.		EEO-2	4	2	6		1							1
BO-5	107.5	Staff Scientist 3/Biophysicist	1830.		EEO-2	1	0	1									
BO-10	113.5	Staff Scientist 3/Physicist	1830.		EEO-2	1	0	1									
BO-10	113.5	Staff Scientist 3/Physicist	1830.		EEO-2	1	0	1									
BO-10	113.5	Staff Scientist 3/Physicist	1830.		EEO-2	2	0	2									
BO-11	113.8	Associated Faculty/Physicist	Univ. Annual Salary		EEO-2	1	0	1									
BO-12	117.8	Associated Faculty Statistician	Univ. Annual Salary		EEO-2	1	0	1									
BO-27	147.8	Associated Faculty/Economist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						13	4	17	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						50	15	65	0	5	0	3	0	0	0	0	11

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Environmental Program As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-22	123.5	Staff Scientist / Chem. Engr.	1830.	3735.	EEO-2	0	1	1									
BO-15	118.5	Staff Scientist 3 Comp. Sci.	1830.	3735.	EEO-2	1	0	1									
BO-11	113.6	Sr. Scientist/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-8	111.7	Senior Scientist/Chemist	Contingent upon DOE Approval		EEO-2	2	0	2									
BO-11	113.7	Senior Scientist/Physicist	Contingent upon DOE Approval		EEO-2	1	0	1									
BO-1	111.9	Senior Faculty /Chemist	Univ. Annual Salary		EEO-2	1	0	1									
BO-1	103.8	Associated Faculty/Biochemist	Univ. Annual Salary		EEO-2	1	0	1									
BO-1	111.8	Associated Faculty/Chemist	Univ. Annual Salary		EEO-2	1	0	1									
BO-1	101.8	Associated Faculty/Physician	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						9	1	10	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						59	16	75	0	5	0	3	0	2	0	1	11

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Energy Eff. Buildings As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	1	1					1				1
CO-5	724.2	Technical Assistant 2	4.68	6.19	EEO-3	2	0	2									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	4	4									
CO-1	759.3	Computing Technician	5.49	7.28	EEO-3	0	2	2									
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	3	2	5									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1					1				1
DO-3	567.1	Administrator 1	6.14	7.78	EEO-5	0	2	2					1			1	2
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
TOTAL - THIS PAGE (18)						5	14	19	0	0	0	0	3	0	0	1	4
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Energy Eff. Buildings As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-13	795.2	Senior Research Technician	6.30	8.56	EEO-5	1	0	1									
CO-9	730.2	Asst. Technical Coordinator	7.47	9.65	EEO-5	1	0	1									
BO-22	127.3	Staff Scientist 1/Indust. Engr.	940.	1975.	EEO-2	1	0	1									
BO-13	118.3	Staff Scientist 1/ Comp. Sci.	940.	1975.	EEO-2	3	0	3									
BO-6	111.3	Staff Scientist 1/Chemist	940.	1975.	EEO-2	2	0	2		1							1
BO-23	133.3	Staff Scientist 1/ Architect	940.	1975.	EEO-2	1	0	1									
BO-19	122.3	Staff Scientist 1/Mech. Engr.	940.	1975.	EEO-2	1	0	1									
BO-19	122.3	Staff Scientist 1/ Mech. Engr.	940.	1975.	EEO-2	1	0	1									
CO-3	386.1	Technical/Scientific Coord. Senior	1874.	2268.	EEO-5	1	0	1									
TOTAL - THIS PAGE (18)						12	0	12	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						17	14	31	0	1	0	0	3	0	0	1	5

B-Black AI-American Indian or Alaskan Native
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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment Division Energy Eff. Buildings Program As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	2	0	2									
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	2	0	2									
BO-23	124.4	Staff Scientist 2/Civil Engr.	1485.	2855.	EEO-2	1	0	1									
BO-27	148.4	Staff Scientist 2/Policy Anal yst	1485.	2855.	EEO-2	1	0	1									
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	1	0	1									
BO-23	133.4	Staff Scientist 2/Architect	1485.	2855.	EEO-2	1	0	1									
BO-9	113.3	Staff Scientist 1/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-27	148.3	Staff Scientist 1/Policy Anal yst	1830.	3735.	EEO-2	0	1	1									
BO-10	113.5	Staff Scientist 3/Physicist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						10	1	11	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						27	15	42	0	1	0	0	3	0	0	1	5

B-Black AI-American Indian or Alaskan Native
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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Energy Eff. Buildings As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-10	113.5	Staff Scientist 3/Physicist	1830.	3735.	EEO-2	5	0	5									
BO-10	113.5	Staff Scientist 2/ Physicist	1830.	3735.	EEO-2	1	0	1									
BO-20	133.5	Staff Scientist 3/ Mech. Engr.	1830.	3735.	EEO-2	1	0	1									
BO-15	118.5	Staff Scientist 3/Comp. Sci.	1830.	3735.	EEO-2	1	0	1									
BO-23	133.5	Staff Scientist 3/Architect	1830.	3735.	EEO-2	1	0	1									
BO-23	133.5	Staff Scientist 3/Architect	1830.	3735.	EEO-2	1	0	1									
BO-7	111.5	Staff Scientist 3/Chemist	1830.	3735.	EEO-2	1	0	1									
BO-1	111.8	Associated Faculty/Chemist	Univ. Annual Salary		EEO-2	1	0	1									
BO-1	113.8	Associated Faculty/Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						13	0	13	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						40	15	55	0	1	0	0	3	0	0	1	5

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Energy Eff. Buildings As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-11	113.7	Senior Scientist/Physicist	Contingent upon DOE Approval			1	0	1									
BO-1	113.9	Senior Faculty/Physicist	Univ. Annual Salary			1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						42	15	57	0	1	0	0	3	0	0	1	5

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Solar Program As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1							1		1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1					1				1
CO-13	795.2	Sr. Research Technician	6.30	8.56	EEO-3	1	0	1									
BO-19	122.3	Staff Scientist 1/Mech. Engr.	940.	1975.	EEO-2	2	0	2									
BO-2	103.3	Staff Scientist 1/Biochemist	940.	1975.	EEO-2	1	0	1									
BO-23	133.3	Staff Scientist 1/Architect	940.	1975.	EEO-2	0	1	1					1				1
BO-13	118.3	Staff Scientist 1/Comp. Sci.	940.	1975.	EEO-2	1	0	1									
BO-34	167.2	Administrator	1151.	1575.	EEO-2	0	1	1									
BO-2	103.4	Staff Scientist 1/Biochemist	1485.	2855.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						6	4	10	0	0	0	0	2	0	1	0	3
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Solar Program As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-27	148.4	Staff Sci. 2/ Policy Analyst	1485.	2855.	EEO-2	1	0	1									
BO-23	133.4	Staff Scientist 2/Architect	1485.	2855.	EEO-2	1	0	1									
BO-20	122.4	Staff Sci. 2/Mech. Engr.	1485.	2855.	EEO-2	1	0	1									
BO-25	145.4	Staff Scientist 2/Geologist	1485.	2855.	EEO-2	1	0	1									
BO-10	113.4	Staff Scientist/Physicist	1485.	2855.	EEO-2	1	0	1									
BO-10	113.5	Staff Scientist 3/Physicist	1830.	3735.	EEO-2	3	0	3									
BO-10	113.5	Staff Scientist 3/Physicist	1830.	3735.	EEO-2	2	0	2									
BO-20	122.5	Staff Scientist 3/Mech. Engr	1830.	3735.	EEO-2	1	0	1									
BO-11	113.6	Senior Scientist/Physicist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						12	0	12	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						18	4	22	0	0	0	0	2	0	1	0	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Energy Analysis Prog. As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2					1				1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1					1				1
BO-27	147.3	Staff Scientist 1/Economist	940.	1975.	EEO-2	0	1	1									
BO-13	118.3	Staff Scientist 1/Comp. Sci.	940.	1975.	EEO-2	1	0	1		1							1
BO-12	116.3	Staff Scientist 1/Mathematician	940.	1975.	EEO-2	1	0	1				1					1
BO-31	381.1	Research Associate	1085.	1419.	EEO-2	1	0	1				1					1
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
BO-27	148.4	Staff Scientist 2/Policy Analyst	1485.	2855.	EEO-2	0	1	1						1			1
BO-27	148.4	Staff Scientist 2 Policy Analyst	1485.	2855.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	6	10	0	1	0	2	2	1	0	0	6
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 2 of 2

FACILITY _____ ORGANIZATIONAL UNIT Energy & Environment/Energy Analysis Prog. As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	1	0	1									
BO-27	148.5	Staff Scientist 3/Policy Analyst	1830.	3735.	EEO-2	3	0	3									
BO-27	148.5	Staff Scientist 3/Policy Analyst	1830.	3735.	EEO-2	5	0	5									
BO-27	147.5	Staff Scientist 3/Economist	1830.	3735.	EEO-2	1	0	1									
BO-38	143.5	Staff Scientist 3/Prog. Manager	1830.	3735.	EEO-2	1	0	1									
BO-10	113.5	Staff Scientist 3/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-38	143.7	Senior Scientist/Prog. Mgt.	Contingent upon DOE Approval		EEO-2	1	0	1									
BO-12	116.8	Associated Faculty/Mathematician	Univ. Annual Salary		EEO-2	1	0	1									
BO-25	145.8	Associated Faculty/Geologist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						15	0	15	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						19	6	25	0	1	0	2	2	1	0	0	6

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/ Mechanical Department - Mechanical Shops As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
EO-5	786.1	Mach. Shop Assistant I	5.49	7.28	EEO-3	1	0	1				1					1
EO-7	788.1	Mech. Shop Fab. Asst. I	5.49	7.28	EEO-6	1	0	1									
EO-5	786.2	Mach. Shop Assistant II	6.30	8.56	EEO-3	1	0	1									
EO-7	788.3	Mech. Shop Fabricator	7.47	9.65	EEO-6	2	0	2				1					1
EO-7	788.4	Mech. Shop Fabricator Spec.	8.59	11.34	EEO-6	17	0	17	1			1					2
CO-7	725.4	Mechanical Specialist	8.59	11.34	EEO-3	2	0	2									
EO-6	786.3	Machinist	9.64	11.34	EEO-3	34	0	34	2	3	1	4					10
EO-6	787.3	Assembly Machinist	9.64	11.34	EEO-3	14	0	14		1							1
EO-6	786.4	Precision Machinist	11.09	11.91	EEO-3	7	0	7									
CO-7	725.4	Mechanical Specialist	8.59	11.34	EEO-3	39	0	39	0	4	0	2					6
TOTAL - THIS PAGE (18)						118	0	118	3	8	1	9	0	0	0	0	21
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Mechanical Department Mechanical Shops As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-8	716.1	Lead Machinist/Technician	8.03	12.47	EEO-3	7	0	7				1					1
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	10	0	10									
AO-4	385.1	Supervisor, Senior	1721.	2427.	EEO-1	6	0	6									
AO-4	385.2	Superintendent	1896.	2661.	EEO-1	1	0	1									
AO-4	385.3	Superintendent, Senior	2082.	2930.	EEO-1	1	0	1									
EO-7	788.2	Mech. Shop Fab. Asst. I	6.30	8.56	EEO-6		1	1								1	1
TOTAL - THIS PAGE (18)						25	1	26	0	0	0	1	0	0	0	1	2
Grand Total Last Page (19)						142	1	143	3	8	1	10	0	0	0	1	23

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Mechanical Department As of June 30 (date) 19 79

Mechanical Technicians

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-6	725.1	Mechanical Technician	5.49	7.28	EEO-3	17	0	17		2		1					3
CO-6	725.2	Mechanical Technician Sr.	6.30	8.56	EEO-3	11	1	12		2		1					3
CO-9	730.1	Engineer Assistant. Sr.	6.30	8.56	EEO-3	3	0	3									
CO-9	730.2	Assistant Technical Coord.	7.47	9.65	EEO-3	1	0	1									
CO-6	725.3	Mechanical Technician Pr.	7.47	9.65	EEO-3	7	0	7		1	1						2
CO-8	716.1	Lead Machine/Technician	8.03	12.47	EEO-3	37	0	37		4		2					6
CO-7	725.4	Mechanical Specialist	8.59	11.34	EEO-3	5	0	5		1							1
TOTAL - THIS PAGE (18)						81	1	82		10	1	4	0	0	0	0	15
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Mechanical Department As of June 30 1979 (date)
Mechanical Technicians

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-4	382.0	Technical Associate	1547.	2103.	EEO-2	12	0	12									
CO-3	386.0	Technical Scientific Coord.	1569.	2064.	EEO-2	4	0	4									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	5	0	5									
AO-4	385.1	Supervisor, Senior	1721.	2427.	EEO-1	4	0	4									
CO-3	386.1	Tech/Scientific Coord. Sr.	1874.	2268.	EEO-2	1	0	1									
AO-4	385.2	Superintendent	1896.	2661.	EEO-1	2	0	2									
CO-4	382.1	Technical Associate, Sr.	2094.	2552.	EEO-2	4	0	4									
TOTAL - THIS PAGE (18)						32	0	32	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						113	1	114	0	10	1	4	0	0	0	0	15

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Mechanical Department/ Interns & Apprentices As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
EO-7	788.1	Mechanical Shop Fabrication Apprentice	5.49	7.28	EEO-6	1	0	1				1					1
CO-6	725.2	Mechanical Technician Senior	6.30	8.56	EEO-3	1	0	1		1							1
EO-5	785.1	Machinist, Apprentice	6.55	8.77	EEO-3	1	0	1	1								1
CO-6	725.3	Mechanical Technician Pr.	7.47	9.65	EEO-3	1	0	1	1								1
BO-33	383.0	Design Associate	1547.	2103.	EEO-2	1	0	1		1							1
TOTAL - THIS PAGE (18)						5	0	5	2	2	0	1	0	0	0	0	5
Grand Total Last Page (19)						5	0	5	2	2	0	1	0	0	0	0	5

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Mechanical Department/Administration As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	2	2								1	1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	5	5					1			1	2
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	4	4					1			1	2
BO-34	167.2	Administrator 2	1151.	1575.	EEO-2	0	1	1									
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
CO-3	386.0	Tech./Scientific Coord.	1569.	2064.	EEO-3	1	0	1									
AO-4	385.1	Supervisor, Sr.	1721.	2427.	EEO-1	1	0	1									
BO-37	113.5	Staff Sci. 3/Prog. Mgt.	1830.	3735.	EEO-2	1	0	1									
BO-33	383.1	Design Associate, Sr.	2094.	2552.	EEO-2	1	0	1				1					
BO-21	122.7	Staff Sr. Sci. 2/Mech. Engr.	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						5	13	18	0	0	0	1	2	0	0	3	6
Grand Total Last Page (19)						5	13	18	0	0	0	1	2	0	0	3	6

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Computer Center Students As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
GO-3	999.0	General Helper	2.90	4.00	EEO-8	2	1	3	1	1			1				3
BO-36	997.0	Intern			EEO-2	1		1	1								1
TOTAL - THIS PAGE (18)						3	1	4	2	1	0	0	1	0	0	0	4
Grand Total Last Page (19)						3	1	4	2	1	0	0	1	0	0	0	4

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Computer Center/Technical As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-1	757.1	DCO	5.49	7.28	EEO-3	10	3	13	3	2			2				7
CO-1	759.3	Computing Technician	5.49	7.28	EEO-3	1	2	3				1	1				2
CO-1	757.2	DCO Senior	6.30	8.56	EEO-3	12	3	15	5	2		1	2				10
CO-1	759.4	Computing Technician Sr.	6.30	8.56	EEO-3	1	1	2					1				1
CO-1	757.3	DCO Principal	7.47	9.65	EEO-3	7	3	10	2								2
CO-1	759.5	Computing Technician Pr.	7.47	9.65	EEO-3	1	4	5		1						1	2
CO-1	795.4	Research Specialist	8.59	11.34	EEO-3	1	0	1									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	4	0	4	1								1
AO-4	385.2	Superintendent	1896.	2661.	EEO-1	1	0	1									
AO-4	385.3	Superintendent Sr.	2082.	2930.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						39	16	55	11	5	0	2	6	0	0	1	25
Grand Total Last Page (19)						39	16	55	11	5	0	2	6	0	0	1	25

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Computer Center/Scientific As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-13	118.3	Staff Sci.1/Comp. Sci.	940.	1975.	EEO-2	6	1	7		1							1
BO-14	118.4	Staff Sci. 2/Comp. Sci.	1485.	2855.	EEO-2	10	6	16									
BO-15	118.5	Staff Sci. 3/Comp. Sci.	1830.	3735.	EEO-2	13	2	15									
BO-15	118.5	Staff Sci. 3/Comp. Sci.	1830.	3735.	EEO-2	1	1	2									
TOTAL - THIS PAGE (18)						30	10	40	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						30	10	40	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY Lawrence Berkeley Laboratory ORGANIZATIONAL UNIT Engineering and Technical Services Division/ Electrical Eng. Dept./ Design Support As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-17	729.0	Drafter	5.49	7.28	EEO-3	2	3	5	2				3				5
CO-17	729.1	Senior Drafter	6.30	8.56	EEO-3	3	0	3	2	1							3
CO-17	729.2	Design Drafter	7.47	9.65	EEO-3	3	0	3		1							1
CO-17	729.3	Designer	8.59	11.34	EEO-3	2	0	2		1							1
CO-3	386.0	Technical/Scientific Coordin.	1569.	2064.	EEO-3	24	0	24	1	1							2
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	1	0	1									
CO-3	386.1	Senior Tech./Sci. Coordinator	1874.	2268.	EEO-3	8	0	8			1						1
AO-4	385.1	Senior Supervisor	1721.	2427.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						44	3	47	5	4	1	0	3	0	0	0	13
Grand Total Last Page (19)						44	3	47	5	4	1	0	3	0	0	0	13

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY Lawrence Berkeley Laboratory ORGANIZATIONAL UNIT Engineering and Technical Services Div. Department of Instrument Techniques/ Apprentice As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
GO-3	799.3	General Helper	2.90	4.00	EEO-8	1		1		1							1
CO-17	728.0	Technician/Drafter Trainee	4.56	5.93	EEO-3	1		1	1								1
TOTAL - THIS PAGE (18)						2	0	2	1	1	0	0	0	0	0	0	2
Grand Total Last Page (19)						2	0	2	1	1	0	0	0	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Mechanical Department As of June 30 19 79
(date)
Students/Trainees

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-17	729.0	Drafter	5.49	6.93	EEO-3	2	1	3	1								1
CO-9	730.0	Engineering Assistant	5.49	7.28	EEO-3	1	0	1	1								1
EO-5	786.1	Machine Shop Assistant I	5.49	7.28	EEO-3	2	0	2	1								1
CO-1	759.4	Computing Tech. Senior	6.30	8.56	EEO-3	1	0	1									
EO-5	786.2	Machine Shop Assistant II	6.30	8.56	EEO-3	6	0	6		1		1					2
EO-7	788.2	Mech. Shop Fab. Assist. II	6.30	8.56	EEO-6	0	1	1								1	1
CO-9	730.2	Assistant Tech. Coord.	7.47	9.65	EEO-3	1	1	2									
EO-7	788.3	Mech. Shop Fabricator	7.47	9.65	EEO-6	1	0	1				1					1
TOTAL - THIS PAGE (18)						14	3	17	3	1	0	2	0	0	0	1	7
Grand Total Last Page (19)						14	3	17	3	1	0	2	0	0	0	1	7

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Mechanical Department/Engineer/Design As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-18	784.1	Print Room Operator	4.19	5.62	EEO-3	1	2	3	1				1		1		3
CO-17	729.0	Drafter	5.49	7.28	EEO-3	1	1	2	1					1			2
CO-18	784.3	Print Room Poerator Pr.	5.81	7.73	EEO-3	0	1	1									
C0-17	729.1	Drafter, Senior	6.30	8.56	EEO-3	0	2	2									
CO-9	730.1	Engineering Assist. Sr.	6.30	8.56	EEO-3	0	1	1									
CO-17	729.2	Drafter, Design	7.47	9.65	EEO-3	4	1	5		1							1
CO-17	729.3	Designer	8.59	11.34	EEO-3	6	1	7									
BO-19	122.3	Staff Sci. 3/Mech. Engr.	940.	1975.	EEO-2	11	0	11		3		1					4
CO-3	386.0	Technical/Scient. Coord.	1569.	2064.	EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						25	9	34	2	4	0	1	1	1	1	0	10
Grand Total Last Page (19)						25	9	34	2	4	0	1	1	1	1	0	10

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Mechanical Department/Engineer/Design As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-20	122.4	Staff Sci. 2/Mech. Engr.	1485.	2855.	EEO-2	13	1	14	1	2		2					5
BO-24	140.4	Staff Sci. 2/Metallurgist	1485.	2855.	EEO-2	1	0	1									
BO-33	383.0	Design Assoicate	1547.	2103.	EEO-2	12	0	12		7							7
BO-20	122.5	Staff Sci. 3/Mech. Engr.	1830.	3735.	EEO-2	39	0	39		3							3
BO-22	123.5	Staff Sci. 3/Chem. Engr.	1830.	3735.	EEO-2	2	0	2									
AO-5	167.5	Administrator 5	1862.	2716.	EEO-1	1	0	1									
CO-3	386.1	Technical/Sci. Coord.	1874.	2268.	EEO-2	1	0	1									
CO-4	382.1	Technical Assoc. Senior	2094.	2552	EEO-2	1	0	1									
BO-33	383.1	Design Associate Senior	2094.	2552.	EEO-2	18	0	18		1		1					2
TOTAL - THIS PAGE (18)						88	1	89	1	13	0	3	0	0	0	0	17
Grand Total Last Page (19)						113	10	123	3	17	0	4	1	1	1	0	27

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Mechanical Department/ Engineer/ Design As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification Informal Job Title If Any	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-24	140.5	Staff Sci. 3/Metallurgist	1830.	3735.	EEO-2	2	0	2									
BO-21	122.6	Staff Sr. Sci. 1/ Mech.En.	1830.	3735.	EEO-2	1	0	1									
BO-11	113.7	Staff Sr. Sci 2/ Physicist	Contingent upon DOE Appr.		EEO-2	1		1									
BO-21	122.7	Staff Sr. Sci.2/Mech En.	Contingent upon DOE Appr.		EEO-2	4	0	4		1							1
BO-1	120.8	Assoc. Fac./Elect. Engr	Univ. Annual	Salary	EEO-1	1	0	1									
BO-1	124.8	Assoc. Fac./Civil Engr.	Univ. Annual	Salary	EEO-1	1	0	1									
BO-1	130.8	Assoc. Fac./ Nuc. Engr.	Univ. Annual	Salary	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						11	0	11		1							1
Grand Total Last Page (19)						124	10	134	3	18	0	4	1	1	1	0	28

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ _____ ORGANIZATIONAL UNIT Engineering and Technical Services/Medical Services Department/Technicians As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-32	732.1	Occ. Health Nurse I	6.89	8.96		0	2	2									0
CO-13	795.3	Research Tech., Pr.	7.47	9.65		1	0	1	1								1
AO-4	732.2	Occ. Health Nurse II	7.56	9.85		0	1	1									0
BO-32	731.1	Med. Lab. Tech I	7.84	10.25		0	2	2						1			1
CO-4	382.0	Tech. Assoc.	1547.	2103.		1	0	1									0
TOTAL - THIS PAGE (18)						2	5	7	1	0	0	0	0	1	0	0	2
Grand Total Last Page (19)						2	5	7	1	0	0	0	0	1	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Div. Department of Instrument Techniques/Technic. As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant, I.	3.98	5.26	EEO-3	1		1	1								1
CO-5	724.2	Technical Assistant, II	4.68	6.19	EEO-3		1	1					1				1
CO-9	730.0	Engineering Assistant	5.49	7.28	EEO-3	1		1									
CO-10	770.1	Electronic Technician	5.49	7.28	EEO-3	4	1	5	1	1						1	3
CO-9	730.1	Engineering Assistant, Sr.	6.30	8.56	EEO-3	1		1	1								1
CO-11	770.2	Electronic Technician, Sr.	6.30	8.56	EEO-3	4	1	5				1	1				2
CO-11	770.3	Electronic Technician, Prin.	7.47	9.65	EEO-3	13		13	1			1					2
CO-12	770.4	Electronic Specialist	8.59	11.34	EEO-3	14		14		3							3
CO-4	382.0	Technical Associate	2094.	2552.	EEO-3	10		10		2							2
TOTAL - THIS PAGE (18)						48	3	51	4	6	0	2	2	0	0	1	15
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Div. Department of Instrument Techniques/ ~~Technicians~~ As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-8	716.1	Lead Technician	8.03	12.47	EEO-3	1		1									
CO-4	382.1	Technical Associate, Sr.	1085.	1419.	EEO-3	2		2									
AO-4	385.0	Supervisor	1569.	2214.	EEO-3	1		1									
AO-4	385.1	Supervisor, Sr.	1721.	2427.	EEO-3	1		1									
TOTAL - THIS PAGE (18)						5	0	5	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						53	3	56	4	7	0	2	2	0	0	1	16

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering & Technical Services Division Office As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Admin. Services IV	5.67	7.02	EEO-5		1	1									
BO-34	167.2	Adminstrator II	1151	1575	EEO-2		1	1									
CO-4	382.1	Tech. Assoc. Sr.	2094	2552	EEO-3	1		1									
AO-5	143.5	Staff Sci. III-Prog. Eng./Sci. Mgt.	1830	3735	EEO-1	2		2	1								1
BO-15	118.5	Staff Sci. III-Comp. Sci/Math Prog.	1830	3735	EEO-2	1		1									
AO-2	143.5	Staff Sci. III-Prog. Mgt. Eng./Sci.	1830	3735	EEO-1	1		1									
BO-11	113.7	Staff Senior Sci. -Physicist	-	-	EEO-2	2		2									
TOTAL - THIS PAGE (18)						7	2	9	1	0	0	0	0	0	0	0	1
Grand Total Last Page (19)						7	2	9	1	0	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Engineering & Technical Services/Professional As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-5	107.5	Biophysicist	1830.	3735.	EEO-2	1	0	1									0
BO-3	101.5	Physician	1830.	3735.	EEO-2	1	0	1									0
BO-3	101.5	Physician Staff Physician	1830.	3735.	EEO-2	1	1	2									0
TOTAL - THIS PAGE (18)						3	1	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						3	1	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services/ Administration As of June 30, (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Admin. Services III	5.18	6.28	EEO-5	0	2	2					1				1
DO-2	518.4	Admin. Services IV	5.67	7.02	EEO-5	0	1	1									0
AO-3	199.1	Management I	2041.	3044.	EEO-1	0	1	1									0
AO-1	113.7	Staff Sr. Sci 2/Physicist	Contingent upon DOE approval		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						1	4	5	0	0	0	0	1	0	0	0	1
Grand Total Last Page (19)						1	4	5	0	0	0	0	1	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division/ Electrical Engineering Department/Students As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-10	770.0	Elec. Technician Apprentice	4.39	5.00	EEO-3	1	3	4	1								1
CO-17	728.0	Technician Trainee	4.56	5.93	EEO-3	1	0	1		1							1
CO-10	770.1	Electronics Technician	5.49	7.28	EEO-3	1	0	1									
TOTAL - THIS PAGE (18)						3	3	6	1	1	0	0	0	0	0	0	2
Grand Total Last Page (19)						3	3	6	1	1	0	0	0	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division/ Elec. Eng. Dept./Administration As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services III	5.18	6.28	EEO-5	0	2	2					1	1			2
DO-2	518.4	Administrative Services IV	5.67	7.02	EEO-5	0	2	2									
DO-3	518.5	Administrative Services V	6.14	7.78	EEO-5	0	1	1									
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
BO-34	168.3	Administrative Specialist 3	1348.	1886	EEO-2	0	1	1									
AO-4	385.2	Superintendent	1896.	2661	EEO-1	2	0	2									
BO-17	120.5	Staff Scientist 3	1830.	3735	EEO	1	0	1									
BO-18	120.7	Senior Staff Scientist 2	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	7	11	0	0	0	0	1	1	0		2
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division/ Elec. Eng. Dept. /Administration As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-18	120.7	Senior Staff Scientist 2 Electronics Engineer	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	3	4	1	0	0	0	0	0	0	0	1
Grand Total Last Page (19)						5	10	15	0	0	0	0	1	1	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT E & TS/Computer Center/Administration As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	6	6					3				3
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1									
BO-34	168.2	Administrative Spcialist 2	1151.	1575.	EEO-2	0	1	1									
BO-34	167.3	Administrator	1348.	1886.	EEO-2	0	1	1									
BO-35	167.4	Administrative Specialist 4	1599.	2284.	EEO-2	1	0	1									
AO-2	199.2	Management II	2041.	3044.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						2	9	11	0	0	0	0	3	0	0	0	3
Grand Total Last Page (19)						2	9	11	0	0	0	0	3	0	0	0	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY ___ ORGANIZATIONAL UNIT Engineering and Technical Services Division Construction Management Inspection As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-23	133.4	Staff Scientist 2, Architect	1485.	2855.	EEO-2	1	0	1				1					1
CO-3	386.1	Tech. Scien. Coordinator, Sr.	1874.	2268.	EEO-3	2	0	2									
BO-22	127.5	Staff Scientist 3, Ind. Engr.	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	0	4	0	0	0	1	0	0	0	0	1
Grand Total Last Page (19)						4	0	4	0	0	0	1	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division Construction Management Administration As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	0	1	1					1				1
BO-17	121.5	Staff Scientist 3 Electrical Engineer	1830.	3735.	EEO-2	1	0	1									
BO-23	124.5	Staff Scientist 3 Civil Engineer	1830.	3735.	EEO-2	1	0	1									
BO-22	127.5	Staff Scientist 3 Industrial Engineer	1830.	3735.	EEO-2	1	0	1									
BO-35	168.5	Administrative Specialist 5	1830.	3735.	EEO-2	1	0	1									
BO-20	122.5	Staff Scientist 3 Mechanical Engineer	1830.	3735.	EEO-2	1	0	1	1								1
AO-3	199.1	Management I	2041.	3044.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						6	1	7	1	0	0	0	1	0	0	0	2
Grand Total Last Page (19)						6	1	7	1	0	0	0	1	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division/ Elec. Eng. Dept./Technicians As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technician Assistant	3.98	5.26	EEO-3	1	0	1				1					1
CO-1	759.3	Computer Technician	5.49	7.28	EEO-3	0	5	5					2	1			3
CO-10	770.1	Electronics Technician	5.49	7.28	EEO-3	19	4	23	3	3		4	1				11
CO-1	759.4	Senior Computer Technician	6.30	8.56	EEO-3	1	2	3					1				1
CO-11	770.2	Senior Electronics Tech.	6.30	8.56	EEO-3	24	0	24	4	2		1					7
CO-9	730.2	Assistant Tech. Coordinator	7.47	9.65	EEO-3	2	0	2									
CO-1	759.5	Principal Computer Tech.	7.47	9.65	EEO-3	1	0	1				1					1
CO-11	770.3	Principal Electroncis Tech.	7.47	9.65	EEO-3	47	7	54	2	2		1					5
CO-9	730.3	Senior Asst. Tech. Coord.	8.59	11.34	EEO-3	2	0	2				1					1
		TOTAL - THIS PAGE (18)				97	18	115	9	7	0	9	4	1	0	0	30
		Grand Total Last Page (19)															

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division/ Electrical Engineering Dept./Technicians As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-12	770.4	Electronics Specialist	8.59	11.34	EEO-3	39	0	39	1	4		1					6
CO-8	716.1	Lead Technician	8.03	12.47	EEO-3	13	1	14		2		1		1			4
AO-4	384.0	Facility Supervisor	1569.	2214.	EEO-1	2	0	2									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	13	0	13		2	1	1					4
AO-4	385.1	Senior Supervisor	1721.	2427.	EEO-1	5	0	5									
CO-3	386.0	Tech./Sci. Coordinator	1569.	2064.	EEO-3	1	0	1									
TOTAL - THIS PAGE (18)						73	1	74	1	8	1	3	0	1	0	0	14
Grand Total Last Page (19)						170	19	189	10	15	1	12	4	2	0	0	44

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division/ Electrical Engineering & Technical Services (Div./Elec. Eng. Dept./Engineering) As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-13	118.3	Staff Scientist 1, Computer Scientist	940.	1975.	EEO-2	4	4	8						1			1
BO-16	120.3	Staff Scientist 1, Electronics Engineer	940.	1975.	EEO-2	5	1	6									
CO-4	382.0	Technical Associate	1547.	2103.	EEO-3	6	0	6									
BO-14	118.4	Staff Scientist 2, Computer Scientist	1485.	2855.	EEO-2	14	0	14		3							3
BO-17	120.4	Staff Scientist 2, Electronics Engineer	1485.	2855.	EEO-2	9	0	9									
CO-4	382.1	Senior Technical Associate	2094.	2552.	EEO-3	5	0	5									
BO-10	113.5	Staff Scientist 3, Physcist	1830.	3735.	EEO-2	2	0	2									
BO-15	118.5	Staff Scientist 3, Computer Scientist	1830.	3735.	EEO-2	17	2	19		1							1
BO-17	120.5	Staff Scientist Electronics Engineer	1830.	3735.	EEO-2	25	0	25		1							1
TOTAL - THIS PAGE (18)						87	7	94	0	5	0	0	0	1	0	0	6
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division/ Electrical Engineering & Technical Services Div./Electrical Engineering Dept./Engineering As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-18	120.6	Senior Staff Scientist 1, Electronics Engineer	1830.	3735.	EEO-2	2	0	2									
BO-18	120.7	Senior Staff Scientist 2, Electronics Engineer	Contingent upon DOE approval		EEO-2	4	0	4			1						1
TOTAL - THIS PAGE (18)						6	0	6	0	0	1	0	0	0	0	0	1
Grand Total Last Page (19)						93	7	100	0	5	1	0	0	1	0	0	7

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Div. Department of Instrument Techniques/Design Support As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-17	729.0	Draftsperson	5.49	7.28	EEO-3	1		1									
CO-17	729.1	Draftsperson, Sr.	6.30	8.56	EEO-3	1	1	2									
CO-17	729.2	Draftsman, Design	7.47	9.65	EEO-3	2		2		2							2
CO-3	386.0	Tech./Sci. Coordinator	1569.	2064.	EEO-3	5		5	1			1					2
		TOTAL - THIS PAGE (18)				9	1	10	1	2	0	0	0	0	0	0	4
		Grand Total Last Page (19)				9	1	10	1	2	0	0	0	0	0	0	4

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Div. Department of Instrument Techniques/Eng. As of June 30, (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-16	120.3	Staff Scientist I, Elec. Eng.	940.	1975.	EEO-2	3		3									
BO-17	120.4	Staff Scientist II, Elec. Eng.	1485.	2855.	EEO-2	8		8		2		1					3
BO-17	120.5	Staff Scientist III, Elec.	1830.	3735.	EEO-2	29		29	1	6							7
BO-18	120.6	Staff Sr. Sci. I, Elec. Eng.	1830.	3735.	EEO-2	6		6				1					1
BO-18	120.7	Staff Sr. Sci. II, Elec. Eng. Department Head	Contingent upon DOE approval		EEO-2	1		1									
BO-18	120.7	Staff Sr. Sci. II, Elec. Eng. Budget Manager	Contingent upon DOE approval		EEO-2	1		1									
BO-18	120.7	Staff Sr. Sci. II, Elec. Eng.	Contingent upon DOE approval		EEO-2	3		3		1							1
BO-7	111.5	Staff Scientist III, Chemist	1830.	3735.	EEO-2	1		1									
BO-8	111.6	Staff Sr. Sci. I, Chemist	1830.	3735.	EEO-2	1		1									
TOTAL - THIS PAGE (18)						53	0	53	1	9	0	2	0	0	0	0	12
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Div. Department of Instrument Techniques/ Engineering As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-9	113.3	Staff Scientist I, Physicist	940.	1975.	EEO-2	1		1									
BO-10	113.4	Staff Scientist II, Physicist	1485.	2855.	EEO-2	1		1		1							1
TOTAL - THIS PAGE (18)						2	0	2	0	1	0	0	0	0	0		1
Grand Total Last Page (19)						55	0	55	1	10	0	2	0	0	0		13

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division Department of Instrument Techniques/Admin. As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Admin. Services II	4.62	5.69	EEO-5		2	2					1				1
DO-2	518.3	Admin. Services III	5.18	6.28	EEO-5		3	3								1	1
BO-34	167.2	Administrator II	1151.	1575.	EEO-2		1	1									
TOTAL - THIS PAGE (18)						0	6	6	0	0	0	0	1	0	0	1	2
Grand Total Last Page (19)						0	6	6	0	0	0	0	1	0	0	1	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division / Plant Engineering / Students As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-9	730.0	Engineering Assistant	5.49	7.28	EEO-3	3	0	3	1		1						2
TOTAL - THIS PAGE (18)						3	0	3	1	0	1	0	0	0	0	0	2
Grand Total Last Page (19)						3	0	3	1	0	1	0	0	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division, Plant Engineering, Engineering As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-17	729.1	Drafter, Sr.	6.30	8.56	EEO-3	1	0	1	1								1
CO-17	729.2	Design Drafter	7.47	9.65	EEO-3	1	0	1									
BO-23	124.3	Staff Scientist 1 Civil Engineer	940.	1975.	EEO-2	2	0	2	1								1
BO-23	133.3	Staff Scientist 1 Architect	940.	1975.	EEO-2	0	1	1								1	1
CO-17	729.3	Designer	8.59	11.34	EEO-3	3	0	3			1						1
BO-17	121.4	Staff Scientist 2 Electrical Engineer	1485.	2855.	EEO-2	1	0	1									
BO-22	127.4	Staff Scientist 2 Industrial Engineer	1485.	2855.	EEO-2	1	0	1									
BO-23	133.4	Staff Scientist 2 Architect	1485.	2855.	EEO-2	1	0	1	1								1
BO-33	383.0	Design Associate	1547.	2103.	EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						12	1	13	3	0	1	0	0	0	0	1	5
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division, Plant Engineering, Engineering As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-33	383.1	Design Associate, Sr.	2094.	2552.	EEO-2	1	0	1									
BO-17	121.5	Staff Scientist 3 Electrical Engineer	1830.	3735.	EEO-2	6	0	6									
BO-20	122.5	Staff Scientist 3 Mechanical Engineer	1830.	3735.	EEO-2	11	0	11		2							2
BO-23	124.5	Staff Scientist 3 Civil Engineer	1830.	3735.	EEO-2	4	0	4		1							1
BO-22	127.5	Staff Scientist 3 Industrial Engineer	1830.	3735.	EEO-2	1	0	1									
BO-23	133.5	Staff Scientist 3 Architect	1830.	3735.	EEO-2	9	1	10		1							2
TOTAL - THIS PAGE (18)						32	1	33	0	4	0	1	0	0	0	0	5
Grand Total Last Page (19)						44	2	46	3	4	1	1	0	0	0	1	10

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services Division, Plant Engineering, Administration As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Sciences 3	5.18	6.28	EEO-5	0	3	3								1	1
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
BO-23	133.5	Staff Scientist 3, Architect	1830.	3735.	EEO-2	2	0	2									
BO-23	131.5	Staff Scientist 3, Struct. Engineer	1830.	3735.	EEO-2	1	0	1									
BO-23	124.6	Staff Senior Scientist 1 Civil Engineer	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	4	8	0	0	0	0	0	0	0	1	1
Grand Total Last Page (19)						4	4	8	0	0	0	0	0	0	0	1	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering & Technical Services/Env. Health & Safety/Apprentices As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col:10-17
CO-2	741.0	Health & Safety Tech. Trnees	4.39	5.00	EEO-3	1	2	3				1	1				2
TOTAL - THIS PAGE (18)						1	2	3				1	1				2
Grand Total Last Page (19)						1	2	3				1	1				2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Eng. & Tech. Serv./Env. Health & Safety/ Technicians As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-2	740.1	Rad. Safety Technician	5.49	7.28	EEO-3	0	1	1						1			1
CO-2	740.2	Rad. Safety Technician, Sr.	6.30	8.56	EEO-3	0	2	2					1				1
CO-2	740.3	Rad. Safety Technician, Pr.	7.47	9.65	EEO-3	3	1	4									
CO-2	741.1	Health and Safety Technician	5.49	7.28	EEO-3	1	2	3		1			2				3
CO-2	741.2	Health and Safety Tech., Sr.	6.30	8.56	EEO-3	2	0	2				1					1
CO-2	741.3	Health & Safety Tech., Pr.	7.47	9.65	EEO-3	3	3	6									
CO-2	741.4	Health & Safety Specialist	8.59	11.34	EEO-3	7	0	7									
CO-13	795.1	Research Tech.	5.49	7.28	EEO-3	0	1	1									
TOTAL - THIS PAGE (18)						16	10	26	0	1	0	1	3	1	0	0	6
Grand Total Last Page (19)						16	10	26	0	1	0	1	3	1	0	0	6

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Eng. & Tech. Serv./Env. Health & Safety/ Fire Department As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
AO-5	345.0	Asst. Fire Chief	1670.	2336.	EEO-1	1	0	1									
AO-5	345.1	Fire Chief	2000.	2804.	EEO-1	1	0	1				1					1
DO-2	642.0	Em. Dispatcher	5.30	7.11	EEO-5	0	1	1									
HO-1	644.0	Firefighter	4.69	5.66	EEO-9	12	0	12	3			1					4
AO-4	644.1	Fire Lt.	5.48	6.51	EEO-1	3	0	3									
CO-16	790.4	Pl.Mnt. Spec.	8.59	11.34	EEO-3	2	0	2									
TOTAL - THIS PAGE (18)						19	1	20	3	0	0	2	0	0	0	0	5
Grand Total Last Page (19)						19	1	20	3	0	0	2	0	0	0	0	5

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering & Technical Services/Env. Health & Safety/Prof. & Tech. Associate As of June 30, (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-7	111.4	Chem. St. Science 2	1485.	2855.	EEO-2	1	0	1									
BO-7	111.5	Chem. St. Science 2	1830.	3735.	EEO-2	1	0	1									
BO-9	113.3	Phy. St. Science 1	940	1975	EEO-2	3	0	3									
BO-10	113.5	Phy. St. Science 3	1830.	3735.	EEO-2	3	0	3									
BO-20	122.4	Mechanical Engineer	1485.	2855.	EEO-2	1	0	1									
BO-20	122.5	Mechanical Engineer S. Sc. 3	1830	3735	EEO-2	1	0	1									
BO-26	126.4	H. & S. Eng. 1	940.	975.	EEO-2	1	0	1									
BO-26	126.4	H. & S. Eng. 2	1485.	2855.	EEO-2	7	0	7									
BO-26	126.5	H. & S. Eng. 3	1830.	3735.	EEO-2	4	1	5		1							1
TOTAL - THIS PAGE (18)						22	1	23-	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering & Technical Service/Env. Health & Safety/Prof. & Tech. Associate As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-33	383.0	Des. Assoc.	1547.	2103.	EEO-2	3	0	3									
BO-33	383.1	Des. Assoc.	2094.	2552.	EEO-2	1	0	1									
AO-4	385.0	Supv.	1569.	2214.	EEO-1	1	0	1									
AO-4	385.1	Supv. Sr.	1721.	2427.	EEO-1	1	0	1									
CO-8	716.1	Lead Tech.	8.03	12.47	EEO-3	1	0	1									
CO-17	728.0	Tech/Draft Trn.	4.56	5.93	EEO-3	1	0	1									
CO-17	729.3	Designer	8.59	11.34	EEO-3	0	1	1									
TOTAL - THIS PAGE (18)						8	1	9	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						30	2	32	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering & Technical Services/Env. Health & Safety/ Administration As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-34	167.2	Administrator 2	1151.	1575.	EEO-2	0	1	1									
CO-3	386.0	Technical Science Coord.	1569.	2064.	EEO-3	1	0	1									
DO-1	518.1	Administrative Services 1	4.19	4.91	EEO-5	0	1	1					1				1
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2					1				1
TOTAL - THIS PAGE (18)						1	4	5	0	0	0	0	2	0	0	0	2
Grand Total Last Page (19)						1	4	5	0	0	0	0	2	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services/Const./ Maint.- Plant Maintenance Technicians As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-15	790.1	Plant Maint. Technician	5.49	7.28	EEO-3	8	0	8	1	2		1					4
CO-15	790.2	Plant Maint. Technician, Sr.	6.30	8.56	EEO-3	4	0	4	1		1						2
CO-15	790.3	Plant Maint. Technician, Princip.	7.47	9.65	EEO-3	13	0	13	2			1					3
CO-16	790.4	Plant Maint. Tech., Special.	8.59	11.34	EEO-3	12	0	12	1			1					2
CO-16	790.5	Lead Plant Maint. Tech.	8.03	12.47	EEO-3	8	0	8				1					1
BO-23	791.0	Planner - Estimator	8.03	12.47	EEO-2	1	0	1									
CO-3	386.0	Tech. Scientific Coordinator	1569.	2064.	EEO-3	1	0	1									
AO-4	385.0	Supervision	1569	2214	EEO-1	6	0	6									
AO-4	385.1	Supervisor, Senior	1721	2427	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						54	0	54	5	2	1	4	0	0	0	0	12
Grand Total Last Page (19)						54	0	54	5	2	1	4	0	0	0	0	12

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services - Const/ Maintenance /Physical Plant Mechanics As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
GO-1	790.1	Plant Asst. I	5.49	7.28	EEO-8	9	0	9	2			2					4
GO-1	791.2	Plant Asst. II	6.30	8.56	EEO-8	3	1	4									
EO-2	791.3	Plant Mechanic I	7.47	9.65	EEO-3	31	0	31	6	2	3	1					12
EO-3	791.4	Plant Mechanic II	8.59	11.34	EEO-3	10	0	10				1					1
EO-3	791.5	Lead Mechanic	8.03	12.47	EEO-3	15	0	15	1			1					2
BO-23	791.0	Planner- Estimator	8.03	12.47	EEO-2	3	0	3									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	4	0	4									
AO-4	385.1	Supervisor, Senior	1721.	2427.	EEO-1	5	0	5		1							1
TOTAL - THIS PAGE (18)						80	1	81	9	3	3	5	0	0	0	0	20
Grand Total Last Page (19)						80	1	81	9	3	3	5	0	0	0	0	20

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services - Const/Maintenance - Apprentice As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-15	790.0	Plant Maint. Tech. Apprentice	5.82	7.79	EEO-3	1	0	1				1					1
EO-2	791.6	Plant Mechanic Apprentice	5.82	7.79	EEO-6	1	2	3					1				1
TOTAL - THIS PAGE (18)						2	2	4	0	0	0	1	1	0	0	0	2
Grand Total Last Page (19)						2	2	4	0	0	0	1	1	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY ORGANIZATIONAL UNIT Engineering and Technical Services/ Custodians & Maintenance As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
HO-3	630.1	Custodian	5.05	6.03	EEO-9	28	5	33	2	1		12	2			1	18
HO-3	630.2	Senior Custodian	5.56	6.63	EEO-9	3	0	3	2		1						3
AO-4	630.3	Asst. Cust. Supr.	6.12	7.29	EEO-1	2	0	2									
AO-4	630.4	Custodian Supervisor	7.35	8.75	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						34	5	39	4	1	1	12	2	0	0	1	21
Grand Total Last Page (19)						34	5	39	4	1	1	12	2	0	0	1	21

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services/ Construction & Maintenance/Administration As of June 30, (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	AS 2	4.62	5.49	EEO-5	0	1	1							1		1
DO-3	518.5	AS-5	6.14	7.78	EEO-5	0	1	1									
BO-34	167.2	Administrator 2	1151.	1575.	EEO-2	0	1	1									
CO-9	730.2	Asst. Tech. Coordinator	7.47	9.65	EEO-3	0	2	2									
CO-3	386.0	Tech/Scientist Coordinator	1569.	2064.	EEO-3	1	0	1									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	1	0	1									
AO-4	385.2	Superintendent	1896.	2661.	EEO-1	2	0	2									
BO-22	127.5	Staff Scientist 3	1830.	3735.	EEO-2	1	0	1									
AO-3	199.1	Management I	2041.	3044.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						6	5	11	0	0	0	0	0	0	1	0	1
Grand Total Last Page (19)																	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Engineering and Technical Services/ Construction & Maintenance/Administration As of June 30, 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
AO-2	199.2	Management II	2318	3520	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						7	5	12	0	0	0	0	0	0	1	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Administration As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1					1				1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	1	3	4					1	1			2
BO-34	168.2	Administrative Specialist 2	1151.	1575.	EEO-2	0	1	1									
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	1	0	1									
BO-24	140.4	Staff Scientist 2/Metallurgist	1485.	2855.	EEO-2	1	0	1									
BO-35	168.4	Administrative Specialist 4	1599.	2284.	EEO-2	0	2	2									
BO-7	111.5	Staff Scientist 3/Chemist	1830.	3735.	EEO-2	1	0	1									
AO-5	167.5	Administrator 5	1862.	2716.	EEO-1	1	0	1									
AO-3	199.1	Management 1	2041.	3044.	EEO-1	1	0	1									
		TOTAL - THIS PAGE (18)				6	7	13	0	0	0	0	2	1	0	0	3
		Grand Total Last Page (19)				6	7	13	0	0	0	0	2	1	0	0	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Edelstein Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-6	111.3	Staff Scientist 1/Chemist	940.	1975.	EEO-2	0	1	1									
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	3	0	3									
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	4	1	5									
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	0	1	1									
BO-8	111.6	Staff Sr. Sci. 1/Chemist	1830.	3735.	EEO-2	2	0	2									
BO-8	111.7	Staff Sr. Scientist 2/Chem.	Contingent upon DOE approval		EEO-2	1	0	1									
BO-1	111.8	Assoc. Fac. Sci./Chemist	Univ. Annual Salary		EEO-2	2	0	2									
AO-1	111.9	Fac. Sr. Sci./Chemist	Univ. Annual Salary		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						13	3	16	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						13	3	16	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Connick Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	2	0	2		1							1
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	0	3	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Richards Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3	1	0	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-1	113.9	Fac. Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	1	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						3	1	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Bell Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-22	123.4	Staff Scientist 2/Chem. Engr.	1485.	2855.	EEO-2	1	0	1		1							1
BO-22	123.9	Fac. Sr. Sci./ Chem. Engr.	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						2	0	2	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY ____ ORGANIZATIONAL UNIT MMRD/Somorjai Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-6	111.1	Postdoc. Research Assoc./Chem.	990.	1560.	EEO-2	3	0	3									
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	2	0	2									
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						6	0	6	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						6	0	6	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Jolly-Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-1	111.9	Faculty Sr. Sci./ Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Harris Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Winn Research Group As of June 30 (date) 19.79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-1	111.8	Assoc. Faculty Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Moore Research Group As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
B0-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	1	0	1		1							1
B0-1	111.9	Faculty Sr. Scientist/Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						2	0	2	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Pitzer Research Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	2	0	2		1							1
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	0	3	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Mahan Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
B0-1	111.9	Faculty Sr. Scient./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Miller Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Johnston Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
	TOTAL - THIS PAGE (18)					1	0	1	0	0	0	0	0	0	0	0	0
	Grand Total Last Page (19)					1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Newman Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-1	123.9	Faculty Sr. Sci./Chem. Engr.	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Muetterties Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	1	0	1		1							1
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	1	0	1									
BO-1	111.8	Assoc. Faculty Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	0	3	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Bartlett Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	1	0	1									
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	0	2	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Bergman Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-6	111.3	Staff Scientist 1/Chemist	940.	1975.	EEO-2	3	1	4									
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	1	0	1									
BO-1	111.8	Assoc. Faculty Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						5	1	6	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						5	1	6	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Prausnitz Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-1	123.8	Assoc. Faculty Sci./Chem. Engr.	Univ. Annual Salary		EEO-2	1	0	1	-								
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Shirley Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1									
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	2	0	2		1							1
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2955.	EEO-2	0	1	1									
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	2	5	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	2	5	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Lee Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	3	1	4		2							2
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1		1							1
TOTAL - THIS PAGE (18)						4	2	6	0	3	0	0	0	0	0	0	3
Grand Total Last Page (19)						4	2	6	0	3	0	0	0	0	0	0	3

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Schaefer Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Shugart Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	1	0	1									
BO-1	113.8	Assoc. Faculty Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1									
Bo-1	113.9	Faculty Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	0	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						4	0	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Marrus Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	1	0	1									
CO-3	386.1	Tech./Sci. Coord. Sr.	1874.	2268.	EEO-3	1	0	1									
BO-1	113.9	Faculty Sr. Sci. /Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						3	0	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Morris Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant I	3.98	5.26	EEO-3	1	0	1									
BO-24	140.4	Staff Scientist 2/Metallurgist	1485.	2855.	EEO-2	1	0	1		1							1
BO-1	140.9	Faculty Sr. Sci./Metallurgist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	0	3	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY ____ ORGANIZATIONAL UNIT MMRD/Pickus Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	1	0	1									
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	1	0	1		1							1
CO-4	382.0	Technical Associate	1547.	2103.	EEO-3	1	0	1									
BO-24	140.5	Staff Scientist 3/Metallurgist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	0	4	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						4	0	4	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Gronsky Research Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-24	140.4	Staff Scientist 2/Metallurgist	1485.	2855.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Thomas Research Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
CO-13	795.2	Research Technician Sr.	6.30	8.56	EEO-3	1	0	1									
CO-13	795.3	Research Technician Pr.	7.47	9.65	EEO-3	0	1	1									
BO-24	140.4	Staff Scientist 2/Metallurgist	1485.	2855.	EEO-2	1	0	1		1							1
BO-1	140.9	Faculty Sr. Scientist/Metallurgist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	2	5	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	2	5	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Pask Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
CO-13	795.2	Research Technician Sr.	6.30	8.56	EEO-3	1	0	1									
BO-24	125.3	Staff Scientist 1/Ceramic Eng.	940.	1975.	EEO-2	1	0	1									
BO-24	125.1	Postdoc. Res. Assoc. Metallurgist	990.	1560.	EEO-2	1	0	1		1							1
BO-1	125.9	Faculty Sr. Sci./Metallurgist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	1	5	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						4	1	5	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Cohen Research Group As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
B0-1	113.9	Faculty Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/J. Evans Research Group As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-24	140.1	Postdoc. Res. Assoc./Metallurgist	990.	1560.	EEO-2	2	0	2									
BO-1	140.8	Assoc. Faculty Sci./Metallurgist	Univ. Salary	Annual	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						3	0	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Clarke Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
B0-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
B0-1	113.9	Faculty Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	0	2	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Brewer Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Phillips Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Tobias Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3	1	0	1		1							1
BO-22	123.9	Faculty Sr. Sci./Chem. Engr.	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						2	0	2	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Hess Research Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-22	123.8	Assoc. Fac. Sci./ Nuc. Engr.	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Ross Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-22	123.4	Staff Scientist 2/Chem. Engr	1485.	2855.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/M. Shen Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-22	123.1	Postdoc. Res. Assoc./Chem. Engr.	990.	1560.	EEO-2	1	0	1		1							1
TOTAL - THIS PAGE (18)						1	0	1	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						1	0	1	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Brown Research Group As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-1	111.8	Assoc. Fac. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1							1		
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Heinemann Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
B0-8	111.7	Staff Sr. Sci./Chemist	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						1	0	1	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						1	0	1	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Searcy Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	1	0	1									
BO-1	125.9	Faculty Sr. Sci. 2/Metallurgist	Univ. Annual Salary		EEO-2	1	0	1									
		TOTAL - THIS PAGE (18)				2	0	2	0	0	0	0	0	0	0	0	0
		Grand Total Last Page (19)				2	0	2	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Washburn Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant I	3.98	5.26	EEO-3	1	1	2									
BO-24	140.1	Postdoc. Res. Assoc./Metallurgist	990.	1560.	EEO-2	1	0	1									
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	1	0	1		1							1
BO-1	140.9	Faculty Sr. Sci./Metallurgist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	1	5	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						4	1	5	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/De Jonghe Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-24	125.3	Staff Sci. 1/Metallurgist	940.	1975.	EEO-2	2	0	2									
BO-24	125.6	Staff Sr. Scientist 1/ Metal.	1830.	3735.	EEO-2	1	0	1									
		TOTAL - THIS PAGE (18)				3	0	3	0	0	0	0	0	0	0	0	0
		Grand Total Last Page (19)				3	0	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/A. Evans Research Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1					1				1
BO-24	125.1	Postdoc. Res. Assoc./Cer. Eng.	990.	1560.	EEO-2	1	1	2									
BO-1	140.8	Assoc. Faculty Sci./Metallurgist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	2	4	0	0	0	0	1	0	0	0	1
Grand Total Last Page (19)						2	2	4	0	0	0	0	1	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Bragg Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-24	140.1	Postdoc. Res. Assoc./Metallurgist	990.	1560.	EEO-2	1	0	1		1							1
BO-1	140.9	Faculty Sr. Sci./Metallurgist	Univ. Annual Salary		EEO-2	1	0	1	1								1
TOTAL - THIS PAGE (18)						2	0	2	1	1	0	0	0	0	0	0	2
Grand Total Last Page (19)						2	0	2	1	1	0	0	0	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Westmacott Research Group As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-24	140.1	Postdoc. Res. Assoc./Metallurgist	990.	1560.	EEO-2	1	0	1									
BO-24	140.6	Staff Sr. Sci. 1/Metallurgist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	0	2	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Levy Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant I	3.98	5.26	EEO-3	2	0	2									
CO-5	724.2	Technical Assistant II	4.68	6.19	EEO-3	1	0	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
CO-13	795.2	Research Technician Sr.	6.30	8.56	EEO-3	1	0	1									
BO-19	122.1	Postdoc. Res. Assoc./Mech. Eng.	990.	1560.	EEO-2	1	0	1									
BO-24	140.5	Staff Scientist 3/Metallurgist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						6	1	7	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						6	1	7	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Whittle Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-24	140.1	Postdoc. Res. Assoc./Metallurgist	990.	1560.	EEO-2	1	0	1									
BO-24	140.6	Staff Sr. Sci. 1/Metallurgist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	0	2	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Y-P. Shen Research Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1		1							1
BO-1	113.9	Faculty Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1		1							1
TOTAL - THIS PAGE (18)						2	1	3	0	2	0	0	0	0	0	0	2
Grand Total Last Page (19)						2	1	3	0	2	0	0	0	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Jeffries Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
B0-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
B0-1	113.9	Faculty Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	0	2	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Olander Research Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-22	130.4	Staff Scientist 2/Nuc. Engr.	1485.	2855.	EEO-2	1	0	1									
BO-22	130.9	Faculty Sr. Sci./Nuc. Sci.	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	0	2	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Muller Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-22	123.1	Postdoc Res. Assoc./Chem Engr.	990.	1560.	EEO-2	1	0	1									
CO-3	382.0	Technical Associate	1547.	2103.	EEO-3	1	0	1									
AO-2	123.7	Staff Sr. Scientist 2	Contingent upon DOE approval		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						3	0	3	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT MMRD/Pines Research Group As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3	1	0	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
BO-6	111.3	Staff Scientist 1/Chemist	940.	1975.	EEO-2	1	0	1									
BO-6	111.1	Postdoc. Res. Assoc./Chem.	990.	1560.	EEO-2	1	0	1									
BO-1	111.9	Faculty Sr. Sci./Chem.	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	1	5	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						4	1	5	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT National Resource for Computation in Chemistry (NRCC) As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	1	0	1	1								1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	2	2					1				1
BO-6	111.1	Post-Doc. Research Assoc. Chemist	990.	1560.	EEO-2	1	0	1									
BO-7	111.4	Staff Scientist 2/Chemist	1485.	2855.	EEO-2	4	0	4									
BO-7	111.5	Staff Scientist 3/Chemist	1830.	3735.	EEO-2	2	0	2									
AO-5	167.5	Administrator 5	1862.	2716.	EEO-1	1	0	1	1								1
AO-1	111.7	Senior Staff Scientist 2/ Chemist	Salary contingent upon approval by DOE.		EEO-2	1	0	1	1								1
TOTAL - THIS PAGE (18)						10	2	12	3	0	0	0	1	0	0	0	4
Grand Total Last Page (19)						10	2	12	3	0	0	0	1	0	0	0	4

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Administration As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2					1				1
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1					1				1
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1					1				1
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
BO-35	168.5	Administrative Specialist 5	1862.	2716.	EEO-2	0	1	1								1	1
AO-1	111.9	Assoc. Faculty 2/Chemist	Univ. Annual Salary		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						1	6	7	0	0	0	0	3	0	0	1	4
Grand Total Last Page (19)						1	6	7	0	0	0	0	3	0	0	1	4

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Nuclear Theory As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	3	0	3									
BO-9	113.2	Divisional Fellow/Physicist	1485.	3735.	EEO-2	2	0	2									
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	1	0	1		1							1
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-11	113.6	Sr. Staff Sci. 1/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-11	113.7	Sr. Staff Sci. 2/Physicist	Contingent upon DOE approval		EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						10	0	10	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						10	0	10	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Software and Detector Development As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-13	795.3	Research Tech. Principal	7.47	9.65	EEO-3	0	1	1									
BO-14	118.4	Staff Sci. 2/Comp. Prog.	1485.	2855.	EEO-2	1	0	1									
BO-7	111.5	Staff Sci. 3/Chemist	1830.	3735.	EEO-2	1	0	1									
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-17	120.5	Staff Sci. 3/Elect. Engr.	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	1	5	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						4	1	5	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Nucleus-Nucleus Collisions As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-1	113.8	Assoc. Faculty/Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						2	0	2	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/High Energy Nuclear Science As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	2	0	2				1					1
BO-9	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	0	0	1	0	0	0	0	1
Grand Total Last Page (19)						3	0	3	0	0	0	1	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Heavy Ion Central Collisions As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-9	114.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1		1							1
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	1	0	1		1							1
TOTAL - THIS PAGE (18)						2	0	2	0	2	0	0	0	0	0	0	2
Grand Total Last Page (19)						2	0	2	0	2	0	0	0	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Isotopes Project As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
BO-7	111.4	Staff Sci. 2/Chemist	1485.	3866.	EEO-2	0	2	2									
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	1	0	1				1					1
TOTAL - THIS PAGE (18)						1	2	3	0	0	0	1	0	0	0	0	1
Grand Total Last Page (19)						1	2	3	0	0	0	1	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Heavy Ion Radio-Chemistry As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2						1			1
BO-6	111.1	Postdoc. Res. Assoc./Chemist	990.	1560.	EEO-2	1	0	1									
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
BO-7	111.4	Staff Sci. 2/Chemist	1485.	2855.	EEO-2	0	1	1						1			1
AO-1	111.9	Faculty Sr. Sci./Chemist/ Assoc. Dir. At Large.	Univ. Annual Salary		EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						2	4	6	0	0	0	0	0	2	0	0	2
Grand Total Last Page (19)						2	4	6	0	0	0	0	0	2	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Collective Motion in Heavy Ions As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-6	111.1	Postdoc Res. Assoc./Chemist	990.	1560.	EEO-2	1	0	1									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-7	111.4	Staff Sci. 2/Chemist	1485.	2855.	EEO-2	1	0	1									
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	0	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						4	0	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Coulex Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	1	0	1									
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-8	111.7	Sr. Staff Sci. 2/Chemist	Contingent upon DOE approval		EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						5	0	5	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						5	0	5	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Heaviest Element Research As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-9	113.1	Postdoc. Res.Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-14	118.4	Staff Sci. 2/Comp. Prog.	1485.	2855.	EEO-2	1	0	1									
BO-17	120.4	Staff Sci. 2/Elect. Engr.	1485.	2855.	EEO-2	1	0	1									
BO-10	113.5	Staff Sci. 3/ Physicist	1830.	3735.	EEO-2	1	0	1									
BO-11	113.6	Sr. Staff Sci. 1/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-11	113.7	Sr. Staff Sci.2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						6	0	6	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						6	0	6	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Relatiovistic Heavy Ion Physics As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-13	782.1	Sci. Data Analyst	4.40	5.93	EEO-3	2	0	2									
CO-13	782.2	Sci. Data Analyst. Sr.	5.49	7.28	EEO-3	0	2	2						1			1
BO-13	118.3	Staff Sci 1/Comp. Prog.	940.	1975.	EEO-2	1	0	1									
BO-14	118.4	Staff Sci. 2/Comp. Prog.	1485.	2855.	EEO-2	0	1	1									
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	2	0	2									
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-11	113.7	Sr. Staff Sci. 2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						7	3	10	0	0	0	0	0	1	0	0	1
Grand Total Last Page (19)						7	3	10	0	0	0	0	0	1	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Energy Nuclear Collisions As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	2	0	2	1								1
BO-8	111.7	Sr. Staff Sci. 2/Chemist	Contingent upon DOE approval		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	1	0	0	0	0	0	0	0	1
Grand Total Last Page (19)						3	0	3	1	0	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/Heavy Ion Collisions/Pion Studies As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	1	0	1		1							1
BO-1	111.9	Faculty Sr. Sci./Chemist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						2	0	2	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						2	0	2	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/88" Cyclotron As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Administrative Services	5.67	7.02	EEO-5	0	1	1									
BO-9	113.1	Postdoc Res. Assoc./Physicist	990.	1560.	EEO-2	2	0	2									
BO-9	113.2	Divisional Fellow/Physicist	1485.	3735.	EEO-2	1	0	1									
BO-7	111.4	Staff Sci. 2/Chemist	1485.	2855.	EEO-2	0	2	2									
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	2	0	2									
BO-17	121.4	Staff Sci. 2/Elect. Engr.	1485.	2855.	EEO-2	1	0	1									
BO-38	372.4	Accelerator Operator 2	1547.	2103.	EEO-2	3	0	3									
BO-7	111.5	Staff Sci. 3/Chemist	1830.	3735.	EEO-2	2	0	2									
BO-10	113.5	Staff Sci. 3 / Physicist	1830.	3735.	EEO-2	1	0	1									
		TOTAL - THIS PAGE (18)				12	3	15	0	0	0	0	0	0	0	0	0
		Grand Total Last Page (19)															

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Nuclear Science Division/88" Cyclotron As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-11	113.6	Sr. Staff Sci.1/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-8	111.7	Sr. Staff Sci. 2/Chemist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-11	113.7	Sr. Staff Sci. 2/Physicist	Contingent upon DOE approval		EEO-2	3	0	3									
TOTAL - THIS PAGE (18)						5	0	5	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						17	3	20	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Physics Division Office As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1					1				1
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-34	167.3	Administrator 3	1348.	1386.	EEO-2	1	0	1									
BO-34	167.3	Administrator 3	1348.	1886.	EEO-2	0	1	1									
BO-9	113.2	Divisional Fellow/Physicist	1485.	3735.	EEO-2	1	0	1									
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-11	113.6	Staff Senior Sci.1/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-35	168.5	Administrative Specialist 5	1862.	2716.	EEO-2	1	0	1									
		TOTAL - THIS PAGE (18)				6	3	9	0	0	0	0	1	0	0	0	1
		Grand Total Last Page (19)															

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Physics Division Office As of June 30 1979 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
AO-3	199.1	Management 1	2041.	3044.	EEO-1	1	0	1									
AO-1	113.7	Staff Senior Sci.2/Physicist	Contingent upon DOE approval		EEO-1	1	0	1									
BO-1	113.8	Associate Faculty/Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	0	3	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						9	3	12	0	0	0	0	1	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Trilling-Goldhaber Physics Division As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-13	795.1	Research Technician	5.49	7.28	EEO-3	1	0	1									
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1						1			1
CO-13	795.2	Research Technician, Sr.	6.30	8.56	EEO-3	0	1	1									
CO-1	759.5	Comp. Tech., Principal	7.47	9.65	EEO-3	0	2	2									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	2	0	2		1							1
BO-11	113.6	Staff Sr. Sci.1/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-11	113.7	Staff Sr. Sci.2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-1	113.9	Faculty Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						7	4	11	0	1	0	0	0	1	0	0	2
Grand Total Last Page (19)						7	4	11	0	1	0	0	0	1	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Particle Data Group Physics Division As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
CO-1	759.5	Computer Tech. Principal	7.47	9.65	EEO-3	0	1	1									
BO-10	113.4	Staff Sci. 2/Physicist	1485.	2855.	EEO-2	3	0	3									
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	3	0	3									
TOTAL - THIS PAGE (18)						6	2	8	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						6	2	8	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Physics Division Theoretical Physics Group As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	2	2									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	5	0	5				1					1
BO-34	167.2	Administrator 2	1151.	1575.	EEO-2	0	1	1									
BO-10	113.5	Staff Sci. 3/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-11	113.6	Staff Sr. Sci.1/Physicist	1830.	3735.	EEO-2	1	0	1									
Bo-11	113.7	Staff Sr. Sci. 2/Physicist	Contingent upon DOE approval		EEO-2	3	0	3									
BO-1	113.9	Faculty Sr. Sci//Physicist	Univ. Annual Salary		EEO-2	8	0	8		1							1
TOTAL - THIS PAGE (18)						18	3	21	0	1	0	1	0	0	0	0	2
Grand Total Last Page (19)						18	3	21	0	1	0	1	0	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Physics Division Computer Science & Applied Mathematics As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.2	Administrative Services 2	4.62	5.49	EEO-5	0	1	1									
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
CO-1	759.3	Computing Technician	5.49	7.28	EEO-3	1	1	2								1	1
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1								1	1
CO-1	759.4	Computing Technician, Sr.	6.30	8.56	EEO-3	2	1	3									
CO-1	759.5	Computing Tech., Prin.	7.47	9.65	EEO-3	0	1	1									
BO-12	116.3	Staff Sci. 1/Mathematician	940.	1975.	EEO-2	1	0	1		1							1
BO-13	118.3	Staff Sci. 1/ Comp. Sci.	940.	1975.	EEO-2	1	0	1	1								1
BO-12	116.1	Postdoc. Res. Assoc./Math.	990.	1560.	EEO-2	1	0	1									
		TOTAL - THIS PAGE (18)				6	6	12	1	1	0	0	0	0	0	2	4
		Grand Total Last Page (19)															

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Physics Division Computer Science & Applied Mathematics As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-8	716.1	Lead Technician	8.03	12.47	EEO-3	1	0	1									
BO-34	168.3	Administrative Specialist 3	1348.	1886.	EEO-2	0	1	1								1	1
BO-12	116.4	Staff Sci.2/Mathematician	1485.	2855.	EEO-2	3	0	3									
BO-12	117.4	Staff Sci.2/Statistician	1485.	2855.	EEO-2	0	1	1						1			1
BO-14	118.4	Staff Scientist 2/Comp. Sci.	1485.	2855.	EEO-2	22	18	40		4				3		1	8
BO-20	122.4	Staff Sci.2/Mech. Engr.	1485.	2855.	EEO-2	1	0	1									
BO-35	168.4	Administrative Specialist 4	1599.	2287.	EEO-2	0	1	1									
BO-12	116.5	Staff Sci.3/Mathematician	1830.	3735.	EEO-2	3	0	3									
BO-15	118.5	Staff Sci.3/Comp. Sci.	1830.	3735.	EEO-2	8	2	10									
TOTAL - THIS PAGE (18)						38	23	61	0	4	0	0	0	4	0	2	10
Grand Total Last Page (19)						44	29	73	1	5	0	0	0	4	0	4	14

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Physics Division Computer Science & Applied Mathematics As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-15	118.5	Staff Scientist 3/Comp. Sci.	1830.	3735.	EEO-2	2	0	2		1							1
BO-1	116.9	Faculty Sr. Sci. 2/Math.	Univ. Annual Salary		EEO-2	1	0	1									
BO-1	118.8	Associate Faculty/Comp. Sci.	Univ. Annual Salary		EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						5	0	5	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						49	29	78	1	6	0	0	0	4	0	4	15

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Perez-Mendez/Kaplan Physics Division As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
CO-13	795.2	Research Technician, Sr.	6.30	8.56	EEO-3	1	0	1				1					1
BO-9	113.3	Staff Scientist 1/Physicist	940.	1975.	EEO-2	0	1	1									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-1	113.9	Faculty Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	2	0	2				1					1
TOTAL - THIS PAGE (18)						4	2	6	0	0	0	2	0	0	0	0	2
Grand Total Last Page (19)						4	2	6	0	0	0	2	0	0	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Physics Division
Physics, Computer Science, & Mathematics As of June 30 (date) 19 79
Nygren Physics

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-1	518.1	Administrative Services 1	4.19	4.91	EEO-5	0	1	1						1			1
CO-13	795.3	Research Technician Pr.	7.47	9.65	EEO-3	1	0	1									
BO-9	113.1	Postdoc. Res. Assoc/Physicist	990.	1560.	EEO-2	4	0	4									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-10	113.4	Staff Scientist 2/Physicist	1485.	3735.	EEO-2	1	0	1									
BO-9	113.2	Divisional Fellow/Physicist	1485.	3735.	EEO-2	1	0	1									
CO-3	386.0	Tech./Sci./ Coord.	1569.	2064.	EEO-3	1	0	1									
BO-11	113.6	Staff Sr. Sci./Physicist	1830.	3735.	EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						10	1	11	0	0	0	0	0	1	0	0	1
Grand Total Last Page (19)						10	1	11	0	0	0	0	0	1	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Ely Physics (Physics Division) As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
CO-5	724.1	Technical Assistant	3.98	5.26	EEO-3	2	1	3		1				1			2
CO-1	759.5	Computer Technician, Pr.	7.47	9.65	EEO-3	0	1	1									
BO-10	113.4	Staff Scientist 2/ Physicist	1485.	2855.	EEO-2	0	1	1									
BO-11	113.7	Staff Sr. Sci. 2/Physicist	Contingent upon DOE Approval		EEO-2	1	0	1									
BO-1	113.9	Faculty Sr. Scientist/Physicist	Univ. Annual Salary		EO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	3	7	0	1	0	0	0	1	0	0	2
Grand Total Last Page (19)						4	3	7	0	1	0	0	0	1	0	0	2

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE 1 of 1

FACILITY _____ ORGANIZATIONAL UNIT Astrophysics (Physics Division) As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3	0	1	1									
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	1	0	1									
BO-10	113.5	Staff Scientist 3/Physicist	1830.	3735.	EEO-2	2	0	2									
BO-1	113.9	Faculty Senior Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						4	1	5	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						4	1	5	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Crowe Group (Physics Division) As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.3	Administrative Services 3	5.18	6.28	EEO-5	0	1	1									
CO-13	795.3	Research Technician, Pr.	7.47	9.65	EEO-3	1	0	1									
BO-9	113.1	Postdoc. Res. Assoc./ Physicist	990.	1560.	EEO-2	1	0	1									
BO-1	113.9	Faculty Senior Sci./Physicist	Univ. Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						3	1	4	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						3	1	4	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Visual Techniques (Physics Division) As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-13	795.3	Research Technician Pr.	7.47	9.65	EEO-3	2	0	2									
CO-14	795.4	Research Specialist	8.59	11.34	EEO-3	2	0	2									
AO-4	385.0	Supervisor	1569.	2214.	EEO-1	1	0	1									
TOTAL - THIS PAGE (18)						5	0	5	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						5	0	5	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Chamberlian Group (Physics Division) As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-5	724.1	Technical Assistant 1	3.98	5.26	EEO-3	1	0	1									
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560	EEO-2	1	0	1									
BO-4	382.1	Senior Tech. Assoc.	2094.	2552.	EEO-3	1	0	1									
BO-11	113.7	Staff Senior Sci.2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-1	113.9	Faculty Senior Sci./Physicist	Univ. Annual Salary		EEO-2	4	0	4									
TOTAL - THIS PAGE (18)						8	1	9	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						8	1	9	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Kenney/Hemholz Group (Physics Division) As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
CO-13	795.3	Research Technician Pr.	7.47	9.65	EEO-3	1	0	1									
CO-14	795.4	Research Specialist	8.59	11.34	EEO-3	1	0	1									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	1	0	1									
BO-9	113.2	Divisional Fellow/Physicist	1485.	3735.	EEO-2	1	0	1									
BO-12	113.7	Staff Scientist/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-1	113.8	Faculty Senior Sci./Physicist	Univ Annual Salary		EEO-2	1	0	1									
TOTAL - THIS PAGE (18)						6	1	7	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						6	1	7	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Kerth Group (Physics Division) As of June 30 19 79 (date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1									
BO-9	113.1	Postdoc. Res. Assoc./Physicist	990.	1560.	EEO-2	2	0	2	1								1
BO-31	381.1	Research Associate	1085.	1419.	EEO-2	3	0	3									
BO-10	113.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	1	0	1									
BO-9	113.2	Divisional Fellow/Physicist	1485.	3735.	EEO-2	1	0	1									
AO-4	381.3	Principal Res. Assoc.	1502.	1962.	EEO-1	1	0	1									
BO-11	113.6	Staff Sr. Scientist 1/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-12	113.7	Staff Sr. Sci.2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-1	113.9	Fac. Sr. Sci./Physicist	Univ. Annual Salary		EEO-2	2	0	2									
TOTAL - THIS PAGE (18)						12	1	13	1	0	0	0	0	0	0	0	1
Grand Total Last Page (19)						12	1	13	1	0	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Group A (Physics Division) As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
BO-13	118.3	Staff Scientist 1/Programmer	940.	1975.	EEO-2	1	0	1									
BO-14	118.4	Staff Scientist 2/Programmer	1485.	2855.	EEO-2	2	0	2									
BO-10	118.4	Staff Scientist 2/Physicist	1485.	2855.	EEO-2	5	0	5		1							1
BO-10	113.5	Staff Scientist 3/Physicist	1830.	3735.	EEO-2	1	0	1									
BO-12	116.5	Staff Scientist 3/Math.	1830.	3735.	EEO-2	1	0	1									
BO-15	118.5	Staff Scientist 3/ Programmer	1830.	3735.	EEO-2	1	0	1									
BO-11	113.7	Staff Senior Sci.2/Physicist	Contingent upon DOE approval		EEO-2	2	2	4									
BO-11	113.7	Staff Senior Sci.2/Physicist	Contingent upon DOE approval		EEO-2	1	0	1									
BO-1	113.9	Faculty Senior Sci./Physicist	Univ. Annual Salary		EEO-2	4	0	4									
TOTAL - THIS PAGE (18)						18	2	20	0	1	0	0	0	0	0	0	1
Grand Total Last Page (19)						18	2	20	0	1	0	0	0	0	0	0	1

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Physics Division Group A Data Reduction Development As of June 30 (date) 1979

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col. 10-17
DO-2	518.4	Administrative Services 4	5.67	7.02	EEO-5	0	1	1								1	1
DO-3	518.5	Administrative Services 5	6.14	7.78	EEO-5	0	1	1									
CO-14	795.4	Research Specialist	8.59	11.34	EEO-3	1	0	1									
BO-10	113.4	Staff Scientist 2/Physicist	1485	2855.	EEO-2	5	0	5									
CO-4	382.0	Technical Associate	1547.	2103.	EEO-3	1	0	1									
AO-4	385.0	Supervisor	1569	2214.	EEO-1	1	0	1									
BO-17	121.5	Staff Scientist 3/Ele. Engr.	1830	3735.	EEO-2	1	0	1									
CO-4	382.1	Technical Associate, Sr.	2094.	2552.	EEO-3	1	0	1									
TOTAL - THIS PAGE (18)						10	2	12	0	0	0	0	0	0	0	1	1
Grand Total Last Page (19)						10	2	12	0	0	0	0	0	0	0	1	

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

FACILITY _____ ORGANIZATIONAL UNIT Physics Division Group A Scanning & Measuring As of June 30 (date) 19 79

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
CO-13	782.1	Scientific Data Analyst	4.40	5.93	EEO-3	1	0	1									
CO-13	782.2	Scientific Data Analyst, Sr.	5.49	7.28	EEO-3	0	1	1									
CO-13	782.3	Scientific Data Analyst, Pr.	6.30	8.56	EEO-3	1	2	3									
CO-1	759.4	Computing Tech. Senior	6.30	8.56	EEO-3	1	0	1									
CO-1	759.5	Computing Tech. Prin.	7.47	9.65	EEO-3	1	0	1									
AO-4	385.0	Supervisor	1569.	2214.	EEO-3	0	1	1									
TOTAL - THIS PAGE (18)						4	4	8	0	0	0	0	0	0	0	0	0
Grand Total Last Page (19)						4	4	8	0	0	0	0	0	0	0	0	0

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

PART 2 - PROMOTIONAL SEQUENCES WITHIN LBL WORK FORCE

Part 2 - Promotional Sequences Within LBL Work Force

The University of California and Lawrence Berkeley Laboratory do not have automatic career lines of progression. The University does have a policy of transfer and promotion (Regulations and Procedures Manual, 2.02 Transfer, Promotions and other Changes in Status). Under this policy, the Laboratory encourages promotion and transfer and recognizes the right of employees to apply for promotion and transfer. An employee must identify or nominate him or herself for promotion and transfer. Selection is through open recruitment and based on individual skills, knowledges, and abilities. Progression is not automatic. Appendix A of DOE Contract 48 describes the job classifications at the Laboratory. These classifications consist of job families structured in numerical sequence by level of difficulty. For example, Photographic Specialist has four levels:

798.1 Photographic Specialist I
798.2 Photographic Specialist II
798.3 Photographic Specialist III
798.4 Photographic Specialist IV

Within the sequential structure of job families, career lines of progression are possible and do exist. Information on promotional sequences was taken primarily from Appendix A which gives the established LBL job classifications. Promotions through the established classifications are vertical and sequential, i.e., Administrative Services 1-5. Lines of promotion can be nonsequential patterns of movement. For example, a lateral nonsequential movement can be Administrative Services V to Administrator/Administrative Specialist I or skips a job classification series e.g., Administrator/Administrative Specialist II to Administrator/Administrative Specialist IV. Normally skips occur as a result of open recruitment or reclassification (Appendix 5).

Feeder pools were developed to determine which people are available inside and outside the Lab to move into LBL job classifications. Internal feeder pools were developed by reviewing job levels within a particular classification, i.e., the feeder pool for Administrative Services 4 is Administrative Services 3. Internal pools were also developed by tracing across job classification series e.g., Administrative Services series can feed into Graphic Arts Technician series or apprenticeship positions. Based on the job classification system, certain jobs within that classification can be considered as feeder pools.

SECTION B - JOB GROUPS

METHODOLOGY

LBL's Appendix A was used as the primary source document to determine job groups based upon: 1) similar job titles, 2) similar rates of pay, 3) similar work content, and 4) similar qualifications and requirements. The Personnel Report #551 was then used to determine utilization patterns and numbers of incumbents for the job groups. The Recommended Job Groups were formed by using sufficient incumbents, utilization patterns, work content, and qualifications and requirements as core factors and rates of pay and job titles as subsidiary factors. Where incumbents within an interim job group were sufficient in number, levels of similar pay and work experience were separated into individual job groups. Where the number of incumbents in an interim job group was small, the interim job group was kept intact although rates of pay may have varied widely. Where the number of incumbents was very small, several interim job groups were combined in order to attain a sufficient number of incumbents to set meaningful goals. However, this was done only if:

1. the jobs had similar content; and
2. the jobs had similar requirements and qualifications.

An example of the last case would be the Biologist, Physiologist, and Medical Scientist job group. Combining these disciplines gave a sufficient number of incumbents of similar background and work, yet we did not include Physicians because, even though the background is similar, the M. D. requirement clearly delineates Physicians as a separate job group.

Discussion of Selected Recommended Job Groups

Faculty Scientists were separated into a job group by themselves despite the multiplicity of disciplines because of the following factors:

1. They must be tenured U. C. faculty members and LBL has little control over this requirement.
2. The majority does not work full schedules at the Laboratory.
3. Availability is a function of U. C. faculty profiles.

Engineers were divided by discipline and were further divided into levels if there were sufficient incumbents. For example, both Mechanical and Electronic Engineers were divided into levels.

Technicians Recommended Job Groups were derived similarly. Areas of specialization were separated and, where there were sufficient incumbents, levels were made separate job groups. For example, Electronics Technicians were divided into entry, mid and upper-level job groups.

The Office and Clerical category was divided into levels primarily based upon responsibilities and wages.

The Crafts and Trades were divided by craft.

The Service Workers were placed into job groups primarily by skills and levels of experience.

JOB GROUP DISPLAY

LAWRENCE BERKELEY LABORATORY'S JOB GROUPS

EEO-1 Category	Job Grouping	Job Classification
Officials & Managers	Executive (Management IV)	Director Deputy Director Associate Director
	Management II & III	Management II & III
	Management I	Management I Technicial Information Specialist V
	Supervisors	Supervisor Administrative Services 1 Supervisor Administrative Services 2 & 3 Technical Information Specialist IV Chief Research Clinical Laboratory Technologist Accelerator Operations Supervisor Supervisor Supervisor Senior Superintendent Superintendent Senior Facility Supervisor Assistant Custodian Supervisor Custodian Supervisor Fire Lieutenant Sergeant Occupational Health Nurse II Principal Graphic Arts Technician Printer IV Principal Research Associate
	Administrators/ Management	Administrator 4 & 5 Assistant Chief of Police Chief of Police Assistant Fire Chief Fire Chief

Lawrence Berkeley Laboratory's Job Groups

EEO-1 Category	Job Grouping	Job Classification
Officials & Managers (continued)	Supervisors/ Temporary (Building Trades)	Supervising Carpenter--Temporary Structural Ironworker Foreman--Temporary Electrician Foreman--Temporary Painter Foreman--Temporary Plumber Foreman--Temporary Sheet Metal Worker Foreman--Temporary
Professionals	Faculty Scientists	Associated Faculty Scientist Faculty Senior Scientist
	Biochemists	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II
	Physicians	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II
	Biologists/Physiologists/ Medical Scientists	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II
	Biophysicists	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II
	Chemists (entry level)	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I

Lawrence Berkeley Laboratory's Job Groups

EEO-1 Category	Job Grouping	Job Classification
Professionals (continued)	Chemists (mid-level)	Staff Scientist II & III
	Chemists (upper level)	Staff Senior Scientist I & II
	Physicists (entry level)	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I
	Physicists (mid-level)	Staff Scientist II & III
	Physicists (upper level)	Staff Senior Scientist I & II
	Mathematician/ Statisticians	Post-Doctoral Research Associate Divisional Fellow Staff Scientist Staff Senior Scientist I & II
	Computer Scientists/ Mathematical Programmers (entry level)	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I
	Computer Scientists/ Mathematical Programmers (mid-level)	Staff Scientist II
	Computer Scientists/ Mathematical Programmers (upper level)	Staff Scientist III
	Electronic/Electrical Engineers (entry level)	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I

Lawrence Berkeley Laboratory's Job Groups

EEO-1 Category	Job Grouping	Job Classification
Professionals (continued)	Electronic/Electrical Engineers (mid-level)	Staff Scientist II & III
	Electronic/Electrical Engineers (upper level)	Staff Senior Scientist I & II
	Mechanical Engineers (entry level)	Post-Doctoral Research Associate Divisional Fellow Staff Scientist
	Mechanical Engineers (mid-level)	Staff Scientist II & III
	Mechanical Engineers (upper level)	Staff Senior Scientist I & II
	Chemical/Energy Research Engineers (Chemical, Industrial, Petroleum, & Nuclear Engineers)	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II
	Construction-related Engineers (Civil, Architectural, & Structural)	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II Planner-Estimator
	Metallurgic/Ceramic Engineers	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II

Lawrence Berkeley Laboratory's Job Groups

EEO-1 Category	Job Grouping	Job Classification
Professionals (continued)	Geoscientists/Engineers (Mining & Geological Engineers, Hydrologists, Geophysicists, Geologists, Geochemists, Marine Scientists, & Ecologists)	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II
	Health & Safety Engineers	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II
	Energy/Environment Policy Analysts & Economists	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II
	Patent Advisors	Patent Advisor I-III
	Technical Editors/Writers	Technical Editor/Writer I-IV
	Technical Information Specialists	Technical Information Specialist I-III
	Research Associates	Research Associate Senior Research Associate
	Clinical/Medical Technicians	Medical Laboratory Technologist Occupational Health Nurse I Nurse Research Clinical Laboratory Technologist
	Design Associates	Design Associate

Lawrence Berkeley Laboratory's Job Groups

EEO-1 Category	Job Grouping	Job Classification
Professionals (continued)	Lower Administrative Professionals	Administrator 2 & 3 Administrative Specialist 2 & 3
	Upper Administrative Professionals	Administrative Specialist 4 & 5
	Interns	Intern
	Program Management Engineers/Scientists	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II
	Accelerator Operators	Accelerator Operator Principal Accelerator Operator
Technicians	Computer Operators & Technicians	Digital Computer Operator Trainee Digital Computer Operator Digital Computer Operator Senior Digital Computer Operator Principal Computing Technician Computing Technician Senior Computing Technician Principal
	Health Science/ Safety Technicians	Radiation Safety Technician Radiation Safety Technician Senior Radiation Safety Technician Principal Health & Safety Technician Trainee Health & Safety Technician Health & Safety Technician Senior Health & Safety Technician Principal Health & Safety Technician Specialist Animal Technician 1-3

Lawrence Berkeley Laboratory's Job Groups

EEO-1 Category	Job Grouping	Job Classification
Technicians (continued)	Technical/Scientific Coordinators	Technical/Scientific Coordinator Technical/Scientific Coordinator Senior
	Technical Associates	Technical Associate Technical Associate Senior
	Technical Assistants	Technical Assistant I Technical Assistant II
	Mechanical Technicians (entry & mid-levels)	Mechanical Technician Apprentice Mechanical Technician Mechanical Technician Senior Mechanical Technician Principal
	Mechanical Specialists	Mechanical Specialist
	Lead Technicians	Lead Technician
	Engineering Assistants & Assistant Technical Coordinators	Engineering Assistant Engineering Assistant Senior Assistant Technical Coordinator Assistant Technical Coordinator Senior
	Electronics Technicians (entry level)	Electronics Technician Apprentice Electronics Technician
	Electronics Technicians (mid-level)	Electronics Technician Senior Electronics Technician Principal
	Electronics Specialists	Electronics Specialist
	Research Analysts & Technicians	Scientific Data Analyst Scientific Data Analyst Senior Scientific Data Analyst Principal Research Technician Research Technician Senior Research Technician Principal

Lawrence Berkeley Labratory's Job Groups

EEO-1 Categroy	Job Grouping	Job Classification
Technicians (continued)	Research Specialists	Research Specialist
	Plant Maintenance Technicians	Plant Maintenance Technician Apprentice Plant Maintenance Technician Plant Maintenance Technician Senior Plant Maintenance Technician Principal
	Plant Maintenance Specialists & Leads	Plant Maintenance Specialist Lead Plant Maintenance Technician
	Drafting & Illustrator Technicians	Technician/Drafter Trainee Drafter Drafter Senior Drafter Design Designer Technical Illustrator I-IV
	Graphic Arts Technicians	Graphic Arts Technician Senior Graphic Arts Technician Print Room Operator Print Room Operator Senior Print Room Operator Principal
	Photographic Technicians	Photographic Specialist I-III
Office & Clerical	Administrative Services (entry level)	Administrative Services 1-2
	Administrative Services (mid-level)	Administrative Services 3 & 4 Dispatcher-Emergency Communications
	Administrative Services (upper level)	Administrative Services 5 Administrator 1 Administrative Specilaist 1

Lawrence Berkeley Laboratory's Job Groups

EEO-1 Category	Job Grouping	Job Classification
Skilled Crafts	Auto Mechanics	Vechicle Mechanic Lead Vehicle Mechanic
	Plant Mechanics (entry level)	Plant Mechanic I
	Plant Mechanics (mid & upper levels)	Plant Mechanic II Lead Mechanic
	Temporary Plant Mechanics	Carpenter--Temporary Electrician--Temporary Cable Splicer--Temporary Cement Mason--Temporary Painter--Temporary Spray Painter--Temporary Plumber--Temporary Sheet Metal Worker--Temporary Steamfitter--Temporary Structural Ironworker--Temporary
	Machine Shop Assistants & Apprentices	Machinist Apprentice Machine Shop Assistant I & II
	Machinists	Machinist Precision Machinist Assembly Machinist
	Metal Workers	Mechanical Shops Fabricator Assistant I-IV Mechanical Shops Fabricator Mechanical Shops Fabricator Specialist Mechanical Shops Apprentice

Lawrence Berkeley Laboratory's Job Groups

EEO-1 Category	Job Grouping	Job Classification
Skilled Crafts (continued)	Printers	Printer I-III
Operatives	Material Handlers	Material Handler I-III
	Bus Drivers	Bus Driver Lead Bus Driver
	Truck Drivers	Truck Driver, Light Truck Driver Lead Truck Driver
	Material Specialists	Material Specialist
	On-the-Job Trainees	On-the-Job Trainee
Laborers	Laborers	Garage Attendant Plant Assistant I & II
	Laborers (Temporary)	Laborer I-III--Temporary Gardener I-III--Temporary
	General Helpers	General Helper
Service Workers	Firefighters	Firefighter Firefighter Trainee
	Protective Officers	Protective Services Officer Relief Sergeant
	Cleaning Service Workers	Custodian Senior Custodian

LAWRENCE BERKELEY LABORATORY'S JOB GROUPINGS (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
	AO 1	Executive (Management IV)	Director (170.0) Deputy Director Associate Director (194.4)
Officials & Managers	AO 2	Management II & III	Management II & III (199.2 & .3)
	AO 3	Management I	Management I (199.1) Technical Information Specialist V (194.5)
	AO 4	Supervisors	Supervisor Administrative Services 1 (519.1) Supervisor Administrative Services 2 & 3 (169.2 & .3) Technical Information Specialist IV (194.4) Chief Research Clinical Laboratory Technologist (372.1) Accelerator Operations Supervisor (374.3) Supervisor (385.0) Supervisor Senior (385.1) Superintendent (385.2) Superintendent Senior (385.3) Facility Supervisor (384.0) Assistant Custodian Supervisor (630.3) Custodian Supervisor (630.4) Fire Lieutenant (644.1) Sergeant (646.3) Occupational Health Nurse II (732.2) Principal Graphic Arts Technician (781.3) Printer IV (783.4) Principal Research Associate (381.3)
	AO 5	Administrators/ Management	Administrator 4 & 5 (167.4 & .5) Assistant Chief of Police (344.0) Chief of Police (344.1) Assistant Fire Chief (345.0) Fire Chief (345.1)

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Officials & Managers (continued)			Supervising Carpenter--Temporary (811.2) Structural Iron Worker Foreman--Temporary (814.2) Electrician Foreman--Temporary (823.3)
	AO 6	Supervisors/ Temporary (Building Trades)	Painter Foreman--Temporary (847.3) Plumber Foreman--Temporary (859.2) Sheet Metal Worker Foreman--Temporary (871.2)
Professionals	BO 1	Faculty Scientists	Associated Faculty Scientist (IXX.8) Faculty Senior Scientist (IXX.9)
	BO 2	Biochemists	Post-Doctoral Research Associate (103.1) Divisional Fellow (103.2) Staff Scientist I-III (103.3-.5) Staff Senior Scientist I & II (103.6 & .7)
	BO 3	Physicians	Post-Doctoral Research Associate (101.1) Divisional Fellow (101.2) Staff Scientist I-III (101.3-.5) Staff Senior Scientist I & II (101.6-.7)
	BO 4	(105) (109) Biologists/Physiologists/ Medical Scientists (102)	Post-Doctoral Research Associate (IXX.1) Divisional Fellow (IXX.2) Staff Scientist I-III (IXX.3-.5) Staff Senior Scientist I & II (IXX.6 & .7)
	BO 5	Biophysicists	Post-Doctoral Research Associate (107.1) Divisional Fellow (107.2) Staff Scientist I-III (107.3-.5) Staff Senior Scientist I & II (107.6 &.7

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Professionals (continued)	BO 6	Chemists (entry level)	Post-Doctoral Research Associate (111.1) Divisional Fellow (111.2) Staff Scientist I (111.3)
	BO 7	Chemists (mid-level)	Staff Scientist II & III (111.4 &.5)
	BO 8	Chemists (upper level)	Staff Senior Scientist I & II (111.6 &.7)
	BO 9	Physicists (entry level)	Post-Doctoral Research Associate (113.1) Divisional Fellow (113.2) Staff Scientist (113.3)
	BO 10	Physicists (mid-level)	Staff Scientist II & III (113.4 &.5)
	BO 11	Physicists (upper level)	Staff Senior Scientist I & II (113.6 &.7)
	BO 12	Mathematicians (116)/ Statisticians (117)	Post-Doctoral Research Associate (IXX.1) Divisional Fellow (IXX.2) Staff Scientist I-III(IXX.3-.5) Staff Senior Scientist (IXX.6 &.7)
	BO 13	Computer Scientists/ Mathematical Programmers (entry level)	Post-Doctoral Research Associate (118.1) Divisional Fellow (118.2) Staff Scientist I (118.3)
	BO 14	Computer Scientists/ Mathematical Programmers (mid-level)	Staff Scientist II (118.4)

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Professionals (continued)	BO 15	Computer Scientists/ Mathematical Programmers (upper level)	Staff Senior Scientist III (118.5)
	BO 16	Electronic (120)/Electrical Engineers (121) (entry level)	Post-Docotral Research Associate (IXX.1) Divisional Fellow (IXX.2) Staff Scientist I (IXX.3)
	BO 17	Electronic (120/Electrical Engineers (121) (mid-level)	Staff Scientist II & III (IXX.4 &.5)
	BO 18	Electronic (120/Electrical Engineers (121) (upper level)	Staff Senior Scientist I & II (IXX.6 &.7)
	BO 19	Mechanical Engineers (entry level)	Post-Doctoral Research Associate (122.1) Divisional Fellow (122.2) Staff Scientist I (122.3)
	BO 20	Mechanical Engineers (mid-level)	Staff Senior Scientist I & II (122.4 &.5)
	BO 21	Mechanical Engineers (upper level)	Staff Senior Scientist I & II (122.6 & .7)
	BO 22	Chemical/Energy Research Engineers [Chemical (123), Industrial (127) Petroleum (129) & Nuclear Engineers (130)]	Post-Doctoral Research Associate Divisional Fellow Staff Scientist I-III Staff Senior Scientist I & II

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Professionals (continued)	BO 23	Construction-related Engineers [Civil (124), Architectural (133), & Structural (131)]	Post-Doctoral Research Associate (IXX.1) Divisional Fellow (IXX.2) Staff Scientist I-III (IXX.3-.5) Staff Senior Scientist I & II (IXX.6 &.7) Planner-Estimator (791.0)
	BO 24	Metallurgic (140)/ Ceramic Engineers (125)	Post-Doctoral Research Assocaite (IXX.1) Divisional Fellow (IXX.2) Staff Scientist I-III (IXX.3-.5) Staff Senior Scientist I & II (IXX.6 & .7)
	BO 25	Geoscientists/Engineers [Mining (132) & Geological Engineers (144), Hydrologists (141), Geophysicists (142), Geologists (145), Geochemists (146), Marine Scientists (149), & Ecologists (150)]	Post-Doctoral Research Associate (IXX.1) Divisional Fellow (IXX.2) Staff Scientist I-III (IXX.3-.5) Staff Senior Scientist I & II (IXX.6 &.7)
	BO 26	Health & Safety Engineers	Post-Doctoral Research Associate (126.1) Divisional Fellow (126.2) Staff Scientist I-III (126.3-.5 Staff Senior Scientist I & II (126.6 & .7)
	BO 27	Energy/Environment Policy Analysts (148) & Economists (147)	Post-Doctoral Research Associate (IXX.1) Divisional Fellow (IXX.2) Staff Scientist I-II (IXX.3 &.5) Staff Senior Scientist I & II (IXX.6 & .7)

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Professionals (continued)	BO 28	Patent Advisors	Patent Advisor I-III (280.1-.3)
	BO 29	Technical Editors/Writers	Technical Editor/Writer I-IV (191.1-.4)
	BO 30	Technical Information Specialists	Technical Information Specialist I-III (194.1-.3)
	BO 31	Research Associates	Research Associate (381.1) Senior Research Associate (381.2)
	BO 32	Clinical/Medical Technicians	Medical Laboratory Technologist I (731.1) Occupational Health Nurse I (732.1) Nurse (742.1) Research Clinical Laboratory Technologist (743.1)
	BO 33	Design Associates	Design Associate (383.0)
	BO 34	Lower Administrative Professionals	Administrator 2 & 3 (167.2 & .3) Administrative Specialist 2 & 3 (168.2 &.3)
	BO 35	Upper Administrative Professionals	Administrative Specialist 4 & 5 (168.4 &.5)
	BO 36	Interns	Intern (799.1)
	BO 37	Program Management Engineers/Scientists	Post-Doctoral Research Associate (143.1) Divisional Fellow (143.2) Staff Scientist I-III (143.3-.5) Staff Senior Scientist I & II (143.6-.7)

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Professionals (continued)	BO 38	Accelerator Operators	Accelerator Operator (374.1) Principal Accelerator Operator (374.2)
	CO 1	Computer Operators & Technicians	Digital Computer Operator Trainee (757.0) Digital Computer Operator (757.1) Digital Computer Operator Senior (757.2) Digital Computer Operator Principal (757.3) Computing Technician (759.3) Computing Technician Senior (759.4) Computing Technician Principal (759.5)
	CO 2	Health Science/ Safety Technicians	Radiation Safety Technician (740.1) Radiation Safety Technician Senior (740.2) Radiation Safety Technician Principal (740.3) Health & Safety Technician Trainee (741.0) Health & Safety Technician (741.1) Health & Safety Technician Senior (741.2) Health & Safety Technician Principal (741.3) Health & Safety Technician Specialist (741.4) Animal Technician 1-3 (744.1-.3)
	CO 3	Technical/Scientific Coordinators	Technical/Scientific Coordinator (386.0) Technical/Scientific Coordinator Senior (386.1)
	CO 4	Technical Associates	Technical Associate (382.0) Technical Associate Senior(382.1)
	CO 5	Technical Assistants	Technical Assistant I (724.1) Technical Assistant II (724.2)

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Technicians (continued)	CO 6	Mechanical Technicians (entry & mid-level)	Mechanical Technician Apprentice (725.0) Mechanical Technician (725.1) Mechanical Technician Senior (725.2) Mechanical Technician Principal (725.3)
	CO 7	Mechanical Specialists	Mechanical Specialist (725.4)
	CO 8	Lead Technicians	Lead Technician (716.1)
	CO 9	Engineering Assistants & Assistant Technical Coordinators	Engineering Assistant (730.0) Engineering Assistant Senior (730.1) Assistant Technical Coordinator (730.2) Assistant Technical Coordinator Senior (730.3)
	CO 10	Electronics Technicians (entry level)	Electronics Technician Apprentice (770.0) Electronics Technician (770.1)
	CO 11	Electronics Technicians (mid-level)	Electronics Technician Senior (770.2) Electronics Technician Principal (770.3)
	CO 12	Electronics Specialists	Electronics Specialist (770.4)
	CO 13	Research Analysts & Technicians	Scientific Data Analyst (782.1) Scientific Data Analyst Senior (782.2) Scientific Data Analyst Principal (782.3) Research Technician (795.1) Research Technician Senior (795.2) Research Technician Principal (795.3)
	CO 14	Research Specialists	Research Specialist (795.4)

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Technicians (continued)	CO 15	Plant Maintenance Technicians	Plant Maintenence Technician Apprentice (790.0) Plant Maintenance Technician (790.1) Plant Maintenance Technician Senior (790.2) Plant Maintenance Technician Principal (790.3)
	CO 16	Plant Maintenance Specialists & Leads	Plant Maintenance Specialist (790.4) Lead Plant Maintenance Technician (790.5)
	CO 17	Drafting & Illustrator Technicians	Technician/Drafter Trainee (728.0) Drafter (729.0) Drafter Senior (729.1) Drafter Design (729.2) Designer (729.3) Technical Illustrator I-IV (797.1-.4)
	CO 18	Graphic Arts Technicians	Graphic Arts Technician (781.1) Senior Graphic Arts Technician (781.2) Print Room Operator (784.1) Print Room Operator Senior (784.2) Print Room Operator Principal (784.3)
	CO 19	Photographic Technicians	Photographic Specialist I-III (798.1-.3)
Office & Clerical	DO 1	Administrative Services (entry level)	Administrative Services 1-2 (518.1-.2)
	DO 2	Administrative Services (mid-level)	Administrative Services 3 & 4 (518.3 &.4) Dispatcher-Emergency Communications (642.0)

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Office & Clerical (continued)	DO 3	Administrative Services (upper level)	Administrative Services 5 (518.5) Administrator 1 (567.1) Administrator Specialist 1 (568.1)
Skilled Crafts	EO 1	Auto Mechanics	Vehicle Mechanic (739.1) Lead Vehicle Mechanic (739.2)
	EO 2	Plant Mechanics (entry level)	Plant Mechanic I (791.3)
	EO 3	Plant Mechanics (mid & upper levels)	Plant Mechanic II (791.4) Lead Mechanic (791.5)
	EO 4	Temporary Plant Mechanics	Carpenter--Temporary (811.1) Electrician--Temporary (823.1) Cable Splicer--Temporary (823.2) Cement Mason--Temporary (838.1) Painter--Temporary (847.1) Spray Painter--Temporary (847.2) Plumber--Temporary (833.1) Sheet Metal Worker--Temporary (871.1) Steamfitter--Temporary (883.1) Structural Iron Worker--Temporary (814.1)
	EO 5	Machine Shop Assistants & Apprentices	Machinist Apprentice (785.1) Machine Shop Assistant I & II (786.1 & .2)
	EO 6	Machinists	Machinist (786.3) Precision Machinist (786.4) Assembly Machinist (787.3)

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Skilled Crafts (continued)	EO 7	Metal Workers	Mechanical Shops Fabricator Assistant I-IV (788.1-.2) Mechanical Shops Fabricator (788.3) Mechanical Shops Fabricator Specialist (788.4) Mechanical Shops Apprentice (788.5 & .6)
	EO 8	Printers	Printer I-III (783.1-.3)
Operatives	FO 1	Material Handlers	Material Handler I-III (566.1-.3)
	FO 2	Bus Drivers	Bus Driver (738.1) Lead Bus Driver (738.2)
	FO 3	Truck Drivers	Truck Driver, Light (745.1) Truck Driver (745.2) Lead Truck Driver (745.3)
	FO 4	On-the-Job Trainee	On-the-Job Trainee (799.2)
	FO 5	Material Specialists	Material Specialist (166.1)
	GO 1	Laborers	Garage Attendant (737.1) Plant Assistant I & II (791.1 &.2)
	GO 2	Laborers (temporary)	Laborer I-III--Temporary (836.1-.3) Gardener I-III--Temporary (837.1-.3)
	GO 3	General Helpers	General Helper (799.3)

Lawrence Berkeley Laboratory's Job Groupings (Classified)

EEO-1 Category	Job Group Code Number	Job Grouping	Job Classification
Service Workers	HO 1	Firefighters	Firefighter (644.0) Firefighter Trainee (645.0)
	HO 2	Protective Officers	Protective Services Officer (646.1) Relief Sergeant (646.2)
	HO 3	Cleaning Service Workers	Custodian (630.1) Senior Custodian (630.2)

SECTION C - AVAILABILITY DETERMINATIONS

The concept of availability conclusions is a difficult one. Consequently, it is often misunderstood and misapplied. Lawrence Berkeley Laboratory, in an attempt to approach the derivation of availability conclusions in a rational and systematic manner, has adopted the weighted factor computation system of eight-factor availability analysis. We feel that this system represents a heuristic fair-market model of employment which is subject to verification and which is adaptable to changes in work force, patterns of employment, and refined information. We feel also that this system is a tool to actively implement the OFCCP policy which views the process of determining availability as a prospective one whose final goal is to eliminate the present effects of past systemic bias in society. Availability determinations can be thought of as a system which tends toward social equity. It is for this purpose that the Federal Regulations (41 CFR 60 1.4 and 60-2) places upon Federal contractors the duty to take affirmative action. LBL in fulfilling its duty has followed the methodology presented below.

METHODOLOGY

LBL has adopted the weighted factor computation system. This system assigns a value to each of the eight factors based on the total values equaling the value one (or unity). For example, if each factor were given equal value, the value would be .125 ($1 \div 8$). Since the value is based on unity, placing a higher value on some factors will necessarily diminish the values of others. In this way, judgments made about the relevance of each factor will receive direct numerical expression. The availability conclusion is derived by multiplying the raw statistic for each factor by the weighted value and summing the products. A form was developed to systematize this computation for each protected group within job groups and to document the source of the raw statistic for each factor and the rationale for the weighted values assigned.

The following general criteria were used in determing weighted values:

> Where skill availability was greater than any other of the eight factors, it was then adopted as the final availability. This occurred, for example, in the following job groups:
>
> G01, G02, G03, F01, and F04

Where factor 6 (the internal feeder pool) had good utilization, it was given a value equal to or greater than factors 4 and 5 (the external skill availability). This was done to recognize the value of LBL's internal resources.

Where no value was given to a factor, it was done to place greater value on a more relevant factor.

Where the external skills availability and the internal feeder pools (factors 4, 5, and 6) had higher raw statistics than those for population or work force proportion (factors 1a, 1b, and 3), a larger weighted value was given to the former to maximize opportunities and at the same time emphasize the necessary skills.

For highly skilled job groups such as the ones in the Professionals category, the external requisite skills factors (factors 4 and 5) were given the greatest weight. However, if the internal resources (factor 6) were greater than the external, a weighted value equal to or slightly greater than the external factors was given to the internal to allow for upward mobility into the job group.

Each protected group within a job group was analyzed as a separate problem, each with its unique history, needs, and utilization in the work force as reflected in the feeder pools. Consequently, weighted values are not identical across the board though they may be similar due to the constraints of the job group.

SOME ASSUMPTIONS ABOUT THE RAW STATISTICS

Factor 1B - Availability of Women Seeking Employment in Labor or Recruitment Areas

We assumed the figure for the work force participation of women would closely approximate this factor.

Unskilled and Semi-skilled Jobs

We followed OFCCP-National Plan Guidelines recommendations and assumed that factor 7, estimate of training institutions, had the same value as factor 3, proportion of work force. Also, for factor 8, estimate of reasonable training efforts, we assumed the same value as factor 6, proportion of promotable and transferable employees.

Skilled Jobs

Also following OFCCP-National Plan Guidelines recommendations, we assumed for factor 7 the same value as factor 5, requisite skills in a reasonable recruitment area. Additionally, again, as for unskilled and semi-skilled jobs, we assumed factor 8 had the same value as factor 6. Where factor 6 was zero due to underutilization, then the value of factor 5 was assumed. If factor 6 was zero because the job group was entry level in a line of progression, factor 8 was also zero.

COMMENT

In most instances the availability conclusions are greater than the external skills availability factors (factors 4 and 5). However, in very few cases where upper level jobs are filled by internal upward mobility, and where the job group represents a very specialized, highly skilled group, and the feeder pools are underutilized, greater value had to be placed on external skill availability. Consequently, the availability conclusion may be lower than external skill availability which represents participation at all levels of skills, and therefore is an inflated value for these highly skilled positions. For example, Electronics Specialist is a position which requires skills beyond the journey level of Electronics Technicians and only a small proportion of the people represented in the general skills availability would possess these specialized skills.

STATISTICAL SOURCES

For job groups where the recruitment area is national, the following sources were used:

1. U. S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, July, 1979, Vol. 26, No. 7.

2. U. S. Department of Commerce, Non-circulating Publications located at: 450 Golden Gate Avenue, San Francisco, California.

3. Nationwide Availability of Women and Minorities for Positions in Officials and Managers and Professionals Employment Categories, March, 1976. Prepared for Department of Energy (at that time Energy and Research Development Administration). Prepared by P/RA, Research, Inc.

4. Professional Women and Minorities, A Manpower Data Resource Service, 2nd Edition, November, 1978, Scientific Manpower Commission.

For job groups where the recruitment area was not national, the following sources were used:

> Manpower Information for Affirmative Action Programs, May, 1979. For the counties of Alameda, Contra Costa, San Francisco, and Santa Clara; State of California, Employment Development Department, Employment Data and Research.

The internal availability factors (factors 6 and 8) were derived by analyzing job descriptions and salary ranges in LBL's Appendix A. (General Personnel Provision, Classification Titles, Codes, Ranges and Job Descriptions); analyzing transferable, convertible, and similar skills and duties; determining logical lines of progression; and, insofar as possible, historical lines of progression to determine feeder pools for job groups. Where feeder pools were determined, representation was counted using LBL Report 551-166-Personnel Report By Ethnic Classification Within Job Class.

NOTES ON REQUISITE SKILLS AND INTERNAL AVAILABILITY FOR SOME SPECIFIC JOB GROUPS

In the following discussions, statistical sources are abbreviated. The abbreviation SMC stands for Professional Women and Minorities, A Manpower Resource Service, published by the Scientific Manpower Commission. The abbreviation DOE-P/RA stands for Nationwide Availability of Women and Minorities For Positions In Officials and Managers and Professionals Employment Categories which was prepared for the Energy Research and Development Administration (now absorbed into Department of Energy) by P/RA Research, Inc. In general, we abstracted the requisite skills data from the DOE-P/RA study, updated it using SMC data and used the resultant figures for factors 4 and 5 for jobs which have national recruitment.

Biophysicists and Biochemists

Requisite skills will be the percentages derived from the PhD's awarded in the fields, 1973 through 1976 (Table G-D-9, SMC) for the following reasons:

1. Since the fields are relatively new and the number of people employed in the fields is relatively small, earlier data or labor force data is not included in the sources available to us.

2. The fields are graduate study fields, not undergraduate majors, so counting PhD's would not be double counting Bachelor's degrees.

Physicians

We have been unable to derive from information at our disposal any updated availability data for Physicians. Therefore, we will retain the availability conclusions given to us by Department of Energy Memorandum (5/10/78) for use in the Fiscal Year 1979 AACP.

Mathematicians and Biologists

In updating the requisite skills data for Mathematicians and Biologists (separate job groups), we found that the tables cited in the DOE-P/RA study were apparently replaced in the updated SMC report. In order to preserve some consistency and correlation in the data that we did find in the SMC Report, the following method was used to determine degrees granted in 1975 through 1976, so this could be added to the 1974 requisite skills data in the DOE-P/RA study:

> Total Degrees Granted in the field 1971 thru 1976 (TABLE G-D-12, SMC) minus Degrees Granted 1971 thru 1974 (DOE-P/RA study) equals Total Degrees Granted 1975 thru 1976.

then:

> Proportion of Degrees granted to each protected group 1975-1976 (TABLE G-D-13, SMC) times Total Degrees granted 1975 thru 1976 as derived above) equals Number of Degrees granted to each protected group 1975-76.

Mathematicians and Statisticians

Data for statisticians was difficult to determine, and in some cases statisticians appeared to be included in the figures for mathematicians. Because of this and because statisticians at LBL were only 2 or 14 persons in the job group, the requisite skills for this job group was that derived for mathematicians.

Biologists, Physiologists, and Medical Scientists

Data for biologist requisite skills in the DOE-P/RA study appears to be data for biological sciences; this includes the figures for physiology. Consequently, for the purpose of obtaining requisite skills for this job group, biologists and physiologists are lumped together. However, since medical science is a PhD field of study, the figures for PhD's awarded in Medical Science, excluding Veterinary Medicine and Hospital Administration (TABLE G-D-9, SMC) were used for estimating the requisite skills for medical scientists. These two sets of figures were combined to derive the requisite skills for this job group.

Computer Scientists

Requisite skills were derived from 1977 labor force figures given for computer programmers and computer systems analysts (TABLE G-WF-1, SMC). Unfortunately, the only racial classification given was "black and other". To break this figure down to estimates of the component racial categories, we used a 1974 NSF survey of scientists and engineers (TABLE G-WF-27) since this was the least conservative set of figures. However, we wish to note that this field is one in which we expect the participation of all minority groups to increase materially based upon the proportions cited in TABLE G-D-13, SMC for the field of computer science in the academic year 1975-76. Those figures in terms of total computer science degrees conferred: Black 5.8%, Asian/Native American 2.8%, Hispanic 1.6%.

Energy and Environment Policy Analysts and Economists

The requisite skills in this job group is represented by social science degrees in areas such as political science, public policy, public administration, urban and regional planning, international relations, economics, and econometrics. However, if we compare employment figures with degrees granted we see that, while 126,390 social science degrees were granted in 1975-76 alone (TABLE G-D-13, SMC), the number of people working in the fields of social science in 1977 was only 224,000 (TABLE G-WF-1, SMC). Clearly, very few of the people granted social science degrees go on to find work in their field. LBL, in order to maximize opportunities, will use the degree data, 1975-77, as the requisite skills factor.

Patent Advisors and Health and Safety Engineers

Since time constraints precluded our gathering detailed background information on Patent Advisors and Health and Safety Engineers, the requisite skills factors will be assumed to be those for the entire field of engineering. This is understood to be an approximation subject to revision upon further investigation of these groups. The internal pool, for the same reasons, will be all engineers (except Metallurgic and Ceramic) employed at LBL in the lower and mid-level classifications.

Geoscientists

The labor force figures from the 1970 Census were used as base figures. Geosciences degrees granted from 1971 through 1976 derived from PS-G-2 (p. 116) were used to obtain "Total" and "Women" figures. However, since this table did not contain a racial/ethnic breakdown, TABLE PS-G-8 (Student Enrollment in Geosciences by Race, 1972-1976) was used to estimate racial proportions. These estimated proportions were used to derive the numbers from the total degrees granted.

Note: The source data for degrees (TABLE PS-G-2) was chosen for two reasons:

1. It is a part of a U. S. Office of Education survey which seems to be internally consistent.

2. Other requisite skills analyses in LBL's professional series depend heavily on the same data. Therefore, we hope that it will lend consistency to our estimates.

The rational for using student enrollment data 1972-76 to estimate proportion of degrees granted by race rests on the assumptions that:

1. The racial proportion of enrollments can be held valid for 1971-1972.

2. The dropout rate is not race related.

Research Associates

Of 58 incumbents in the research associate job group, 50 are in divisions engaged in biological research. In addition, LBL's Appendix A requires a bachelor's degree or equivalent for this job. Therefore, pending a more detailed study on the background of the incumbents, we will assume the same requisite skills as derived for biologist.

Project Manager Engineers/Scientists

Since the incumbents include people with engineering, geosciences, and physics backgrounds, we will assume that people in this job group come from the ranks of engineers, geoscientists, and physicists for both internal and external skills factors.

Since the people in the Intern job group are recruited from the employees of the Laboratory, we will use our work force proportions as the availability conclusion.

In scientific classifications where there were insufficient incumbents to break out levels within the discipline, LBL, in an effort to maximize opportunity for upward mobility, will use the proportion of protected group members in the entry levels of these collapsed job groups as the internal skills availability.

For engineering fields that did not have requisite skills data in the DOE-P/RA Research, Inc. study, the percentage of degrees granted to women and minority groups 1975-77 is taken as the requisite skills factor as part of LBL's good faith effort to maximize opportunities for protected groups. This degree data was taken from the Scientific Manpower Commission Report 11/78 TABLE E-13.

AVAILABILITY DETERMINATIONS DISPLAY

EIGHT-FACTOR ANALYSIS

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP A0-1

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.1		4.09	US DOL Bureau of Labor Statistics, Employment & Earnings, July, 1979 V.26, No 7. To recognize women's efforts to increase upward mobility opportunities.
2. Percentage of unemployment in the specified labor or recruitment area		52%		0		0	Same as 1(a). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.1		4.09	Source same as 1(a). To recognize the increase of qualified women in the workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		8.1%		.3		2.43	Nationwide, 1976 Survey of Income and Education U.S. Bureau of Census. Emphasis on hiring of skilled persons.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		8.1%		.3		2.43	Source: Same as above factor 4. Skills and experience at high levels of management are required. Emphasis on hiring of skilled persons.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		-0-		-0-		-0-	No women participation in feeder pool (A02). Totally underutilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		8.1%		.2		2.43	Assume % of factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		-0-		-0-		-0-	Highest management positions at LBL. Incumbents has had previous management experience. Hires must be equally qualified.
Final Availability Factor						15.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers
JOB GROUP AO-1

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		0			0	US DOL Bureau of Labor Statistics, Employment & Earnings, 1979 V.26, No. 7. Not relevant factor.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15%		0			0	Source: Same as 1(a). Reason: Unemployment not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.1			.73	Source: Same as 1(a). To recognize increase of qualified Blacks in the workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.2%		.25			1.3	Source: 1976 Survey of Income & Education, U.S. Bureau of Census. Emphasis on requisite skills because of nature of jobs.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.2%		.25			1.3	Source: Same as factor 4. Reason: Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9%		.2			1.80	Black representation in feeder pool which is (AO2). Only one Black in feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.2%		.2			1.04	Assume % of factor 5 as recommended by OFCCP. Hiring is emphasized since there is only one Black in feeder pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0			0	These are the highest management positions at LBL. Consequently no training can be provided.
Final Availability Factor						6.2%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP A0-1

Please check:

Female ____ Hispanic __X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		0		0		US DOL Bureau of Labor Statistics, Employment & Earnings, Vol.26, No.7. Population not relevant.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Source: Same as 1(a). Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.1		.36		Source: Same as 1(a). To recognize the increase of qualified Hispanics in the workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.3%		.3		.69		Source: 1976 Survey of Income and Education, U.S. Bureau of Census, Nationwide. Emphasis on skills.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.3%		.3		.69		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		No Hispanic respresentation in feeder pool. (A0-2)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.3%		.3		.69		Assume % of factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Highest management positions. Incumbents has had previous management experience.
Final Availability Factor					2.4 %		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-1

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		US DOL Bureau of Labor Statistics, Employment & Earnings 1979, V.26, No.7. - Population not relevant.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Source: Same as 1(a). Reason: Unemployment not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		.1		.13		Source: Same as 1(a). To recognize increase of qualified Asians in the workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6%		.3		.48		Source: 1976 Survey of Income & Education, U.S. Bureau of Census - Managers & Administrators, Nationwide. Emphasis on skills because of nature of these jobs.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6%		.3		.48		Source: Same as factor 4. Reason: Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		No Asian participation in feeder pool (AO-2).
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6%		.3		.48		Assume % of factor 5 as recommended by OFCCP. High concentration of training institutions. However, Management experience is required.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		No training since these are the highest management jobs.
Final Availability Factor					1.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers
JOB GROUP AO-2

Please check:
Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		0		0	Source: US DOL Bureau of Labor Statistics, Employment & Earnings 1979. Vol. 26 No.7. Not relevant.
2. Percentage of unemployment in the specified labor or recruitment area		52%		0		0	Source: Same as 1(a). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.1		4.09	Source: Same as 1(b). To recognize growing skilled women participation in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.5%		.2		2.7	Source: Nationwide 1976 Survey of Income & Education U.S. Bureau of Census. Emphasis on hiring and promotion.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.5%		.2		2.7	Source: Same as factor 4 above. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		17.4%		.2		3.48	Female participation in feeder pool (AO-3). Same as factor 4.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.5%		.1		1.35	Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		17.4%		.2		3.48	On-the-job training and financial assistance available. Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can be used to help women and minorities reach higher jobs.
Final Availability Factor						17.8%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-2

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		0		0		US DOL Bureau of Labor Statistics, Employment and Earnings 1979. Vol. 26 No.7.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.%		0		0		Source: Same as 1(a).
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.1		.73		Source: Same as 1(a). To recognize the growth of skilled Blacks in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.2%		.25		1.3		Source: 1976 Survey of Income and Education, U.S. Bureau of Census, Nationwide. Emphasis in recruitment.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.2%		.25		1.3		Source: Same as factor 4. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8.7%		.2		1.74		Black participation in feeder pool AO-3. Promotion is limited.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.2%		.1		.52		Assume % of factor 5 as recommended by OFCCP. Emphasis on hiring of skilled persons.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	8.7%		.1		.87		Assume % of factor 6 as recommended by OFCCP. LBL can offer training opportunities, however, emphasis is on hiring skilled persons.
Final Availability Factor					6.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-2

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		0		0		US DOL Bureau of Labor Statistics, Employment and Earnings 1979, Vol.26 No.7. Not relevant.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Source: Same as 1(a). Not relevant factor.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.1		.36		Source: Same as 1(a). To recognize the growth of skilled Hispanics in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.3%		.25		.58		Source: 1976 Survey of Income & Education, U.S. Bureau of Census - Managers and Administrators Nationwide. Emphasis on hiring.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.3%		.25		.58		Source: Same as factor 4. Reason: Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8.7%		.2		1.74		Hispanic participation in feeder pool AO-3. Promotion is limited.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.3%		.1		.23		Assume % of factor 5 as recommended by OFCCP. Emphasis on hiring of skilled persons.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	8.7%		.1		.87		Assume % of factor 6 as recommended by OFCCP. LBL can offer training of opportunities. However emphasis is on hiring of skilled persons.
Final Availability Factor					4.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-2

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		US DOL - Bureau of Labor Statistics, Employment and Earnings 1979, Vol.26 No.7. Not relevant factor.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Source: Same as 1(a). Not relevant factor.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		.1		.13		Same as 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6%		.25		.4		Source: 1976 Survey of Income & Education, U.S. Bureau of Census - Managers and Administration. Nationwide. Emphasis on hiring of skilled persons.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6%		.25		.4		Source: Same as factor 4. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	3.0%		.2		.6		Asian participation in feeder pool. AO-3 Promotion is limited by numbers in feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6%		.1		.16		Source: Same as factor 5 as recommended by OFCCP National Plan Guidelines. Emphasis on hiring of skilled persons.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	3.%		.1		.3		Assume % of factor 6 as recommended by OFCCP. LBL can offer training. However, emphasis is on hiring of skilled persons.
Final Availability Factor					2.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers
JOB GROUP AO-3

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		0		0	Source: US DOL Bureau of Labor Statistics, Employment and Earnings 1979 Vol.26 No.7. Not a relevant factor.
2. Percentage of unemployment in the specified labor or recruitment area		52%		0		0	Source: Same as 1(b). Not a relevant factor.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.1		4.09	Source: Same as 1(b). To recognize the growth of skilled women in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		19.0%		.2		3.8	Source: Nationwide 1976 Survey of Income and Education U.S. Bureau of Census. Skills and promotion opportunities given same value.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		19.0%		.2		3.8	Source: Same as factor 4. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		38.3%		.2		7.66	Female participation in feeder pool. Well utilized feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		19%		.1		1.9	Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		38.3%		.2		7.66	Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can train women and minorities to move into management jobs.
Final Availability Factor						30.9%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP A0-3

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		0		0		US DOL Bureau of Labor Statistics, Employment and Earnings 1979, Vol.26 No.7. Not a relevant factor.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15%		0		0		Source: Same as 1(a). Not a relevant factor.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.1		.73		Source: Same as 1(a). To recognize the growth of skilled Blacks in work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.2%		.2		1.08		Source: 1976 Survey of Income and Education; U.S. Bureau of Census, Nationwide. Same value given to hires and promotions.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.2%		.2		1.08		Source: Same as factor 4. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.5%		.2		1.9		Black participation in feeder pool. Same source as factor 4.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.2%		.1		.52		Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.5%		.2		1.9		Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can train women and minorities for management jobs.
Final Availability Factor					7.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-3

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		0		0		US DOL Bureau of Labor Statistics, Employment and Earnings 1979, Vol.26,No 7. Not a relevant factor.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Source: Same as 1(a). Not a relevant factor.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.1		.36		Source: Same as 1(a). To recognize growth of skilled Hispanics in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.3%		.2		.46		Source: 1976 Survey of Income and Education, U.S. Bureau of Census, Managers and Administrators, Nationwide. Same value given to hires and promotions.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.3%		.2		.46		Source: Same as factor 4. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	6.8%		.2		1.36		Hispanic participation in feeder pool. Same as factor 4.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.3%		.1		.23		Source: Same as factor 5 as recommended by OFCCP. National Plan Guidelines. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	6.8%		.2		1.36		Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can train minorities and women for upward mobility to management jobs.
Final Availability Factor					4.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers
JOB GROUP A0-3

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		US DOL Bureau of Labor Statistics, Employment and Earnings 1979, Vol.26 No. 7. Not a relevant factor.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Source: Same as 1(a). Not a relevant factor.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		.1		.13		Source: Same as 1(a). To recognize the increase of skilled Asians/Others in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6%		.2		.32		Source: 1976 Survey of Income and Education, U.S. of Census, Management and Administration, Nationwide. Same value given to hires as well as promotions.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6%		.2		.32		Source: Same as factor 4. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	4.1%		.2		.82		Asian participation in feeder pool. Same as factor 4.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6%		.1		.16		Source: Same as factor 4 as recommended by OFCCP National Plan Guidelines. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	4.1%		.2		.82		Asians in feeder pool. LBL has training opportunities that can train minorities and women for upward mobility to management jobs.
Final Availability Factor					2.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-4

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	Source: Table 5A - 1979 MI FAAP - EDD - 4 counties. To recognize the increase of women seeking employment in supervisory skill jobs.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	Source: Table 5A, 1979, - MI FAAP - EDD - 4 counties. To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		2.27	Source: Table 5A, 1979 MI FAAP - EDD - 4 counties. To recognize the increase of skilled women in the work-force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		20.8%		.15		3.12	Tables 8A and 26A, 1979 MI FAAP - EDD - 3 counties. Greater value placed on promotions.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		19.0%		.15		2.85	Source: Tables 8A and 26A, 1979 - MI FAAP -EDD - 4 counties. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		56.5%		.2		11.3	Source: LBL work force 551 Report 7/9/79 - Female feeder pool participation. Well utilized feeder pool. Greater value given to promotions.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		19.%		.1		1.9	Source: Same as factor 5. Assumption is these are skilled jobs. Consequently availability is similar to skill particpation rate as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		56.5%		.2		11.3	Assume the % rate of factor 6 as recommended by OFCCP. LBL has training opportunities that can train minorities and women for upward mobility into supervisory jobs.
Final Availability Factor						39.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-4

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		Table 5A 1979 MI FAAP - EDD 4 counties. Al., C.C., S.F., Sta. C. To recognize increase of Black population in the area.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		Same source as factor 1(a). To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	6%		.1		.6		Same source as factor 1(a). To recognize the increase of Blacks in work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	40%		.1		.4		Table 8A, 1979 MI FAAP - EDD 3 counties. Al., C.C., S.F., Emphasis placed on internal availability.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.9%		.1		.29		Table 8A, 1979 MI FAAP - EDD 4 counties. Al, C.C. S.F. Sta. C. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	16.5%		.3		4.95		Black participation in feeder pool. Well utilized feeder pool allows for promotions.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.9%		.05		.15		Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	16.5%		.2		3.3		Assume % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women for upward mobility into supervisory jobs.
Final Availability Factor					11.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-4

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.7		Table 5A -1979 MI FAAP-EDD 4 counties. Al., C.C., S.F., Sta. C. To recognize increase of Hispanic population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		1.67		Same as factor 1(a). To recognize the skilled unemploye.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.88		Same source as factor 1(a). To recognize the increase of Hispanics in the work froce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.7%		.1		.67		Table 8A, - 1979 MI FAAP-EDD 3 counties. Al., CC., S.F., Sta. C.C., S.F. Emphasis placed on internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	7.1%		.1		.71		Table 8A - 1979 MI FAAP-EDD 4 counties. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	15.2%		.3		4.56		Hispanic participation in the feeder pool. Well utilized feeder pool allows for promotions
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	7.1%		.05		.36		Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	15.2%		.2		3.04		Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can train minorities and women for upward mobility into supervisory jobs.
Final Availability Factor					12.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers
JOB GROUP AO-4

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.3		Table 5A-1979 MI FAAP-EDD 4 counties. Al.,C.C., S.F., San. Cl. To recognize the increase in Asian/Others population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.1		.49		Same source as factor 1(a). To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.1		.46		Same source as factor 1(a). To recognize the increase of Asians/Others in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.5%		.1		.55		Table 8A - 1979 MI FAAP - EDD 3 counties. Greater value given to factors 6 and 8.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.5%		.1		.45		Table 8A - 1979 MI FAAP - EDD 4 counties. Greater value given to factors 6 and 8.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	6.9%		.3		2.07		Asians/Others participation in the feeder pool. Emphasis on promotions.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.5%		.05		.23		Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	6.9%		.2		1.38		Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can train minorities and women for upward mobility to supervisory jobs.
Final Availability Factor					5.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers
JOB GROUP AO-5

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	Source: Table 5A, 1979 - MI FAAP - EDD. 4 counties. To recognize the increase of women with skills seeking employment in management jobs.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	Source: Table 5A, 1979 - MI FAAP - EDD - 4 counties. To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.1		4.54	Source: Tables 8A and 26A, 1979 - MI FAAP, EDD - 4 counties. To recongize the increase of skilled women in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		20.8%		.15		3.12	Source: Tables 8A and 26A, 1979 - MI FAAP, EDD - 3 counties. Emphasis placed on factors 6 and 8.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		19.0%		.15		2.85	Tables 8A and 26A, 1979 - MI FAAP - EDD - 4 counties. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		61.2%		.2		12.24	Female participation in the feeder pool. High participation of women in feeder pool allows for good upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		19.0%		.05		.95	Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		61.2%		.2		12.24	Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can train minorities and women for upward mobility into management jobs.
Final Availability Factor						42.6%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Manangers

JOB GROUP AO-5

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		Source: T-5A - 1979 MI FAAP - EDD 4 counties - Al., C.C., San Francisco, Santa Clara. To recognize increase in Black participation.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		Source: Same as factor 1(a). To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	6%		.1		.6		Source: Same as factor 1(a). To recognize the increase in Black work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.0%		.1		.4		Source: T-8A-1979 MI FAAP - EDD, 3 counties. Emphasis placed on internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.9%		.1		.29		Source: Same as factor 4 plus Santa Clara County. 4 counties. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	11.6%		.3		3.48		Black participation in feeder pool. Good participation in feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.9%		.05		.15		Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	11.6%		.2		2.32		Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can train minorities and women for upward mobility to management jobs.
Final Availability Factor					9.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-5

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.7		Source: Table 5A, 1979 MI FAAP- EDD 4 counties. To recognize increase in Hispanic population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		1.67		Source: Same as factor 1(a). To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.88		Source: Same as factor 1(a). To recognize the increase of skilled Hispanics in the workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.7%		.1		.67		Source: T-8A, 1979 MI FAAP - EDD, 3 counties. Emphasis given to internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	7.1%		.1		.71		Source: Same as factor 4 plus Santa Clara County- 4 counties. Same as above factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.7%		.3		2.91		Hispanic participation in the feeder pool. Well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	7.1%		.05		.36		Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.7%		.2		1.94		Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can train minorities and women for upward mobility to management jobs.
Final Availability Factor					9.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT I-Officials & Managers

JOB GROUP AO-5

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.3		Source: T-5A - 1979 MI FAAP - EDD 4 counties. To recognize the increase of Asian/Others population.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.1		.49		Source: Same as factor 1(a).
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.1		.46		Source: Same as factor 1(a). To recognize the skilled Asian/Others unemployed.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.5%		.1		.55		Source: T-8A, 1979 MI FAAP - EDD 3 counties. Emphasis placed on internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.5%		.1		.45		Source: Same as factor 4 plus Santa Clara County. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	5.8%		.3		1.74		Asian/Others participation in the feeder pool. Good participation in the feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.5%		.05		.23		Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	5.8%		.2		1.16		Assume % of factor 6 as recommended by OFCCP. LBL has training opportunities that can train minorities and women for upward mobility to management jobs.
Final Availability Factor					5.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP AO-6

Please check:

Female X Hispanic ___
Black ___ Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	US DOL/EDD Tables 5A and 5B 1979 - 4 counties 1979. To recognize increase of women seeking employment in the skilled trades.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	US DOL/EDD Tables 11A 1979 - 4 counties. To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.1		4.54	US DOL/EDD Tables 5A and 5B 1979 - 4 counties. To recognize the increase of skilled women in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		4.4%		.25		1.12	US DOL/EDD Table 26A 1979 - 3 counties. Craftsmen, foremen, and kindred workers. Hires must already be skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		4.5%		.25		1.13	Same as factor 4, but 4 counties. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Hires must already be skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		4.5%		.25		1.13	Assume % of factor 5 as recommended by OFCCP. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Hires must be already be skilled workers.
Final Availability Factor						14.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT I-Officials & Managers
JOB GROUP A0-6

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.1		.9		US DOL/EDD Tables 5A 1979 - 4 counties. To recognize the growth of Blacks in the population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		US DOL/EDD Table 11A 1979 - 4 counties. To recognize the skilled Black unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	6%		.1		.6		US DOL/EDD Tables 5A and 5B 1979 - 4 counties. To recognize the increase of skilled Blacks in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.7%		.5		4.35		US DOL/EDD Table 8A 1979 - 3 counties. Craftsmen, foreman and kindred workers. Hires must already be skilled workers.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.4%		.1		.64		US DOL/EDD Table 8A 1979 - 4 counties. Craftsmen, foreman and kindred workers. Emphasis on factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must already be skilled workers
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.4%		.1		.64		Assume % of factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must already be skilled workers.
Final Availability Factor					8.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers
JOB GROUP AO-6

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.1		1.4		US DOL/EDD Table 5A 1979 - 4 counties. To recognize the increase of Hispanic population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		1.67		US DOL/EDD Table 11A 1979 - 4 counties. To recognize the skilled Hispanic unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.88		US DOL/EDD Tables 5A and 5B 1979 - 4 counties. To recognize the increase of skilled Hispanics in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	13.1%		.1		1.31		US DOL/EDD Table 8A 1979 - 3 counties. Craftsmen, foremen and kindred workers. Greater value on 4 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	14.4%		.4		5.76		US DOL/EDD Table 8A 1979 - 4 counties. Craftsmen, foremen and kindred workers. Hires must already be skilled workers.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must already be skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	14.4%		.2		2.88		Assume % of factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Hires must already be skilled workers.
Final Availability Factor					14.%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT I-Officials & Managers

JOB GROUP A0-6

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.1		.6		US DOL/EDD Table 5A 1979 - 4 counties. To acknowledge increase in Asian/Other population
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.1		.49		US DOL/EDD Table 11A 1979 - 4 counties. To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.1		.46		US DOL/EDD Tables 5A and 5B - 1979 4 counties. To recognize the increase of skilled Asians/Other in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.4%		.5		2.2		US DOL/EDD Tables 8A 1979 - 3 counties. Craftsmen, foremen and kindred workers.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.8%		.1		.38		US DOL/EDD Table 8A 1979- 4 counties. Craftsmen, foremen and kindred workers. Hires must already be skilled workers.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must already be skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.8%		.2		.76		Assume % of factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must already be skilled workers.
Final Availability Factor					4.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-2

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	Table A-3 - US DOL Bureau of Labor Stats. Employment & Earnings. July 1979 V.26N.7. To counteract effects of residual bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same as factor 1. Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same as factor 1b. Same as factor 1b.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		23.0%		.2		5.75	SMC, Table G-D-9, Pg. 24, PhD's. conferred 1973-1977. Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		23.0%		.2		5.75	Same source as factor 4. Highly skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		44.4%		.2		8.88	.1 - .3 = 9 people, 4 ♀ LBL 551 report. Well utilized pool - emphasis given to internal pool to acknowledge upward mobility within the job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		23.0%		.05		1.15	Assume value of factor 5 as recommended by OFCCP Guidelines. Receives lower value, already included in factors 4 and 5; Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		44.4%		.25		11.1	Assume value of factor 6 as recommended by OFCCP. Research Training opportunities offered to maximize upward mobility.
Final Availability Factor						36.7%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-2

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.575		US. Dept. of Commerce Publications. To counteract residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Table A-3, US DOL Employment & Earnings, July 1979, V.26N.7. Unemployment not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.365		Same source as factor 2. Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.4%		.3		.42		SMC, Table G-D-9, Pg. 24, PhD's. conferred 1973-1977. Highly skilled job, heavy weight.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.4%		.3		.42		Same as above. Highly skilled job, heavy weight.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		No Blacks at lower levels. Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.4%		.25		.14		Assume value of factor 5 as recommended by OFCCP Guidelines. High concentration of colleges and universities in the area. Approx. the same value as factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.4%		.05		.28		Assume value of factor 5 as recommended by OFCCP. Lower value - underutilized pool.
Final Availability Factor					2.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-2

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications. To counteract residual bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Table A-3, US DOL, Employment & Earnings, July 1979, Unemployment is irrelevant.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same as factor 2. Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	0.9%		.2		.18		SMC, Table G-D-9, Pg. 24, PhD's conferred 1973-1977. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	0.9%		.2		.18		Same as above. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	11.1%		.2		2.22		.1- .3 = 9 people, One Hispanic. Internal representation greater than skills factors 4 and 5; Emphasis given to internal pool to acknowledge upward mobility within the job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	0.9%		.05		.05		Assume value of factor 5 as recommended by OFCCP Guidelines de-emphasize this factor to recognize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	11.1%		.25		2.78		Assume value of factor 6 as recommended by OFCCP. Research Training opportunities offered to maximize upward mobility.
Final Availability Factor					5.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-2

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		US Dept. of Commerce Publications. Skill % greater than population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Table A-3, US DOL Employment & Earnings, July 1979, V.26N.7. Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 2. Skill % greater than workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.1%		.2		1.62		SMC, Table G-D-9, Pg. 24, PhD's conferred 1973-1977. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.1%		.2		1.62		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	44.4		.2		8.88		.1 -.3 = 9 people, four Asians. Well utilized pool; emphasize internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.1%		.05		.41		Assume value of factor 5 as recommended by OFCCP Guidelines. Already included in factors 4 & 5, receives lower value to emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	44.4%		.25		11.11		Assume value of factor 6 as recommended by OFCCP Research Training. Opportunities offered to maximize upward mobility.
Final Availability Factor					23.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II-Professionals
JOB GROUP BO-3

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Stats. Employment & Earnings, July 1979. V.26N.7 To counteract effects of residual bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1(b). Not relevant, highly skilled occupation.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1(b). Same as factor 1(b).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		11.1%		.3		3.33	DOE Memorandum Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		11.1%		.3		3.33	Same as above. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		-0-		-0-		-0-	Nobody classified below .4; lower level pool has incumbents in this collapsed job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		11.1%		.3		3.33	Assume value of factor 5 as recommended by OFCCP Guidelines. Approximately the same as factors 4 and 5. Concentration of universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		-0-		-0-		-0-	No training can be given for this job group. Hires must already possess skills.
Final Availability Factor						14.1%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals
JOB GROUP B0-3

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL, Employment and Earnings, July 1979. V.26N.7 Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same as factor 2. Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.5%		.3		1.35		DOE Memorandum. Highly skilled job.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.5%		.3		1.35		Same. Highly skilled job.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		-0-		-0-		Nobody classified below .4; lower level pool has no incumbents in this collapsed job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.5%		.3		1.35		Assume value of factor 5 as recommended by OFCCP Guidlines. Approximately the same as factors 4 and 5. Concentration of universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		No training can be given for this job group; Hires must already possess skills.
Final Availability Factor					5.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II-Professionals
JOB GROUP B0-3

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		0		0		U.S. Dept. of Commerce Skill % greater than population, highly skilled.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL, Employment and Earnings, July 1979 V.26N.7. Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		0		0		Same source as factor 2 Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	7.2%		.35		2.52		DOE Memorandum Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	7.2%		.35		2.52		Same source as factor 4. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		Nobody below .4 - lower level pool has no incumbents in this collapsed job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	7.2%		.3		2.52		Assume value of factor 5 as recommended by OFCCP Guidelines Approximately the same as factors 4 and 5. Concentration of universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		No training can be done for this job group; hires must already possess skills
Final Availability Factor					7.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II-Professionals

JOB GROUP BO-3

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		US Dept of Commerce Publications Skill % greater than factors 1 and 2 and 3.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL Employment and Earnings, July 1979. V.26N.7 Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same as factor 2. Skill % greater than workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.8%		.35%		2.38		DOE Memorandum Highly skilled profession.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.8%		.35		2.38		Same as above. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		Nobody below .4 - no incumbents in lower level pool of this collapsed job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.8%		.3		2.04		Assume value of factor 5 as recommended by OFCCP Guidelines. Approximately the same as factors 4 and 5; concentration of universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		No training can be done for this job group; Hires must already possess skills.
Final Availability Factor					6.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II-Professionals

JOB GROUP BO-4

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		-0-		-0-	US DOL Bureau of Labor Stats., Employment and Earnings, July 1979 V.26N.7 Table A-3. High skills and internal pool representation, residual effects not prominent.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		-0-		-0-	Same as factor 1(b). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		-0-		-0-	Same as factor 1(b). Same as factor 1(b).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		27.6%		.25		6.90	DOE - PR/A Research Inc. SMC. 11/78, Tables G-D-9, G-D-12, G-D-13. Highly skilled job.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		27.6%		.25		6.90	Same as factor 4. Highly skilled job.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		83.3%		.2		16.66	5 of 6 are females in .1 - .3 Well utilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		27.6%		.1		.28	Assume value of factor 5 as recommended by OFCCP Guidelines. Factor already included on factors 4 and 5; emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		83.3%		.2		16.66	Assume value of factor 6 as recommended by OFCCP. Research training opportunities offered to maximize upward mobility.
Final Availability Factor						47.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II-Professionals

JOB GROUP BO-4

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		.1		1.5		US DOL Employment and Earnings, July 1979, V.26N.7. To recognize skills in the unemployed workforce as a result of residual bias.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same as factor 2. Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.1%		.3		1.23		DOE - PR/A Research, Inc. SMC 11/78, Tables G-D-9, G-D-12, G-D-13. Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.1%		.3		1.23		Same Source as factor 4. Highly skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		No Blacks in .1 - .3 Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.1%		.2		.82		Assume value of factor 5 as recommended by OFCCP Guidlines Approximately the same as 4 and 5 - high concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Underutilized internal pool. Hires must already be skilled in the profession.
Final Availability Factor					5.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II-Professionals
JOB GROUP B0-4

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		.1		.74		DOL Employment and Earnings, July 1979, V.26N.7 Table A-3. To recognize skills in the unemployed workforce as a result of residual bias.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same as factor 2 Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.4%		.3		.72		Highly skilled. DOE-PR/A, Research, Inc. SMC. 11/78, Tables G-D-9, G-D-12, G-D-13.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.4%		.3		.72		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		No Hispanics in .1 - .3 Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.4%		.2		.48		Assume value of factor 5 as recommended by OFCCP Guidelines Approximately the same weight as factors 4 and 5. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Underutilized internal pool Hires must already be skilled in the profession.
Final Availability Factor					3.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II-Professionals

JOB GROUP BO-4

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		-0-		-0-		US Dept. of Commerce Publications. Skill % greater than population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		-0-		-0-		US DOL, Employment and Earnings, July 1979 V.26N.7. Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		-0-		-0-		Same source as factor 2. Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.3%		.35		2.21		DOE - PR/A, Research, Inc. SMC, 11/78. Highly skilled jobs.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.3%		.35		2.21		Same as above. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		No Asians/Native Americans in .1 - .3 Underutilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.3%		.3		1.89		Assume value of factor 5 as recommended by OFCCP Guidelines. Approximately the same value as factors 4 & 5 due to high concentration of colleges and universities in area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Underutilized internal pool. Hires must already be skilled in the profession.
Final Availability Factor					6.3%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT II-Professionals

JOB GROUP BO-5

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.075		3.07	US DOL Bureau of Labor Stats., Employment and Earnings July 1979 V.26N.7. Table A-3. To counteract effects of residual bias. Note: See background Bachelors' degrees.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1. Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.075		3.07	Same source as factor 1. To counteract effects of residual bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		11.5%		.3		3.45	SMC, Table G-D-9, P. 24 PhD's Conferred 1973-1977. Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		11.5%		.3		3.45	Same as above. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		10.0%		.025		.25	One female of 10 in .1 - .3, LBL 551 Report. Underutilized pool for this collapsed job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		11.5%		.2		2.30	Assume value of factor 5 as recommended by OFCCP Guidelines. Approximately same as factors 4 and 5. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		10.0%		.025		.25	Assume value of factor 6 as recommended by OFCCP. Must already be skilled in occupation; internal pool underutilized, will emphasize hires.
Final Availability Factor						15.8%	

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT II-Professionals

JOB GROUP BO-5

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		U.S. Dept. of Commerce Publications. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		-0-		-0-		US DOL, Employment and Earnings, July 1979. V.26N.7, Table A-3. Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 2 Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.25		.33		SMC, Table G-D-9 P.24, Ph.D's conferred 1973 - 1977. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.3%		.2		.26		Same source as factor 4. Highly skilled; lower value than factor 4 to emphasize internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	10.0%		.2		2.0		One Black of 10 in .1 - .3, LBL 551 report. Well utilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.0		.0		Assume value of factor 5 as recommended by OFCCP Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	10.0%		.25		2.5		Assume value of factor 6 as recommended by OFCCP Guidelines. Research Training offered to maximize opportunity for upward mobility.
Final Availability Factor					6.0%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT II-Professionals

JOB GROUP BO-5

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.075		.43		US Dept. of Commerce Publications. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL Employment and Earnings, July 1979, V.26N.7, Table A-3. Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.075		.27		Same as factor 2. To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	0.8%		.3		.24		SMC, Table G-D-9, P.24, Ph.D's conferred 1973 - 1977. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	0.8%		.3		.24		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		No Hispanics in fields .1 - .3, LBL 551 Report. Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	0.8%		.25		.20		Assume value of factor 5 as recommended by OFCCP Guidelines. Approximately the same as factors 4 and 5. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0+		-0-		Assume value of factor 5 as recommended by OFCCP. Must be already skilled.
Final Availability Factor					1.4%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT II-Professionals

JOB GROUP BO-5

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		U.S. Dept. of Commerce Skill % greater than population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL Employment and Earnings, July 1979 V.26N.7, Table A-3. Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same as factor 2. Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.5%		.25		1.63		SMC, Table G-D-9. P. 24. PhD's. conferred 1973 - 1977. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.5%		.25		1.63		Same source as factor 4. Highly skilled, lower than factor 4 to emphasize internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	10.0%		.2		2.0		1 of 10 in .1 - .3, LBL 551 report. Well utilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.5%		.05		.33		Assume value of factor 5 as recommended by OFCCP Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	10.0%		.25		2.5		Assume value of factor 6 as recommended by OFCCP. Research Training offered to maximize opportunity for upward mobility.
Final Availability Factor					8.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-6

Please check:
Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Stats. Employment & Earnings, July 1979, V.26N.7 To counteract effects of residual bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	US DOL, Bureau of Labor Stats. Employment & Earnings, July 1979, V.26N.7
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	US DOL, Bureau of Labor Stats. Employment & Earnings, July 1979, V.26N.7 - To counteract affects of residual bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		15.1%		.3		4.53	DOE-PR/A, Research Study & SMC Tables PS-C-5 and PS-C-2. Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		15.1%		.3		4.53	DOE-PR/A, Research Study & SMC Tables PS-C-5 and PS-C-2. Highly skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		-0-		-0-		-0-	-0- for BO-6 hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		15.1%		.3		4.53	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		-0-		-0-		-0-	Entry level - must already possess skills.
Final Availability Factor						17.7%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP B0-6

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. Commerce Publications To counteract effects of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL Employment & Earnings, July 1979 V. 26 No. 7
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		US DOL Employment & Earnings, July 1979 V. 26 No.7 To counteract effects of residual bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.0%		.3		1.20		DOE - PR/A, Research Study & SMC Tables PS-C-5 and PS-C-2 Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.0%		.3		1.20		DOE - PR/A, Research Study & SMC Tables PS-C-5 and PS-C-2. Highly skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		-0- for B0-6 hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.0%		.3		1.20		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Entry level - must already possess skills.
Final Availability Factor					4.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-6

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. Commerce Publications To counteract effects of residual bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL Employment and Earnings July 1979 V.26N. 7
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		US DOL Employment and Earnings July 1979 V.26N. 7 To counteract effects of residual bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.5%		.3		.75		DOE - PR/A Research Study & SMC Tables PS-C-5 and PS-C-2. Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.5%		.3		.75		DOE - PR/A Research Study & SMC Tables PS-C-5 and PS-C-2. Highly skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		-0- for BO-6 hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.5%		.3		.75		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Entry level - must already possess skills.
Final Availability Factor					2.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-6

Please check:

Female ____ Hispanic ___
Black ____ Asian __X__
Native American __X__

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		US Dept. Commerce Publications Skill % greater than population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL Employemt & Earnings July 1979 V. 26 N. 7
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		US DOL Employment & Earnings July 1979 V. 26 N. 7 Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.2%		.3		1.26		DOE - PR/A Research Study & SMC Tables PS-C-5 and PS-C-2. Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.2%		.3		1.26		DOE - PR/A Research Study & SMC Tables PS-C-5 and PS-C-2. Highly skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		From .1-.3 for BO-7 .4-.5 for BO-8. -0- for BO-6 - hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.2%		.4		1.68		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. High concentration of training institutions in area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Entry level. Must already possess skills.
Final Availability Factor					4.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-7

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL Employment & Earnings July 1979 V.26 No. 7 Table A-3 To counteract residual effects of bias
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		15.1%		.3		4.53	DOE-PR/A, Research Study & SMC Tables PS-C-5 and PS-C-2 Highly skilled occupation-emphasis is on hires.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		15.1%		.3		4.53	Same source as factor 4 Highly skilled occupation-emphasis is on hires.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		13.3%		.05		.67	Underutilized pool - From .1 - .3 BO-7.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		15.1%		.2		3.02	Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		13.3%		.05		.67	Assume value of factor 6 as recommended by OFCCP-Underutilized pool, emphasis on factor 7.
Final Availability Factor						17.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional

JOB GROUP BO-7

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL Employment & Earnings, July 1979, V. 26 No. 7 Table A-3 - Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same as factor 2 Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.0%		.3		1.2		DOE-PR/A Research Study & SMC Tables PS-C-5 and PS-C-2 Highly skilled occupation
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.0%		.3		1.2		Same source as factor 4 same as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		No Blacks in .1 - .3 Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.0%		.3		1.2		Assume value of factor 5 as recommended by OFCCP-Nat'l Plan Guidelines. Approx. the same as factors 4&5-high concentration of colleges and univeristies in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Assume value of factor 5 as recommended by OFCCP-should feed in from entry level; underutilized pool/ emphasis will be on hires.
Final Availability Factor					4.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional

JOB GROUP BO-7

Please check:

Female ____ Hispanic __X__
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract effects of residual bias
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL Employment & Earnings July 1979 V. 26 No. 7 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 2 Same as factor 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.5%		.3		.75		DOE-PR/A, Research Study & SMC Tables PS-C-5 and PS-C-2 Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.5%		.3		.75		Same source as factor 4. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		No Hispanics in .1 - .3 Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.5%		.3		.75		Assume value of factor 5 as recommended by OFCCP-Nat'l Plan Guidelines. Approx the same as factors 4 & 5. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Assume value of factor 5 as recommended by OFCCP- Underutilized pool in entry level; emphasis will be on hires.
Final Availability Factor					2.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-7

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		US Dept. of Commerce Publications Skill % is greater than population
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL Employment and Earnings, July 1979 V. 26 No. 7 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 2 Skill % is greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.2%		.3		1.26		DOE-PR/A Research Study & SMC Tables PS-C-5 and PS-C-2 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.2%		.2		.84		Same as factor 4. Highly skilled; lower than factor 4 to emphasize internal pool
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	15.6%		.25		3.90		From .1 - .3 for BO-7, .4 .5 for BO-8 -0- for BO-6 hires must already be skilled in profession well utilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.2%		.05		.21		Assume value of factor 5 as recommended by OFCCP--National Plan Guidelines. Emphasize internal pool
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	15.6%		.2		3.12		Assume value of factor 6 as recommended by OFCCP- Research Training to maximize opportunities for upward mobility.
Final Availability Factor					9.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-8

Please check.
Female X Hispanic ___
Black ___ Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Stats, Employment & Earnings, July 1979 V. 26 N. 7 Table A-3 To counteract residual effects of bias
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 not relevant
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		11.4%		.25		2.85	DOE-PR/A Research Study & SMC Tables PS-C-5 and PS-C-2 Highly skilled occupation
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		11.4%		.2		2.28	Same source as factor 4. Highly skilled; value lower than factor 4 to emphasize well utilized internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		20.6%		.2		4.12	.4-.5 for BO 8 Well utilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		11.4%		.05		.57	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasis on internal pool and internal training opportunities.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		20.6%		.2		4.12	Assume value of factor 6 as recommended by OFCCP Research training to offer maximum opportunity for upward mobility.
Final Availability Factor						18.0%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional
JOB GROUP BO-8

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL Employment & Earnings, July 1979 V. 26 N. 7. Table A-3 Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 2 To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	3.2%		.3		.96		DOE-PR/A Research Study & SMC Tables PS-C-5 and PS-C-2 Highly skilled job.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.2%		.3		.96		DOE-PR/A, Research Study & SMC Tables PS-5 and PS-C-2 Same as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	1.6%		.05		.08		Underutilized pool, emphasis on factor 7.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.2%		.2		.64		Assume value of factor 5 as recommended by OFCCP- National Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.6%		.05		.08		Assume value of factor as recommended by OFCCP. Underutilized pool, emphasize factor 7.
Final Availability Factor					3.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-8

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL Employment & Earnings July 1979, V. 26 N. 7, Table A-3 Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 2 Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.9%		.3		.57		DOE-PR/A Research Study & SMC Tables PS-C-5 and PS-C-2 Highly skilled job.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.9%		.3		.57		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	1.6%		.05		.08		From .1 - .3 for BO-7, .4- .5 for BO-8 -0- for BO-6-hires must already be skilled in profession. Underutilized pool; emphasize hires - factor 7
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.9%		.2		.38		Assume value of factor 5 as recommended by OFCCP--National Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.6%		.05		.08		Assume value of factor 6 as recommended by OFCCP Underutilized pool; emphasize hires - factor 7
Final Availability Factor					2.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional
JOB GROUP BO-8

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		US Dept. of Commerce Publications Skill % greater than population.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL Employment and Earnings V. 26 No. 7, Table A-3 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 2 Skills % greater than work force
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	3.1%		.25		.78		DOE-PR/A, Research Study & SMC Tables PS-C-5 and PS-C-2 Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.1%		.25		.78		Same source as factor 4. Highly skilled occupation, lower than factor 5 because of emphasis placed on well utilized internal pool (factor 6)
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.5%		.25		2.38		From .1 - .3 for BO-7, .4 - .5 for BO-8 -0- for BO-6 hires must already be skilled in profession well utilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.1%		.05		.16		Assume value of factor 5 as recommended by OFCCP Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.5%		.2		1.90		Assume value of factor as recommended by OFCCP Research training to offer maximum opportunity for upward mobility.
Final Availability Factor					6.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional

JOB GROUP BO-9

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9		.05		2.05	US DOL/Bureau of Labor Stats. Employment & Earnings, July 1979 V. 26N.7 To counteract effect of residual bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0		0		0	Same source as factor 1 Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area		40%		.05		2.05	Same source as factor 1 To counteract effect of residual bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		6.0		.3		1.80	DOE - PR/A, Research Study & SMC Tables PS-P-Z and PS-P-8 Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		6.0		.3		1.80	DOE-PR/A Research Study & SMC Tables PS-P-Z and PS-P-8 Highly skilled occupation
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	-0- for BO-9-Hires must already be skilled in profession
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		6.0		.3		1.80	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. High concentration of training institutions in area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		0		0		0	Entry level - must already possess skills.
Final Availability Factor						9.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-9

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5		.05		.58		Dept. of Commerce Publications To counteract effect of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0		0		0		US DOL, Employment and Earnings, July 1979, V.26 N.7 Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	7.3		.05		.37		Same as Factor 2 To counteract effect of residual bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6		.3		.48		DOE-PR/A Research Study and SMC Tables PS-P-2 and PS-P-8 Highly skilled job.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6		.3		.48		DOE-PR/A Research Study and SMC Tables PS-P-2 and PS-P-8 Highly skilled job.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- for BO-9 hires must be already skilled in profession Entry level.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6		.3		.48		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. High concentration of training institutions in the area
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Must already be skilled.
Final Availability Factor					2.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-9

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7		.05		.29		US Dept. of Commerce Publications. To counteract effect of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4		0		0		US DOL Employment and Earnings, July 1979, V.26 N. 7 Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	3.6		.05		.18		Same source as Factor 2. To counteract effect of residual bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.4		.3		.42		DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.4		.3		.42		DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Highly skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- for BO-9 - hires must already be skilled in profession. Entry level.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.4		.25		.35		Assume value of Factor 5 as recommended by OFCCP - National Plan Guidelines.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Assume value of Factor 5 as recommended by OFCCP- National Plan Guidelines. Must already be skilled.
Final Availability Factor					1.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP B0-9

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9		.05		.15		US Dept. of Commerce Publications To counteract effect of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6		0		0		US DOL, Employment and Earnings July 1979, V.26 N.7 Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	1.3		0		0		Same source as factor 2 Skills % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.6		.3		.78		DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Highly skilled job.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.6		.3		.78		DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- for B)-9 hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.6		.35		.91		Assume value of Factor 5 as recommended by OFCCP National Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Assume value of Factor 5 as recommended by OFCCP National Plan Guidelines. Entry level - must be already skilled.
Final Availability Factor					2.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-10

Please check:
Female X Hispanic ___
Black ___ Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Stats, Employment & Earnings July 1979 V. 26 No. 7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area		52.0		0		0	Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b) To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		6.0%		.3		1.80	DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		6.0%		.3		1.80	Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		1.7%		.05		09	From .1 - .3 for BO-10 .4-.5 for BO-11 -0- for BO-6 hires must already be skilled in profession Underutilized pool; emphasis on hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		6.0%		.2		1.20	Assume value of factor 5 as recommended by OFCCP-Nat'l Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		1.7%		.05		.09	Assume value of factor 6 as recommended by OFCCP Underutilized pool.
Final Availability Factor						9.1	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-10

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL, Employment and Earnings July 1979, V. 26 No. 7 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 2 To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6%		.2		.32		DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6%		.2		.32		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	3.3%		.25		.83		From .1-.3 for BO-10 Well utilized pool; emphasis on internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6%		.05		.08		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	3.3%		.2		.66		Assume value of factor 6 as recommended by OFCCP Research training offered to maximize opportunities for upward mobility.
Final Availability Factor					3.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-10

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract effect of residual bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL, Employment and Earnings, July 1979 V. 26 No. 7 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 2 To counteract effect of residual bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.4%		.2		.28		DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.4%		.2		.28		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	5.0%		.25		1.25		From .1 - .3 for BO-10, .4-.5 for BO-11 Well utilized pool; emphasize internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.4%		.05		.07		Assume value of factor 5 as recommended by OFCCP Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	5.0%		.2		1.00		Assume vlaue of factor 6 as recommendedby OFCCP Research training offered to maximize opportunities for upward mobility.
Final Availability Factor					3.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-10

Please check:

Female ____ Hispanic ____
Black ____ Asian _x_
Native American _X_

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Dept. Commerce Publications To counteract effects of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL Employment & Earnings July 1979, V. 26 No. 7 Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 2 Skills % greater than work force
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.6%		.2		.52		DOE-PR/A, Research Study & SMC Tables PS-O-2 and PS-P-8 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.6%		.2		.52		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	6.6%		.25		1.65		From .1 - .3 for BO-10 Well utilized pool; emphasis on internal pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.6%		.05		.13		Assume value of factor 5 as recommended by OFCCP-Nat'l Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	6.6%		.25		1.65		Assume value of factor 6 as recommended by OFCCP Research Training offered to maximize opportunities for upward mobility.
Final Availability Factor					4.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-11

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 Not relevant
3. Percentage of minorities o females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		4.5%		.3		1.35	DOE-PR/A Research Study and SMC Tables PS-P-2 and PS-P-8 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		4.5%		.3		1.35	Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		1.6%		.05		.08	.4 - .5 for BO-11 Underutilized pool; emphasis on hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		4.5%		.2		.9	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		1.6%		.05		.08	Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Underutilized pool; emphasis on hires.
Final Availability Factor						7.9%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-11

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL Employment & Earnings July 1979 V. 26 No. 7 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same as factor 2 Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.3		.39		DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.3%		.3		.39		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		No Blacks in .4 - .5
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.2		.26		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. High concentration of training institution in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.3%		.1		.13		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Underutilized pool.
Final Availability Factor					2.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional
JOB GROUP BO-11

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract effects of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL Employment & Earnings July 1979 V. 26 N. 7 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same as factor 2 To counteract effects of residual bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.2		.26		DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.3%		.2		.26		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	1.6%		.25		.4		Utilized pool; emphasis on internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.05		.4		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.6%		.2		.32		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Research training offered to maximize opportunity for upward mobility.
Final Availability Factor					1.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-11

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Dept. of Commerce Publications To counteract effects of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL Employment & Earnings, July 1979 V. 26 N. 7 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same as factor 2 Skills % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.4%		.2		.48		DOE-PR/A Research Study & SMC Tables PS-P-2 and PS-P-8 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.4%		.2		.48		Same as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12.2%		.25		3.05		From .1 - .3 for BO-10, .4 - .5 for BO-11 Well utilized pool; emphasize internal pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.4%		.05		.12		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12.2%		.2		2.44		Assume value of factor as recommended by OFCCP National Plan Guidelines. Research training offered to maximize upward mobility.
Final Availability Factor					6.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-12

Please check:
Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Stats. Employment & Earnings, July 1979 V. 26 No. 7, Table A-3 To counteract effects of residual bias
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		.05		2.6	Same as factor 1 To recognize possibility of bias in unemployment for females in this occupation.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.95		2.05	Same as factor 1 Same as factor 1 (b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		36.4%		.3		10.92	DOE-PR/A Research, Inc. and SMC 11/78 Table CB-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		36.4%		.3		10.92	Same source as factor 4. Highly skilled
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		25.0%		.05		1.25	.1 - .3 % of 4 people - Source: LBL 551 Report Underutilized pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		36.4%		.2		7.28	Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		25.0%		0		0	Assume value of factor 6 as recommended by OFCCP Must already be skilled; underutilized internal pool in this collapsed job group; emphasis on hires
Final Availability Factor						37.1%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional

JOB GROUP BO-12

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		Department of Commerce Publications To counteract effects of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3 - Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 2 Same as factor 1 (a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.0%		.3		1.5		DOE-PR/A Research Study and SMC 11/78 Table G-D-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.0%		.3		1.5		Same source as above Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		No Blacks in .1 - .3 Source: LBL 551 Report Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.0%		.3		1.5		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Underutilized internal pool for this collapsed job group; emphasize hires.
Final Availability Factor					5.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-12

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To overcome effects of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL, Employment & Earnings, V. 26 No. 7 Table A-3 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 2 Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.5%		.25		.38		DOE-PR/A Research, Inc. & SMC 11/78 Table GD-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.5%		.25		.38		Same source as factor 4 Highly skilled
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	25.0%		.2		5.00		1 out of 4 people in .1 - .3 is Hispanic - Source LBL 551 Report Well utilized pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.5%		.05		.08		Assume value for factor 5 as recommended by OFCCP National Plan Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	25.0%		.15		3.75		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Research training offered to maximize opportunity for upward mobility
Final Availability Factor					10.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-12

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Dept. of Commerce Publications To counteract effects of residual bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL Employment and Earnings July 1979 V. 26, No. 7 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 2 Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.4%		.25		.6		DOE-PR/A Research, Inc. & SMC, 11/78 Table GD-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.4%		.25		.6		Same source as factor 4. Highly skilled
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	25.0%		.2		5.00		One of 4 in .1 - .3-Source: LBL 551 Report Well utilized pool, emphasize internal pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.4%		.05		.12		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasis on internal pool grades 1-3.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	25.0		.15		3.75		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Research training offered to maximize opportunity for upward mobility.
Final Availability Factor					10.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-13

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor ... recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	National Figures, US DOL, Employment & Earnings July 1979 Work force - To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	US DOL, Employment and Earnings July 1979 - Table A-3 Not relevant
3. Percentage of minorities o females in total work force in the specific labor area		40.9%		.05		2.05	US DOL, Employment and Earnings July 1979 Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		24.0%		.25		6.00	SMC, 11/78 1977 W.F. G-W-1, G-WF-27, G-D-13 Highly skilled; Higher value from factor 5 reflects concentration of utilizing industries in the area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		24.0%		.2		4.80	SMC, 11/78 W.F., G-WF-1, G-WF-27, G-D-13 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		42.4%		.2		8.48	Proportion of CO-1 is feeder group for entry level. Well utilized pool; emphasis here and in training.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		24.0%		.05		1.20	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines, Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		42.4%		.2		8.48	Assume value of factor 6 as recommended by OFCCP - National Plan Guidelines. Well utilized pool; emphasize training opportunities for upward mobility.
Final Availability Factor						33.1%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional

JOB GROUP BO-13

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract effect of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL, Employment and Earnings, July 1979, V.26 N.7, Table A-3 Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	7.3%		.05		.37		US DOL, Employment and Earnings, July 1979, V.26 N.7 Same as Factor 1 (a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.6%		.25		.65		SMC, 11/78 1977 W.F., G-WF-1, G-WF-27, G-D-13 Highly skilled; higher value than Factor 5 reflects concentration of utilizing industries in the area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.6%		.2		.52		SMC, 11/78 1977 W.F., G-WF-1, G-WF-27, G-D-13 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	25.9%		.2		5.18		Proportion of CO-1 is feeder group for entry level. Well utilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.6%		.05		.13		Assume value of Factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	25.9%		.2		5.18		Assume value of Factor 6 as recommended by OFCCP - National Plan Guidelines. Well utilized pool; emphasize training opportunities for upward mobility.
Final Availability Factor					12.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional
JOB GROUP BO-13

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Department of Commerce Publications. To counteract effects of residual bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL, Employment and Earnings, July 1979, V.26 N.7, Table A-3 Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	3.6%		.05		.18		US DOL, Employment and Earnings, July 1979, V.26 N.7 Same as factor 1 (a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	0.8%		.25		.20		SMC, 11/78 W.F., G-WF-1, G-WF-27, G-D-13. Highly skilled. Higher value than Factor 5 reflects concentration of utilizing industries in the area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	0.8%		.2		.16		SMC, 11/78 1977 W.F., G-WF-1, G-WF-27, G-D-13 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	11.8%		.2		2.36		Proportion of CO-1 is feeder group for entry level. Well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	0.8%		.05		.04		Assume value of Factor 5 as recommended by OFCCP- National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	11.8%		.2		2.36		Assume value of Factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized pool; emphasize training opportunities for upward mobility.
Final Availability Factor					5.6%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT II Professional
JOB GROUP BO-13

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Department of Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL, Employment and Earnings, July 1979, V.26 N.7 Table A-3 Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	1.3%		0		0		US DOL, Employment and Earnings, July 1979, V.26 N.7 Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.6%		.25		.65		SMC, 11/78 1977 W.F., G-WF-1, G-WF-27, G-D-13 Highly skilled; higher value than Factor 5 reflects high concentration of utilizing industries in the area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.6%		.2		.52		SMC, 11/78 W.F., G-WF-1, G-WF-27, G-D-13 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8.2%		.2		1.64		Proportion of CO-1 is feeder group for entry level. Well utilized pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.6%		.05		.13		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	8.2%		.25		2.05		Assume value of Factor 6 as recommended by OFCCP-National Plan Guidelines; Utilized pool; emphasis on training to maximize opportunities for upward mobility.
Final Availability Factor					5.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional

JOB GROUP BO-14

Please check.

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL Employment & Earnings July 1979 V. 26, N. 7 To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	US DOL Employment & Earnings July 1979 V. 26 N. 7 Table A-3 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	US DOL Employment and Earnings July 1979 V. 26 No. 7 Same as factor 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		24.0%		.2		4.80	SMC, 11/78 W,F, G-WF-27, G-D-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		24.0%		.2		4.80	Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		27.6%		.25		6.9	.1 - .3 used as int. availability for BO-14; BO-14 used as availability for BO-15. Proportion of CO-1 is feeder group for entry level. Utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		24.0%		.05		1.2	Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		27.6%		.2		5.52	Assume value of factor as recommended by OFCCP-National Plan Guidelines. Utilized Pool emphasized to maximum opportunities for upward mobility.
Final Availability Factor						27.3%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP B0-14

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL, Employment and Earnings, July 1979 V. 26 No. 7 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 Same as factor 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.6%		.2		.52		SMC. 11/78 1977 W.F., G-WF-1, G-WF-27, G-[illegible]-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.6%		.2		.52		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	3.4%		.25		.85		.1-.3 used as internal availability for B0-14; B0-14 used as avail. for B0-15 Proportion of C01 is feeder group for entry level. Utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.6%		.05		.13		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	3.4%		.2		.68		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Utilized pool emphasized to maximize opportunities for upward mobility.
Final Availability Factor					3.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional
JOB GROUP BO-14

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US DOL Bureau of Labor Stats. Employment & Earnings July 1979 V. 26 No. 7 - To counteract residual effect of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	0.8%		.3		.24		SMC. 11/78 1977 W,F,. G-WF-1, G-WF-27, G-D-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	0.8%		.3		.24		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		.1-.3 used as internal availability for BO-14. No Hispanics in BO-14 Underutilized pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	0.8		.3		.24		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approx.the same as factors 4 & 5-high concentration of utilizing industries and colleges & universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Underutilized pool; emphasis will be on hires
Final Availability Factor					1.2%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT II Professional
JOB GROUP BO-14

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US DOL, Bureau of Labor Stats. Employment and Earnings, July 1979 V. 26 No. 7. To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same as factor 1 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same as factor 1 Skill % greater than workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.6%		.25		.65		SMC. 11/78 W,F,. G-WF-27, G-O-13 Highly skilled; higher value than factor 5 to reflect high concentration of utilizing industries in the area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.6%		.2		.52		Same source as factor 4 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	20.6%		.2		4.12		.1 - .3 used as internal availability for BO-14 Proportion of CO-1 is feeder group for entry level. Well utilized internal pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.6%		.05		.13		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	20.6%		.25		5.15		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized pool; emphasize internal pool to maximize opportunity for upward mobility.
Final Availability Factor					10.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional

JOB GROUP BO-15

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Employment & Earnings, July 1979 V. 26 No. 7 Table A-3 To counteract residual effects of bias
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b) To counteract residual effects of bias
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		24.0%		.25		6.00	SMC. 11/78 1977 W,F,. G-WF-27, G-D-13 G-WF-1 Highly skilled; higher than factor 5 to reflect high concentration of utilizing industries in the area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		24.0%		.2		4.80	Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		33.3%		.2		6.66	BO-14 used as availability for BO-15 Well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		24.0%		.05		1.2	Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		33.3%		.2		6.66	Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized pool emphasize training to maximize opportunities for unward mobility.
Final Availability Factor						29.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional

JOB GROUP BO-15

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Department of Commerce Publications To counteract residual effects of bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7 - Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	7.3%		.05		.37		Same as factor 2 Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.6%		.3		.78		SMC, 11/78 W.F., G-WF-1, G-WF-27, G-D-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.6%		.3		.78		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0%		0		0		No minorities of 84 in BO-14 Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.6%		.3		.78		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approx. same as factors 4 and 5 - High concentration of similar facilities and colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0%		0		0		Underutilized pool; emphasize new hires.
Final Availability Factor					3.3%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT II Professional
JOB GROUP BO-15

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL Bureau of Labor Stats, Employment & Earnings, July 1979 V. 26. No. 7 Table A-3 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same as factor 2 Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	0.8%		.2		.16		SMC. 11/78 1977 W.F. G-WF-1, G-WF-27, G-D-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	0.8%		.2		.16		Same as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	1.2%		.25		.30		BO-14 used as availability for BO-15 Utilized internal pool; value here to recognize internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	0.8%		.05		.04		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.2%		.2		.24		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Utilized pool; value here to maximize opportunity for upward mobility.
Final Availability Factor					1.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP B0-15

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Dept. of Commerce Publications To counteract effects of residual bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL, Employment & Earnings July 1979, V. 26 No. 7 Table A-3 Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same as factor 2 Skills % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.6%		.25		.65		SMC, 11/78 1977 W.F.,G-WF-1, G-WF-27, G-D-13 Highly skilled; higher value than factor 5 to reflect high concentration of facilities using people with similar skills.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.6%		.2		.52		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	11.9%		.25		2.98		B0-14 used as availability for B0-15 Well utilized pool; emphasis given to recognize internal resource greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.6%		.05		.13		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	11.9%		.2		2.38		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized pool; value given to maximize opportunity for upward mobility.
Final Availability Factor					6.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-16

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26 N.7, Table A-3 To counteract effects of residual bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as Factor 1 (b).
3. Percentage of minorities o females in total work force in the specific labor area		40.9%		.05		2.05	Same source as Factor 1 (b). Same as Factor 1 b.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		1.6%		.3		.48	DOE-PR/A, Research Study and SMC Table E-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		1.6%		.3		.48	DOE-PR/A Research Study and SMC Table E-13 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	-0- for BO-16-hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		1.6%		.3		.48	Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately same as Factor 4 and 5 - High concentration of college and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		0		0		0	Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Entry level - must already possess skills.
Final Availability Factor						5.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-16

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Department of Commerce Publications To counteract effects of residual bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26 N.7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as Factor 1 (b). Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	7.3%		.05		.37		Same source as Factor 1 (b). Same as Factor 1 a.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.7%		.3		.51		DOE-PR/A, Research Study and SMC Table E-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.7%		.3		.51		DOE-PR/A, Research Study and SMC Table E-13 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- for BO-16 - hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.7%		.3		.51		Assume value of Factor 5 as recommend by OFCCP-National Plan Guidelines. Approximately sames as Factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Entry level - must already be skilled.
Final Availability Factor					2.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-16

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Department of Commerce Publications To counteract effects of residual bias
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26 N.7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as Factor 1 (b). Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b). Same as Factor 1 a.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.5%		.3		.45		DOE-PR/A, Research Study and SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.5%		.3		.45		DOE-PR/A, Research Study and SMC Table E-13 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- for BO-16 - hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.5%		.3		.45		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately the same as Factors 4 and 5. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Entry level- must already be skilled.
Final Availability Factor					1.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-16

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Department of Commerce Publications. To counteract effects of residual bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26 N.7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as Factor 1 (b). Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	1.3%		0		0		Same source as Factor 1 (b). Skill % is greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.2%		.3		.66		DOE-PR/A, Research Study and SMC Table E-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.2%		.3		.66		Same source as Factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- for BO-16- hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.2%		.35		.77		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately same as factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Entry level - must already be skilled.
Final Availability Factor					2.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-17

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		..05		2.05	US DOL, Bureau of Labor Statistics, Employment & Earnings July 19 V. 26 No. 7 Table A-3 To counteract effects of residual bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b)
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b) Same as factor 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		1.6%		.2		.32	DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		1.6%		.2		.32	Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		11.1%		.25		2.78	From .1 - .3 for BO-17, LBL 551 Report 1 female of 9 in BO-16 Well utilized pool internally
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		1.6%		.05		.08	Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		11.1%		.2		2.22	Assume value of factor 6 as recommended by OFCCP-National Plan Internal pool emphasized to maximize training opportunities for upward mobility.
Final Availability Factor						9.8%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP B0-17

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.7%		.3		.51		DOE-PR/A Research Study & SMC table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.7%		.3		.51		DOE-PR/A Research Study & SMC Table E-13 Highly skilled
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		From .1 - .3 for B0-17, LBL 551 Report No minorities of 9 Underutilized pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.7%		.3		.51		Assume value of factor 5 as recommended by OFCCP-Nat'l Plan Guidelines. Approx.same as factors 4 & 5-high concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Underutilized feeder pool; emphasize new hires.
Final Availability Factor					2.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-17

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract effects of residual bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings July 1979, V. 26 No. 7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.5%		.3		.45		DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.5%		.3		.45		Same as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		From .1 - .3 for BO-17, LBL 551 Report No minorities Underutilized feeder pools
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.5%		.3		.45		Assume value of factor 5 as recommended by OFCCP-Nat'l Plan Guidelines. Approx.same as factors 4 & 5-high concentration of colleges and Universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Underutilized feeder pools; emphasize new hires
Final Availability Factor					1.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-17

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Dept. of Commerce Publications. To counteract effects of residual bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment & Earnings July 1979 V. 26 No. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 1 (b) Skills % greater than workforce
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.2%		.3		.66		DOE-PR/A Research Study & SMC table E-13
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.2%		.3		.66		Same source as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		From .1 - .3 for BO-17 - LBL 551 Report No minorities in feeder pool Underutilized internal pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.2%		.35		.77		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approx.same as factors 4 & 5-High concentration of colleges and universities and similar facilities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Underutilized feeder pool; emphasis on new hires.
Final Availability Factor					2.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-18

Please check:
Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Stats. Employment & Earnings July 1979 V. 26 No. 7 Table A-3 - To counteract residual bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b) To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		1.5%		.3		.45	DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		1.5%		.3		.45	Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	.4-.5 for BO-18, LBL 551 Report No females in BO-17 of 37 people Underutilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		1.5%		.3		.45	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approx. same as factors 4 and 5 - High concentration of similar facilities and colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Underutilized feeder pools; emphasis on new hires.
Final Availability Factor						5.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-18

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publication To counteract residual effect of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.4%		.3		.42		DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.4%		.3		.42		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	1.1%		.05		.06		.4 -.5 for BO-18, LBL 551 Report One of 87 in BO-17 Underutilized feeder pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.4%		.2		.28		Assume value of factor 5 as recommended by OFCCP- National Plan Guidelines. Approx. same as factors 4 and 5 - High concentration of similar facilities and colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.1%		.05		.06		Assume value of factor 6 as recommended by OFCCP
Final Availability Factor					2.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-18

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Department of Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N. 7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.3		.39		DOE-PR/A, Research Study and SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.3%		.3		.39		Same as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		.4 - .5 for BO-18, LBL 551 Report No Hispanics Underutilized pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.3		.39		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approx. same as factors 4 and 5 - High concentration of similar facilities and colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Underutilized feeder pools; emphasis on new hires.
Final Availability Factor					1.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-18

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Dept. of Commerce Publications. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment & Earnings July 1979, V. 26, N. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 1 (b) Skills % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.9%		.25		.48		DOE-PR/A, Research Study & SMC Table E-13 Highly skilled; higher value than factor 5 to recognize high concentration of industries utilizing these skills in the area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.9%		.2		.38		Same source as factor 4. Highly skilled
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	11.5%		.2		2.30		.4 - .5 for BO-18, LBL 551 Report Well utilized internal pool; emphasis on upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.9%		.05		.10		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	11.5%		.25		2.88		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized internal pool; high value given to maximize opportunity for upward mobility.
Final Availability Factor					6.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-19

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979. To counteract effects of residual bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b). Not relevant
3. Percentage of minorities o females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b). Same as factor 1 b.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		1.0%		.3		.3	DOE-PR/A, Research Study and SMC Table E-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		1.0%		.3		.3	Same as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0%		0		0	-0- for BO-19 - hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		1.0%		.3		.3	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately same as factors 4 and 5 - High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		0%		0		0	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Entry level - must already be skilled.
Final Availability Factor						5.0%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP B0-19

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Department of Commerce Publications To counteract effects of residual bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings July 1979, V.26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as Factor 1 (b). Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	7.3%		.05		.37		Same source as Factor 1 (b). Same as Factor 1 a.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.3		.39		DOE-PR/A, Research Study and SMC Table E-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.3%		.3		.39		Same source as Factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- for B0-19 - hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.3		.39		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately same as Factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Entry level - must already possess skills.
Final Availability Factor					2.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-19

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Department of Commerce Publications To counteract effects of residual bias
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1 (b). Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b). Same as factor 1 a.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.3		.39		DOE-PR/A, Research Study and SMC Table E-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.3%		.3		.39		DOE-PR/A, Researcg Study and SMC Table E-13 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- for BO-19 - hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.3		.39		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately same as factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Entry level - must already possess skills.
Final Availability Factor					1.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-19

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Department of Commerce Publications. To counteract effects of residual bais.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26 N.7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as Factor 1 (b). Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	1.3%		0		0		Same source as Factor 1 (b). Skills % is greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6%		.35		.56		DOE-PR/A, Research Study and SMC Table E-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6%		.3		.48		DOE-PR/A Research Study and SMC Table E-13 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- for BO-19 - hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6%		.3		.48		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately same as Factors 4 and 5. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Entry level - must already possess skills.
Final Availability Factor					1.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-20

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment & Earnings July 1979 V. 26, No. 7 Table A-3 To counteract residual effects of bias
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b) Same as factor 1 (b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		1.0%		.3		.3	DOE-PR/A, Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		1.0%		.3		.3	Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	From .1 - .3 for BO-20, LBL 551 Report No females of 18 in BO-19 Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		1.0%		.3		.3	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Approx. sames as factors 4 and 5 - High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Underutilized feeder pool; emphasis on new hires.
Final Availability Factor						5.0%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-20

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N.7. Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.3		.39		DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.3%		.3		.39		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		From .1 - .3 for BO-20; LBL 551 Report No Blacks in BO-19 Underutilized pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.3		.39		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Approximately the same as Factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Underutilized feeder pool; emphasis on new hires.
Final Availability Factor					2.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-20

Please check:
Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract residual effects of bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Buerau of Labor statistics, Employment & Earnings July 1979, V. 26, No. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.2		.26		DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.3%		.2		.26		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	5.5%		.2		1.1		From .1 - .3 for BO-20; LBL 551 Report 1 of 18 Hispanics Utilized internal pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.05		.07		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	5.5%		.25		1.38		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Utilized internal pool; emphasis placed on training to maximize opportunity for upward mobility.
Final Availability Factor					3.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP B0-20

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Dept. of Commerce Publications To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL Bureau of Labor Stats. Employment & Earnings July 1979 V. 26 No. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 1 (b) Skills % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6%		.2		.32		DOR-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6%		.2		.32		Same as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	27.7%		.25		6.93		From .1 - .3 for B0-20, LBL 551 Report 5 of 18 in B0-19 Well utilized pool; resource here greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6%		.05		.08		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	27.7%		.25		6.93		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized pool; emphasis on training to maximize opportunities for upward mobility.
Final Availability Factor					14.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-21

Please check:
Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment & Earnings, July 1979, V. 26 No. 7 Table A-3 To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b) Same as factor 1 (b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		1.0%		.2		.2	DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		1.0%		.2		.2	Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		2.4%		.2		.48	.4-.5 for BO-21; LBL 551 Report 2 of 82 in BO-20 Well utilized feeder pool; resources greater in-house
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		1.0%		.05		.05	Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		2.4%		.25		.6	Assume value of factor 6 as recommended by OFCCP Well utilized internal feeder pool; emphasis to maximize opportunities for upward mobility.
Final Availability Factor						5.6%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-21

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Stats. Employment & Earnings, July 1979, V. 26 No. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.1%		.2		.22		DOE-PR/A Research Study & SMC Table E-13 Highly skilled occupation
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.1%		.2		.22		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	2.4%		.2		.48		.4-.5 for BO-21, LBL 551 Report 2 of 82 Utilized internal pool; resources in-house greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.1%		.05		.06		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	2.4%		.25		.60		Assume value of factor 6 as recommended by OFCCP Utilized internal feeder pool; emphasised to maximize opportunities for upward mobility.
Final Availability Factor					2.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-21

Please check:

Female ___ Hispanic X
Black ___ Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract residual effects of bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment & Earnings July 1979, V. 26, N. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1 (b) Nor relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.2%		.2		.24		DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.2%		.2		.24		Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	1.2%		.2		.24		.4-.5 for BO-21, LBL 551 Report 1 of 82 Utilized internal pool; in-house and outside resources are the same
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.2%		.05		.06		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.2%		.25		.30		Assume value of factor 6 as recommended by OFCCP Utilized feeder pool; value given reflects emphasis on training to maximize opportunities for upward mobility.
Final Availability Factor					1.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-21

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Depart. of Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Stats. Employment & Earnings, July 1979 V. 26 No. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 1 (b) Skills % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.4%		.2		.28		DOE-PR/A, Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.4%		.2		.28		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12.2%		.25		3.05		.4-.5 for BO-21, LBL 551 Report Well utilized internal pool; internal resources greater then outside
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.4%		.05		.07		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12.2%		.25		3.05		Assume value of factor 6 as recommended by OFCCP Well utilized internal feeder pool; emphasize training to maximize opportunities for upward mobility.
Final Availability Factor							

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-22

Please check:
Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3 To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b)
3. Percentage of minorities o females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b) Same as factor 1 (b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		3.2%		.3		.96	DOE-PR/A Research Study and SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		3.2%		.3		.96	Same as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	From .1 - .3 for BO-22, LBL 551 Report No Females Underutilized internal pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		3.2%		.3		.96	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approx. same as factors 4 and 5 - High concentration colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		0%		0		0	Underutilized pool; emphasize new hires.
Final Availability Factor						7.0%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-22

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications To counteract residual effects of bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statisitcs, Employment & Earnings July 1979, V. 26, N. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.1%		.3		.33		DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.1%		.3		.33		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		From .1 0 .3 for BO-22; LBL 551 Report No Blacks in .1-.3 Underutilized pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.1%		.5		.33		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approx. same as factors 4 and 5 - High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Underutilized pool; emphasis on new hires.
Final Availability Factor					2.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-22

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract residual effect of bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics Employment & Earnings July 1979, V. 26 N. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b) Same as factor 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6%		.3		.48		DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6%		.3		.48		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		From .1 - .3 for BO-22; LBL 551 Report No Hispanics; underutilized pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6%		.3		.48		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approx. same as factors 4 and 5 - High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Underutilized pool; emphasis on new hires.
Final Availability Factor					1.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-22

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	3.9%		.05		.15		US Dept. of Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Stats. Employment & Earnings July 1979 V. 26, N. 7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as factor 1 (b) Not relevant
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 1 (b) Skills % greater than work force
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.0%		.2		.4		DOE-PR/A Research Study & SMC Table E-13 Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.0%		.2		.4		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	33.3%		.25		8.33		From .1 - .3 for BO-22; LBL 551 Report 2 of 6 are Asians Well utilized pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.0%		.05		.10		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	33.3%		.25		8.33		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized pool; emphasis on training to maximize opportunities for upward mobility.
Final Availability Factor					17.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II-Professionals

JOB GROUP BO-23

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							U.S. Department of Commerce Publications.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26,N.7 Table A-3. To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		-0-		-0-	Same source as factor 1(b). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same Source as factor 1(b). Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		3.3%		.2		.66	DOE - PR/A, Research Study & SMC Table E-13. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		3.3%		.2		.66	DOE - PR/A Research Study & SMC Table E-13. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		18.2%		.25		4.55	From .1 - .3 for BO23, 2 of 11. Well utilized internal pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		3.3%		.05		.17	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		18.2%		.2		3.64	Assume value of factor 6 as recommended by OFCCP - National Plan Guidelines. Well utilized internal pool; emphasis on training to maximize opportunities for upward mobility.
Final Availability Factor						13.8%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional

JOB GROUP BO-23

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3. To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1 (a) Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (a) Same as facort 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	3.5%		.2		.7		DOE-PR/A, Research Study and SMC Table E-13. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.5%		.2		.7		DOE-PR/A, Research Study and SMC Table E-13. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	18.2%		.25		4.55		From .1- .3 for BO-23 2 of 11 Well utilized internal pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.5%		.05		.18		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	18.2%		.2		3.64		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized internal pool; emphasize training to maximize opportunities for upward mobility.
Final Availability Factor					10.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II-Professionals

JOB GROUP BO-23

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1(a). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1(a). Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	3.1%		.2		.62		DOE - PR/A, Research Study and SMC Table E-13. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.1%		.2		.62		DOE - PR/A Research Study and SMC Table E-13. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.1%		.2		1.82		From .1 - .3 for BO23. 1 of 11 - emphasize internal pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.1%		.05		.16		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.1%		.25		2.28		Assume value of factor 6 as recommended by OFCCP - National Plan Guidelines. Higher value given to internal pool to maximize opportunity for upward mobility.
Final Availability Factor					6.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II-Professionals

JOB GROUP BO-23

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Department of Commerce Publications To counteract residual effect of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N. 7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		-0-		-0-		Same source as factor 1(b). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		-0-		-0-		Same source as factor 1(b). Skills % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.8%		.3		.84		DOE - PR/A, Research Study and SMC Table E-13.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.8%		.3		.84		DOE - PR/A Research Study and SMC Table E-13.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		No Asians in .1 - .3. Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.8%		.35		.98		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approx. same as factors 4 & 5. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Underutilized pool.
Final Availability Factor					2.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II-Professionals

JOB GROUP BO-24

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26N.7 - Table A-3. To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		-0-		-0-	Same source as factor 1(b). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1(b). Same as factor 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		4.1%		.2		.82	DOE-PR/A, Research Study and SMC Table E-13. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		4.1%		.2		.82	DOE-PR/A, Research Study and SMC Table E-13. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		11.1%		.25		2.78	From .1 - .3 for BO24. One of 9. Well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		4.1%		.05		.21	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		11.1%		.2		2.22	Assume value of factor 6 as recommended by OFCCP - Well utilized internal pool.
Final Availability Factor						11.0%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BQ-24

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		U.S. Department of Commerce Publications . To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N. 7, Table A-3.
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		-0-		-0-		Same source as factor 1(b). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1(b). To counteract residual affects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.1%		.3		.33		DOE - PR/A, Research Study and SMC Table E-13. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.1%		.3		.33		DOE - PR/A, Research Study and SMC Table E-13. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		From .1-.3 for BQ24. No Blacks. Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.1%		.3		.33		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Approximately the same as factors 4 & 5. High concentration of colleges & universities in area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Assume value of factor 5 as recommended by OFCCP - Underutilized pool; emphasis on new hires.
Final Availability Factor					2.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP B0-24

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		U.S. Department of Commerce Publications To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N. 7, Table A-3.
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1(b). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1(b). To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.1%		.3		.33		DOE - PR/A, Research Study and SMC Table E-13. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.1%		.3		.33		DOE - PR/A, Research Study and SMC Table E-13. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		From .1 - .3 for B024. No Hispanics Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.1%		.3		.33		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Approx. same as factors 4 and 5. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Assume value of factor 5 as recommended by OFCCP. Underutilized pool; emphasis on hires.
Final Availability Factor					1.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-24

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		U.S. Department of Commerce Publications. To counteract residual affects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N. 7, Table A-3.
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		.0		0		Same source as factor 1(b). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		.05		.07		Same source as factor 1(b). Same source as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	0.5%		.2		.10		DOE - PR/A, Research Study and SMC Table E-13. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	0.5%		.2		.10		DOE - PR/A Research Study and SMC Table E-13. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	22.2%		.25		5.55		From .1 - .3 for BO24. 2 of 9. Well utilized internal pool; internal resources greater than the outside .
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	.05%		.05		.03		Assume value of factor 5 as recommended by OFCCP - National Plan Guidlines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	22.2%		.2		4.44		Assume value of factor 6 as recommended by OFCCP - Well utilized internal pool; emphasis here to maximize opportunities for upward mobility.
Final Availability Factor					10.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-25

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7 Table A-3 To emphasize internal pool and skills availability.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b). Same as factor 1 b.
3. Percentage of minorities o females in total work force in the specific labor area		40.9%		0		0	Same source as factor 1 (b). Same as factor 1 b.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		10.2%		.2		2.55	SMC, 11/78 Tables PS-G-14, PS-G-2, PS-G-8 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		10.2%		.2		2.55	Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		45.5%		.2		9.1	Internal pool = people in .1 - .3 5 of 11 women Well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		10.2%		.05		.51	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		45.5%		.2		9.1	Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized internal pool.
Final Availability Factor						25.9%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-25

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Department of Commerce Publications To counteract residual effects of bias
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1 (b). Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (b). Same as factor 1 a.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	0.7%		.3		.21		SMC, 11/78 Tables PS-G-14, PS-G-2. PS-G-8 Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	0.7%		.3		.21		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Internal pool = people in .1 - .3 No blacks. Underutilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	0.7%		.25		.18		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately same as factors 4 and 5. Concentration in area of colleges and universities.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0.7%		.05		.04		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Underutilized pool.
Final Availability Factor.					1.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-25

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Department of Commerce Publications. To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3.
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1 (b). Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b). Same as factor 1 a.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.1%		.3		.33		SMC, 11/78 Tables PS-G-2, PS-G-8 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.1%		.3		.33		Same source as factor 4 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Internal pool = people in .1 - .3 No Hispanics. Underutilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.1%		.25		.28		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately the same as factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	1.1%		.05		.06		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Underutilized internal pool.
Final Availability Factor					1.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-25

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Department of Commerce Publications To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as factor 1 (b).
3. Percentage of minorities o females in total work force in the specific labor area	1.3%		.05		.07		Same source as factor 1 (b).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	0.7%		.3		.21		SMC, 11/78 Tables PS-G-14, PS-G-2, PS-G-8.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	0.7%		.3		.21		Same source as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Internal pool = people in .1 - .3 No Asians. Underutilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	0.7%		.25		.18		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0.7%		.05		.04		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines.
Final Availability Factor					0.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-26

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3. To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b). Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b). Same as factor 1 (b).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		1.8%		.2		.36	DOE-PR/A, Research Study, Plus SMC 11/78 Tables E-6 and E-10 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		1.8%		.2		.36	Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		2.7%		.2		.54	All Engineers except Metallurgical and Ceramic LBL-551 Report Utilized pool internally.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		1.8%		.15		.27	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		2.7%		.15		.41	Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Utilized internal pool.
Final Availability Factor						6.1%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-26

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Department of Commerce Publications To counteract residual effects of bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3.
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1 (b). Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (b). Same as factor 1 a.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.2		.26		DOE-PR/A, Research Study, Plus SMC 11/78 Tables E-6 and E-10 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.3%		.2		.26		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	2.3%		.2		.46		All Engineers except Metallurgical and Ceramic LBL-551 Report. Well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.15		.20		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	2.3%		.15		.35		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool.
Final Availability Factor					2.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional

JOB GROUP BO-26

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Department of Commerce Publications To counteract residual effects of bias
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3.
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		US DOL Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3. Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 2 Same as factor 1 a.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6%		.2		.32		DOE-PR/A, Research Study, Plus SMC 11/78 Tables E-6 and E-10 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6%		.2		.32		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	2.3%		.2		.46		All Engineers except Metallurgical and Ceramic. LBL 551 Report. Utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6%		.15		.24		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	2.3%		.15		.35		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool.
Final Availability Factor					2.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional

JOB GROUP BO-26

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Department of Commerce Publications.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		US DOL, Bureau of Labor Statistics, Employment and Earnings July 1979, V.26, N.7. Table A-3. Not relevant.
3. Percentage of minorities o females in total work force in the specific labor area	1.3%		0		0		Same source as factor 2 Skill % is greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.7%		.2		.34		DOE-PR/A, Research Study, Plus SMC 11/78 Tables E-6 and E-10 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.7%		.2		.34		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12.9%		.25		3.23		All Engineers except Metallurgical and Ceramic - LBL 551 Report Well utilized pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.7%		.15		.26		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	12.9%		.15		1.94		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized internal pool.
Final Availability Factor					6.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT II Professional
JOB GROUP BO-27

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		0.05		2.05	US DOL Bureau of Labor Statistics, Employment & Earnings July 1979 V.26N.7 Table A-3 To overcome residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		.05		2.6	US DOL Bureau of Labor Statistics, Employment & Earnings July 1979 V.26N.7 Table A-3 To recognize social science skills among the unemployed.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	US DOL Bureau of Labor Statistics, Employment & Earnings July 1979 V.26N.7 Table A-3. To overcome residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		37.9%		.3		11.37	SMC, 11/78 Table G-O-13 P.31. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		37.9%		.3		11.37	SMC, 11/78 Table G-O-13 P.31. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		-0-		-0-		-0-	-0-. Hires must already be skilled in this profession. No internal feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		37.9%		.25		9.48	Assume value of factor 5 as recommended by OFCCP. National Plan Guidelines. Approximately the same as factors 4 & 5. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		-0-		-0-		-0-	Hires must already be skilled.
Final Availability Factor						38.9%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional

JOB GROUP BO-27

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Dept. of Commerce Publications. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL Bureau of Labor Statistics Employment & Earnings July 1979 V.26N.7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		.05		.75		US DOL Bureau of Labor Statistics Employment & Earnings July 1979 V.26N.7 Table A-3. To recognize social science skills among the unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		0		0		US DOL Bureau of Labor Statistics Employment & Earnings July 1979 V.26N.7 Table A-3. Skills % - Work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.3		2.55		SMC, 11/78 Table G-0-13 P.31. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.5%		.3		2.55		SMC, 11/78 Table G-0-13 P.31. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		0		-0-		-0-. Hires must already be skilled in this profession No internal feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.5%		.3		2.55		Assume value of factor 5 as recommended by OFCCP. National Plan Guidelines. Approximately same as factors 4 & 5. High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		0		0		Hires must already be skilled in this profession.
Final Availability Factor					9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT II Professional

JOB GROUP B0-27

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Dept. of Commerce Publications To counteract residual effect of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL Bureau of Labor Statistics, Employment & Earnings July 1979 V.26N.7 Table A-3.
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		.05		.37		US DOL Bureau of Labor Statistics, Employment & Earnings July 1979, V.26, N.7 To recognize social science skills among the unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		US DOL Bureau of Labor Statistics, Employment & Earnings July 1979 V.26N.7 Table A-3.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.4%		.3		.72		SMC, 11/78 Table G-D-13 P.31 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.4%		.3		.72		SMC, 11/78 Table G-D-13 P.31. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-%		-0-		-0-		-0-. Hires must already be skilled in this profession. No internal feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.4%		.25		.60		Assume value of factor 5 as recommended by OFCCP. National Plan Guidelines. Approximately the same as factors 4 & 5. High concentration of colleges & universities in area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Hires must already be skilled.
	Final Availability Factor				2.9%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT II Professional
JOB GROUP BO-27

Please check:

Female ___ Hispanic ___
Black ___ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Dept. of Commerce Publications To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL Bureau of Labor Statistics, Employment & Earnings July 1979 V.26N.7 Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		.05		.13		US DOL Bureau of Labor Statistics, Employment & Earnings July 1979 V.26N.7 Table A-3 To recognize social science skills among the unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		US DOL Bureau of Labor Statistics, Employment & Earnings July 1979 V.26N.7 Table A-3 Skills % - Work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.5%		.3		.45		SMC, 11/78 Table G-0-13 P.31. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.5%		.3		.45		SMC, 11/78 Table G-0-13 P.31. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		0		0		-0-. Hires must already be skilled in this profession. No internal feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.5%		.3		.45		Assume value of factor 5 as recommended by OFCCP. National Plan Guidelines. Approximately the same as factors 4 & 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		0		0		Hires must already be skilled.
Final Availability Factor					1.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-28

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL Bureau of Labor Statistics, Employment and Earnings, July 1979 V.26N.7. Table A-3 To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1(b). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1(b). Same as factor 1(b).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		1.8%		.2		.36	DOE-PR/A, Research, Inc. Study, Plus 8MC- 11/78. Tables E-6 and E-10. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		1.8%		.2		.36	Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		2.7%		.25		.68	All Engineers except Metallurgical & Ceramic. LBL 551 Report. Well utilized internal pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		1.8%		.05		.09	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		2.7%		.2		.54	Assume value of factor 6 as recommended by OFCCP. Well utilized internal pool; emphasis her to maximize opportunities for upward mobility.
Final Availability Factor						6.1%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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(Revised Order 4)

EEO-1 CAT II-Professionals
JOB GROUP BO-28

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		U.S. Dept. of Commerce Publications To counteract residual affects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N. 7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1(b) Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1(b). To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.3%		.2		.26		DOE-PR/A, Research, Inc. Study, Plus 8MC 11/78 Tables E-6 and E-10. Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.3%		.2		.26		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	2.3%		.25		.58		All engineers except Metallurgical & Ceramic. LBL 551 Report. Utilized internal pool; internal resources greater than external pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.3%		.05		.07		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	2.3%		.2		.46		Assume value of factor 6 as recommended by OFCCP - Utilized internal pool; emphasis here to maximize opportunities for upward mobility.
Final Availability Factor					2.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals
JOB GROUP B0-28

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		U.S. Department of Commerce Publications To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N. 7, TABLE A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1(b). Not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1(b). Same as factor 1(a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.6%		.2		.32		DOE-PR/A, Research, Inc. Study, Plus 8MC 11/78 Tables E-6 and E-10 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.6%		.2		.32		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	2.3%		.25		.58		All Engineers except Metallurgical & Ceramic. LBL-551 Report utilized internal pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.6%		.05		.08		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	2.3%		.2		.46		Assume value of factor 6 as recommended by OFCCP. Utilized internal pool; emphasis here to maximize opportunities for upward mobility.
Final Availability Factor					2.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP B0-28

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		U.S. Dept of Commerce Publications To counteract residual affects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N. 7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as factor 1(b). not relevant.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 1(b). Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.7%		.2		.34		DOE-PR/A, Research, Inc. Study, Plus 8MC 11/78 Tables E-6 and E-10. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.7%		.2		.34		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12.9%		.25		3.23		All Engineers except Metallurgical & Ceramic. LBL - 551 Report. Well utilized internal pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.7%		.05		.09		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12.9%		.2		2.58		Assume value of factor 6 as recommended by OFCCP. Well utilized internal pool; emphasis here to maximize opportunity for upward mobility.
Final Availability Factor					6.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-29

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.05		2.27	State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 26-A. Work Force, 4 counties. To recognize skills in the work force.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	State of California, Table 11A. EDD Manpower Infor. for Affirmative Action Programs. To recognize skills among the unemployed.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		2.27	State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 8A, 8B. Same as factor 1(b).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		33.5%		.45		15.08	State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 8A, 8B - 3 counties. Highly skilled - Higher than factor 5 to emphasize skills.Pool in area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		32.2%		.2		6.44	State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 8A, 8B. Highly skilled - lower than factor 5 to emphasize skills in immediate area.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		-0-		-0-		-0-	Hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		32.2%		.2		6.44	Assume value of factor 5 as recommended by OFCCP -National Plan Guidelines. Approx. same as factors 4 and 5 - Concentration of similar facilities and universities and colleges in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		-0-		-0-		-0-	Must already be skilled in this profession.
Final Availability Factor						34.6%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-29

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.45		State of California, EDD Manpower Information for Affirmative Action Progams - Table 5A. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs. Table 26A. Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.05		.71		State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 11A. To recognize skills of the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		.05		.57		State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 8A, 8B. To recognize skills in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.2%		.65		4.03		State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 8A, 8B - 3 counties. Higher than factor 5 to emphasize skills in the immediate area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.7%		.1		.47		State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 8A, 8B. Highly skilled - lower than factor 4. To emphasize work force in the immediate area.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	-0-		-0-		-0-		Hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.7%		.1		.47		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. High concentration of similar facilities and colleges & universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	-0-		-0-		-0-		Hires must already be skilled in the profession.
Final Availability Factor					6.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-29

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.7		State of California, EDD Manpower Information for Affirm. Action Progs. Table 5A. To over come residual effects of bias
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs, Table 26A, Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.05		.84		State of California, EDD Manpower Information for Affirmative Programs. Table 11A. To recognize skills in the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.05		.44		State of California, EDD Manpower Information for Affirmative Programs. Table 8A, 8B. To recognize skills in the unemployed work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.8%		.15		.87		State of California, EDD Manpower Info. for Affirm. Action Programs. Table 8A, 8B (3 co.). highly skilled. Lower value than factor 5 as part of an affirmative action outreach effort.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.1%		.45		2.75		State of California, EDD Manpower Information for Affirmative Action Programs. Table 8A, 8B. Highly skilled. Higher value than factor 4 as part of outreach effort.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.1%		.25		1.53		Assume value of factor 5 as recommended by OFCCP. National Plan Guidelines. High concentration of similar facilities and colleges & universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must already be skilled.
Final Availability Factor					7.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-29

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	8.0%		.05		.4		State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 5A. To overcome residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs. Table 26A, Work force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		0		0		Table 11A - State of California, EDD Manpower Information for Affirmative Action Programs. Skill % is greater than unemployment; emphasis will be placed on skills.
3. Percentage of minorities o females in total work force in the specific labor area	4.6%		0		0		Table 8A, 8B - State of California, EDD Manpower Information for Affirmative Action Programs. Skill % is greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.2%		.75		4.65		Table 8A, 8B - State of California, EDD Manpower Information for Affirmative Action Programs. 3 Counties. Highly skilled. Higher value than factor 5 to emphasize skills in the immediate area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.5%		.1		.55		Table 8A, 8B - State of California, EDD Manpower Information for Affirmative Action Programs. Highly skilled lower than factor 4 to emphasize skills in the immediate area.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0%		0		0		Hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.5%		.1		.55		Assume value of factor 5 as recommended by OFCCP- National Plan Guidelines. High concentration of similar facilities and colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0%		0		0		Hires must already be skilled in the profession.
Final Availability Factor					6.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-30

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							State of California, EDD Manpower Information for Affirmative Action Programs, Table 5A
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		0		0	State of California, EDD Manpower Infor. for Affirm. Action Programs. Table 26A. Work force, 4 counties. No value given, bias not evident from skills %.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		0		0	State of California, Edd Manpower Infor. for Affirm. Action Programs. Table 11A - Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		0		0	State of California, EDD Manpower Infor. for Affirm. Action Programs. Table 8A, 8B. Same as factor 1(b).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		42.9%		.2		8.58	State of California, EDD Manpower Infor. for Affirm. Action Programs. Table 8A, 8B. 3 counties. Higher value than factor 5 to concentrate on immediate area pool. Skilled occupation
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		42.0%		.15		6.3	State of California, EDD Manpower Infor. for Affirm. Action Programs. Table 8A, 8B. Lower value given - see factor 4. Skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		82.0%		.3		24.78	Incumbents in DO-2, DO-3 & CO-1, LBL 551 Report. Well utilized pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		42.0%		.05		2.10	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasis given to internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		82.6%		.3		24.78	Assume value of factor 6 as recommended by OFCCP. Well utilized pool; emphasis here to maximize opportunities for upward mobility.
Final Availability Factor						66.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II - Professionals

JOB GROUP BO-30

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.45		State of California, EDD Manpower Infor. for Affirm. Action Progs. Table 5A - To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs, Table 26A, Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.05		.71		State of California, EDD Manpower Infor. for Affirm. Action Progs. Table 11A - To recognize skills among the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.05		.3		State of California, EDD Manpower Infor. for Affirm. Action Progs. Table 8A, 8B. To counteract the residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.4%		.2		1.28		State of California, EDD Manpower Infor. for Affirm. Action Progs. Table 8A, 8B - 3 counties. Skilled occupation; higher value than factor 5 to emphasize immediate area pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.8%		.15		.72		State of California, EDD Manpower Infor. for Affirm. Action Progs. Table 8A, 8B. Skilled occupation; lower value - See factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	21.1%		.25		5.28		Incumbents in DO-2, DO-3, CO-1, LBL 551 report. Well utilized pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.8%		.05		.24		Assume value of factor 5 as recommended by OFCCP. National Plan Guidelines. Emphasis given to internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	21.1%		.2		4.22		Assume value of factor 6 as recommended by OFCCP. Emphasis given here to maximize opportunities for upward mobility.
Final Availability Factor					13.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-30

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.7		State of California, EDD Manpower Infor. Affirm. Action Progs. Table 5A. To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs, Table 26A. Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.05		.84		State of California, EDD Manpower Infor. Affirm. Action Progs. Table 11A. To recognize skills among the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.2		.44		State of California, EDD Manpower Infor. Affirm. Action Progs. Table 8A, 8B. To counteract residual affects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.7%		.2		1.14		State of California, EDD Manpower Infor. Affirm. Action Progs. Table 8A, 8B. 3 counties. Skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.9%		.2		1.18		State of California, EDD Manpower Infor. Affirm. Action Progs. Table 8A, 8B. Skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8.7%		.2		1.74		Incumbents in DO-2, DO-3, CO-1, LBL 551 report. Utilized internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.9%		.05		.30		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	8.7%		.2		1.74		Assume value of factor 5 as recommended by OFCCP. Well utilized internal pool; emphasis here to maximize opportunity for upward mobility.
Final Availability Factor					8.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-30

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6.0%		0		0		State of California, EDD Manpower Infor. for Affirm. Action Progs. Table 5A. Bias not evident from skill % comparison.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs, Table 26A. Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		0		0		State of California, EDD Manpower Infor. for Affirm. Action Programs - Table 11A. Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		0		0		State of California, EDD Manpower Infor. for Affirm. Action Progs. Table 8A, 8B. Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.9%		.25		1.48		State of California, EDD Manpower Infor. for Affirm. Action Progs.- Table 8A, 8B, 3 counties. Skilled occupation; value higher than factor 5 to emphasize immediate area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.3%		.2		1.06		State of California, EDD Manpower Infor. for Affirm. Action Progs. - Table 8A, 8B. Skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8.0%		.25		2.00		Incumbents in DO-2, DO-3, CO-1 - LBL 551 Report. Well utilized internal pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.3%		.05		.27		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasis given to internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	8.0%		.25		2.00		Assume value of factor 6 as recommended by OFCCP. Well utilized pool; emphasis here to maximize opportunity for upward mobility.
Final Availability Factor					6.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-31

Please check:
Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.075		2.07	US DOL, Bureau of Labor Statistics, Employment & Earnings, July 197 V. 26 N. 7 Table A-3. To recognize underutilized skills in female employment
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		.075		3.90	Same source as factor 1 (b) To recognize the skilled unemployed
3. Percentage of minorities or females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b) To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		31.4%		.25		7.85	DOE PR/A, Research, Inc. Study Pubs. SMC 11/78 Tables GD-12 & 13 Highly skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		31.4%		.25		7.85	Same source as factor 4. Highly skilled occupation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Hires must have skills in profession
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		31.4%		.3		9.42	Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Approximately the same as Factors 4 and 5 - High Concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Hires must already be skilled in the Profession.
Final Availability Factor						34.1%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP B0-31

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.075		.86		US Department of Commerce Pubs. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N. 7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		.075		1.13		Same source as factor 1 (b) To recognize level of unemployment in this skill & discipline.
3. Percentage of minorities or females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (b) To recognize underutilized skills in this discipline.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.8%		.25		1.45		DOE PR/A, Research, Inc. Study Pubs. SMC 11/78 Tables GD-12 & 13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.8%		.25		1.45		Same source as factor 4. Highly skilled
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must have skills in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.8%		.3		1.74		Assume falue of factor 5 as recommended by OFCCP National Plan Guidelines. Approximately the same as Factors 4 and 5 - High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must already be skilled in the profession.
Final Availability Factor					7.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-31

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	5.7		.075		.43		US Department of Commerce Publications. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N. 7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		.075		.56		Same source as factor 1 (b) To recognize level of unemployment in this discipline
3. Percentage of minorities or females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b) To recognize underutilized skills.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.2%		.25		.55		DOE PR/A Research, Inc. Study Pubs. SMC 11/78 Tables GD-12 & 13. Highly skilled
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.2%		.25		.55		Same source as factor 1 (b) Highly skilled
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		-0- Hires must have skills in profession
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.2%		.3		.66		Assume the value of Factor 5 as recommended by OFCCP National Plan Guidelines. Approximately the sames as factors 4 and 5 - High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must already be skilled in the profession.
Final Availability Factor					2.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-31

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		0		0		US Department of Commerce Publications Skill % greater than population
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V. 26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as factor 1 (b) Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	1.3%		0		0		Same source as factor 1 (b) Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.35		1.68		DOE PR/A, Research, Inc. Study pubs. SMC 11/78 Tables GD-12-13 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.8%		.3		1.44		Same source as Factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		0 - hires must have skills in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.8		.35		1.68		Assume value of Factor 5 as recommended by OFCCP- National Plan Guidelines. Approximately the same as Factors 4 and 4, high concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must already be skilled in the profession.
Final Availability Factor					4.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professionals
JOB GROUP BO-32

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							State of California, EDD Manpower Information for Affirmative Action Programs. Table 5A
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		0		0	State of Calif., EDD Manpower Infor. for Affirmative Action Progs. Table 26A - Skill % greater than women seeking employment
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		0		0	Same source as 1 (b). Table 11A Skill % greater than unemployment
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		0		0	Same source as 1 (b). Tables 8A & 8B. Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		93.3%		.3		27.99	Same source as 1 (b). Tables 8A & 8B. (3 counties) Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		93.5%		.35		32.73	Same source as 1 (b). Tables 8A & 8B. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Hires must be already skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		93.5%		.35		32.73	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Hires must already be skilled in profession.
Final Availability Factor						93.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-32

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9.0%		.075		.68		State of Calif., EDD Manpower Infor. for Affirmative Action Progs. Table 5A - To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs. Table 26A. Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.075		1.07		Same source as 1 (a). Table 11A. To recognize skills in the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		0		0		Same source as 1 (a). Tables 8A & 8B. Skills % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.35		3.57		Same source as 1 (a). Tables 8A & 8B. (3 counties). Emphasize this area to emphasize resources close at hand. Skilled occupation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	7.8%		.25		1.95		Same source as 1 (a). Tables 8A & 8B. Skilled occupation; lower value than factor 4 to emphasize greater resources of immediate area.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must already be skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	7.8%		.25		1.95		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines - Approximately same value as factor 5 - High concentration of medical facilities and colleges and Univs. in area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must already skilled in the profession.
Final Availability Factor					9.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-32

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14.0%		.075		1.05		State of Calif., EDD Manpower Infor. for Affirmative Action Progs. Table 5A - To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs. Table 26A. Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.075		1.25		Same source as 1 (a). Table 11A. To counteract residual effects of bias and recognize skills of the unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.05		.44		Same source as 1 (a). Tables 8A & 8B. To recognize underutilization of skills in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.4%		.25		1.60		Same source as 1 (a). Table 8A & 8B. (3 counties) Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.5%		.3		1.95		Same source as 1 (a). Tables 8A & 8B. Highly skilled; higher value than factor 4 to miximize utreach effort.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be already skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.5%		.25		1.63		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines - Approximately the same as factors 4 & 5- High concentration of medical facilities and colleges and univs. in area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must already be skilled in the profession.
Final Availability Factor					7.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professionals
JOB GROUP BO-32

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		0		0		State of Calif., EDD Manpower Infor. for Affirmative Action Progs. Table 5A - Skill % greater than population
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		0		0		Same source as 1 (a). Table 11A Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		0		0		Same source as 1 (a). Tables 8A & 8B. Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.3%		.4		3.32		Same source as 1 (a). Tables 8A & 8B. (3 counties) Highly skilled; higher value than factor 5 to maximize utilization of resources in the area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	7.3%		.3		2.19		Same source as 1 (a). Tables 8A & 8B. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be already skilled in profession.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	7.3%		.3		2.19		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines Approximately the same as factor 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must already be skilled in profession.
Final Availability Factor					7.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-33

Please check:
Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.05		2.27	State of Calif., EDD Manpower Inform. for Affirmative Action Progs. Table 26A - Workforce, 4 counties To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	Same source as 1(b). Table 11A To recognize skills in the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		2.27	Same source as 1 (b). Tables 8A & 8B. To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.3		4.08	Same source as 1 (b) Tables 8A & 8B. (3 counties) Highly skilled - Higher value than factor 5 to emphasize skill resources in the immediate area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.25		3.25	Same source as 1 (b) Tables 8A & 8B. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		7.8%		.05		.39	Underutilized internal pool; emphasize hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.2		2.60	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. - Approximately the same as factors 4 & 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		7.8%		.05		.39	Assume value of factor 6 as recommended by OFCCP - Underutilized interanl pool, emphasis on training institutions.
Final Availability Factor						17.3%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-33

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.45		State of Calif., EDD Manpower Inform. for Affirmative Action Progs. Table 5A. - To counteract the residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs, Table 26A. Work force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.05		.71		Same source as 1 (a). Table 11A- To counteract residual effects of bias and recognize skills of the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.05		.3		Same source as 1 (a). Tables 8A & 8B. To counteract the residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.3		1.44		Same source as 1 (a). Tables 8A & 8B.- Highly skilled (3 Counties) Higher value than factor 5 to emphasize resources in the immediate area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.25		.83		Same source as 1 (a). Tables 8A & 8B. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	2.2%		.05		.11		Underutilized pool; emphasis on new hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		.2		.66		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines - Approximately the same as factors 4 & 5 - High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	2.2%		.05		.11		Assume value of factor 6 as recommended by OFCCP - Underutilized pool; emphasize new hires.
Final Availability Factor					4.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professionals
JOB GROUP BO-33

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	.410%		.075		1.05		State of Calif., EDD Manpower Inform. for Affirmative Action Progs. Table 5A - To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs. Table 26A. Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.05		.84		Same source as 1 (a). Table 11A To counteract residual effects of bias and to recognize skills in the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		0		0		Same source as 1 (a). Tables 8A & 8B. Skills % nearly equal to or greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.2		1.70		Same source as 1 (a). Tables 8A & 8B. (3 counties) Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.3		2.94		Same source as 1 (a). Tables 8A & 8B. Highly skilled; greater value than factor 4 to maximize outreach effort.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	1.1%		.025		.03		Underutilized pool; emphasize new hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		.3		2.94		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. High value to maximize out reach offer to overcome underutilization of internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.1%		.05		.06		Assume value of factor 6 as recommended by OFCCP Underutilized pool; emphasize new hires.
Final Availability Factor					9.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professionals
JOB GROUP BO-33

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		0		0		State of Calif., EDD Manpower Inform. for Affirmative Action Progs. Table 5A - Skill % greater than population
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs. Table 26A. Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		0		0		Same source as 1 (a). Table 11A Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		0		0		Same source as 1 (a). Tables 8A & 8B. Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.45		4.59		Same source as 1 (a). Tables 8A & 8B (3 counties) Highly skilled; highest value to maximize emphasis on skills resources in the area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.25		2.10		Same source as 1 (a). Tables 8A & 8B. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	7.8%		.05		.39		Underutilized pool; more emphasis on hires
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		.2		1.68		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Approzimately the same as factor 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	7.8%		.05		.39		Assume value of factor 6 as recommended by OFCCP Underutilized pool; emphasis on hires.
Final Availability Factor					9.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-34

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area			–				
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.05		2.27	State of Calif., EDD Manpower Information for Affirmative Action Prog Table 26A work force,4 counties To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	Same source as 1 (b) Table 11 A To recognize skills of the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		2.27	Same source as 2 Tables 8A & 8B To counteract residual effects of bias and recognize underutilized skills in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		33.5%		.15		5.03	Same source as 3 Tables 8 A & 8 B (3 counties) Skilled positions.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		32.2%		.15		4.83	Same source as 3 Skilled positions
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		94.0%		.25		23.50	Internal pool = DO-3 and upper level DO-2, LBL 551 Report. Internal resources greater than outside; emphasis on well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		32.2%		.05		1.61	Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		94.0%		.25		23.50	Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized internal pool; emphasis here to maximize opportunities for upward mobility.
Final Availability Factor						65.1%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-34

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.45		State of Calif., EDD Manpower Inform. for Affirmative Action Prog. Table 5A - To overcome residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of Calif., EDD Manpower Inform. for Affirmative Action Prog. Table 26A work force 4 counties.
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.05		.71		State of Calif., EDD Manpower Inform. for Affirmative Action Prog. Table 11A to recognize skills of the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.05		.30		State of Calif, EDD Manpower Inform. for Affirmative Action Progs. Tables 8A & 8B - To recognize underutilized skills in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.2%		.2		1.24		Same source as 3 (3 counties). Greater value than factor 5 to emphasize skills resources of the immediate area. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.7%		.1		.47		State of Calif, EDD Manpower Inform. for Affirmative Action Progs. Table 8A & 8 B. de-emphasize to place effort on factor 4 and on internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	18.0%		.25		4.50		Internal pool = DO-3 and upper level DO-2, LBL 551 Report. Well utilized internal pool; internal skills resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.7%		.05		.24		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines - Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	18.0%		.25		4.50		Assume value of factor 6 as recommended by OFCCP- National Plan Guidelines. Well utilized internal pool; emphasis here to maximize opportunities for upward mobility.
Final Availability Factor					12.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-34

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		. 0		State of Calif., EDD Manpower Infor. for Affirmative Action Progs. Table 5A - To overcome effects of residual bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs. Table 26A. Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.05		.84		State of Calif., EDD Manpower Inform. for Affirmative Action Progs. Table 11A - To recognize the skills in the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.05		.44		State of Calif., EDD Manpower Inform. for Affirmative ACtion Progs. Tables 8A & 8B - To overcome the residual effects of bias and recognize underutilization of skills in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.8%		.1		.58		Same source as 3 (3 counties) de-emphasis here to recognize internal resources and outreach efforts in factor 5.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.1%		.2		1.22		Same source as 3. Skilled occupation; greater value than factor 4 to recognize greater resources outside immediate area.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.0%		.25		2.25		Internal pool = DO-3 and upper level DO-2 LBL 551 Report Well utilized internal pool; Emphasis here because internal resources are greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.1%		.05		.31		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines - Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.0%		.25		2.25		Assume value of factor 6 as recommended by OFCCP - National Plan Guidelines. Well utilized pool; emphasis here to maximize opportunity for upward mobility.
Final Availability Factor					8.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-34

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		0		0		State of Calif., EDD Manpower Inform. for Affirmative Action Progs. Table 5A - Skill % roughly equivalent to population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Information for Affirmative Action Programs. Table 26A. Work Force, 4 Counties.
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		0		0		Same source as 1(a) Table 11A Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		0		0		Same source as 1 (a)Tables 8A & 8B Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.8%		.15		.87		Same source as 1 (a) Tables 8A & 8B (3 counties) Skilled occupation - Lesser value than factor 5 to encourage outreach and to recognize resources in the internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.1%		.2		1.22		Same source as 1 (a) Table 8A & 8B. Skilled occupation - greater value than factor 4 to encourage outreach effort.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8.0%		.3		2.40		Internal pool = DO-3 and upper level DO-2, LBL 551 Report Well utilized internal pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.1%		.05		.31		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. - Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	8.0%		.3		2.40		Assume value of Factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized pool; emphasis here to maximize opportunity for upward mobility.
Final Availability Factor					7.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-35

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							State of California, EDD Manpower Information for Affirmative Action Programs. Table 5A.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.05		2.27	Table 26A, State of California - EDD Manpower Information Action Programs. Work force in 4 counties. To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	State of California, EDD Manpower Information for Affirmative Programs. Table 11A. To recognize the skills of the unemployed.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		2.27	Table 8A, 8B, State of Calif.,EDD Manpower Infor. for Affirm. Action Programs. To counteract the residual effects of bias and recognize underutilization of skills in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		33.5		.15		5.03	Table 8A, 8B - State of California - EDD Manpower Information for Affirmative Action Programs - 3 counties. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		32.2		.15		4.83	Same as above factor 4. Same as above.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		70.8%		.25		17.70	BO34 used as internal pool, LBL 551 report. Well utilized pool. Internal resource emphasized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		32.2%		.05		1.61	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		70.8%		.25		17.70	Assume value of factor 6 as recommended by OFCCP - Well utilized internal pool; Value given to maximize opportunity for upward mobility.
Final Availability Factor						53.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-35

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.45		Table 5A - State of California, EDD Manpower Infor. for Affirm. Action Programs. To counteract the residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							Table 26A - State of California, EDD Manpower Information for Affirmative Action Programs. Work force, 4 counties.
2. Percentage of unemployment in the specified labor or recruitment area	14.7%		.05		.74		Table 11A - State of California, EDD Manpower Information for Affirmative Action Programs. To recognize skills among the unemployed.
3. Percentage of minorities o females in total work force in the specific labor area	6.0%		0		0		Table 8A, 8B - State of California, EDD Manpower Information for Affirmative Action Programs. Skills % roughly equivalent to work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.2%		.2		1.24		Table 8A, 8B - State of Calif., EDD Manpower Infor. for Affirm. Action Programs (3 counties). Highly skilled; value higher than factro 5 to emphasize skill resources in the immediate area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.7%		.1		.47		Table 8A, 8B - State of California, EDD Manpower Information for Affirmative Action Programs, highly skilled. Lower value given to emphasize internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	10.1%		.25		2.53		BO-34 used as internal pool, LBL 551 Report. Well utilized internal pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.7%		.05		.24		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	10.1%		.03		3.03		Assume value on factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized internal pool; high calue given to maximize opportunity for upward mobility.
Final Availability Factor					8.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals
JOB GROUP B0-35

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.70		Table 5A - State of California, EDD Manpower Inform. for Affirm. Action Progs. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							Table 26A - State of California, EDD Manpower Information for Affirmative Action Programs. Work force, 4 counties.
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.05		.84		Table 11A - State of California, EDD Manpower Inform. for Affirm. Action Programs. To counteract residual effects of bias and to recognize skills of the unemployed labor force.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.05		.44		Table 8A, 8B; State of California EDD Manpoer Inform. for Affirmative Action Programs. To recognize underutilization of skills in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.8%		.1		.58		Table 8A, 8B, - 3 counties. State of California EDD Manpower Information for Affirmative Actions Programs. Lower value than factor 5 to maximize outreach recruitment effort. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.1%		.2		1.22		Table 8A, 8B, - State of California, EDD Manpower Inform. for Affirmative Action Programs. Lower value than factors 6 and 8 to emphasize well utilized internal pool. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	10.1%		.25		2.53		B034 used as internal pool; LBL 551 Report. Well utilized internal pool; internal resources greater than outside, therefore greater value given.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.1%		.05		.31		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	10.1%		.25		2.53		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized internal pool; emphasis here to maximize opportunity for upward mobility.
	Final Availability Factor				9.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals
JOB GROUP BO-35

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		0		0		Table 5A - State of California, EDD Manpower Information for Affirm. Action Programs. Bias not evident from skills %.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							Table 26A - State of California, EDD Manpower Information for Affirm. Action Programs. Work force, 4 counties.
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		0		0		Table 11A - State of California, EDD Manpower Information for Affirmative Action Programs. Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		0		0		Table 8A, 8B - State of California, EDD Manpower Information for Affirmative Action Programs. Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	6.2%		.2		1.24		Table 8A, 8B - State of California, EDD Manpower Information for Affirmative Action Programs, 3 counties. Highly skilled Higher value than factor 5 to emphasize skill resource in immediate area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.5%		.15		.83		Same source as above factor 4. Highly skilled but emphasis goes to internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	6.7%		.3		2.01		BO34 used as internal pool; LBL 551 report - utilized internal pool; internal resource greater than outside, therefore more value given.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.5%		.05		.28		Assume value of factor 5 as recommended by OFCCP. - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	6.7%		.3		2.01		Assume value of factor 6 as recommeded by OFCCP-National Plan Guidelines. Utilized internal pool; emphasis here to maximize opportunity for upward mobility.
Final Availability Factor					6.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-37

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							US Department of Commerce Publications
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		40.9%		.05		2.05	US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3. To counteract residual effects of bias.
2. Percentage of unemployment in the specified labor or recruitment area		52.0%		0		0	Same source as factor 1 (b) Not relevant
3. Percentage of minorities o females in total work force in the specific labor area		40.9%		.05		2.05	Same source as factor 1 (b) To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		6.0%		.3		1.80	DOE-PR/A, Research Study, Plus SMC 11/78 Tables E-6 and E-10 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		6.0%		.3		1.80	Same source as factor 4 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		3.6%		.05		.18	Lower and Mid-level Engineers, Physicists and all Geoscientists-LBL 551 Report. Underutilized internal pool; emphasis on new hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		6.0%		.2		1.20	Assume value of Factor 5 as recommended by OFCCP-National Plan Guidelines. Approximately the same as factors 4 and 5 - High concentration of colleges and universities in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		3.6%		.05		.18	Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Underutilized internal pool; emphasis on new hires.
Final Availability Factor						9.3%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-37

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	11.5%		.05		.58		US Department of Commerce Publications To counteract residual effects of bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	15.0%		0		0		Same source as factor 1 (b). Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	7.3%		.05		.37		Same source as factor 1 (b). To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.2%		.2		.24		DOE-PR/A, Research Study, Plus SMC 11/78 Tables E-6 and E-10. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.2%		.2		.24		Same source as factor 4. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	1.7%		.2		.34		Lower and mid-level Engineers, Physicists and all Geoscientists - LBL 551 Report. Utilized internal pool; internal resources Slightly greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.2%		.05		.06		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	1.7%		.25		.43		Assume value of factor 6 as recommended by OFCCP-National Plan Utilized internal pool; value given here the maximize opportunity for upward mobility.
Final Availability Factor					2.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional

JOB GROUP BO-37

Please check:

Female ____ Hispanic _X_
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	5.7%		.05		.29		US Department of Commerce Publications To counteract residual effects of bias
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3
2. Percentage of unemployment in the specified labor or recruitment area	7.4%		0		0		Same source as factor 1 (b). Not relevant
3. Percentage of minorities o females in total work force in the specific labor area	3.6%		.05		.18		Same source as factor 1 (b). To counteract residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.4%		.2		.28		DOE-PR/A, Research Study, Plus SMC 11/78 Tables E-6 and E-10 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.4%		.2		.28		Same source as factor 4 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	2.3%		.2		.46		Lower and mid-level Engineers, Physicists and all Geoscientists - LBL 551 Report. Well utilized pool; internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.4%		.05		.07		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	2.3%		.25		.58		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized internal pool; value given to maximize opportunities for upward mobility.
Final Availability Factor					2.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II Professional
JOB GROUP BO-37

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	2.9%		.05		.15		US Department of Commerce Publications To counteract residual effects of bias
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							US DOL, Bureau of Labor Statistics, Employment and Earnings, July 1979, V.26, N.7, Table A-3.
2. Percentage of unemployment in the specified labor or recruitment area	2.6%		0		0		Same source as factor 1 (b).
3. Percentage of minorities o females in total work force in the specific labor area	1.3%		0		0		Same source as factor 1 (b). Skills % is greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	1.7%		.25		.43		DOE-PR/A, Research Study, Plus SMC 11/78 Tables E-6 and E-10 Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	1.7%		.2		.34		Same source as factor 4 Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	11.3%		.2		2.26		Lower and Mid-level Engineers, Physicists and all Geoscientists - LBL 551 Report - Well utilized internal pool; value given since internal resources are greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	1.7%		.05		.09		Assume value of factor 5 as recommended by OFCCP-National Plan Guidelines - Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	11.3%		.25		2.83		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines - Well utilized pool; value given to maximize opportunity for upward mobility.
Final Availability Factor					6.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals
JOB GROUP BO-38

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area						-	State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 5A
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 11A To counteract residual effect of bias.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 11A To recognize skills among the unemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		2.27	State of California, EDD Manpower Infor. for Affirm. Action Programs. Table 8A, 8B. To counteract residual effect of bias and to recognize underutilized skills in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.4		5.44	State of California, EDD Manpower Infor. for Affirm. Action Programs. (3 co.). Table 8A, 8B. Highly skilled; higher value than factor 5 to maximize higher resources of the immediate area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.2		2.60	State of California, EDD Manpower Infor. for Affirmative Action Programs. Table 8A, 8B. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		-0-		-0-		-0-	Internal pool = CO-7 and CO-12, LBL 551 Report Underutilized pool, emphasis on new hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.2		2.60	Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Approximately the same as factor 5 - colleges, universities, research facilities and tech. schools in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		-0-		-0-		-0-	Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Underutilized pool.
Final Availability Factor						19.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-38

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.45		State of California, EDD Manpower Infor. for Aff. Action Programs Table 5A. To counteract residual effects of bias.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Infor. for Aff. Action Programs Table 26A. 4 counties.
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		State of California, EDD Manpower Infor. for Aff. Action Programs, Table 11A. To recognize skills among the umemployed work force.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.05		.3		State of California, EDD Manpower Infor. for Aff. Action Programs Table 8A, 8B. To counteract the residual effects of bias.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.0%		.4		1.92		State of California, EDD Manpower Infor. for Aff. Action Programs Table 8A, 8B. 3 counties. Highly skilled; high value to recognize concentration of skill resources in the immediate area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.2		.66		State of California, EDD Manpower Infor. for Aff. Action Programs. Table 8A, 8B. Highly skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	1.1%		.05		.06		Internal pool = CO7 and CO12, LBL 551 Report. Underutilized pool; emphasis on outside and new hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		.1		.33		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Approx. the same as factor 5. Colleges, universities and tech. schools in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	1.1%		.05		.06		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Underutilized pool; emphasis on new hires.
Final Availability Factor					5.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-38

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.70		State of California, EDD Manpower Infor. for Aff. Action Programs, Table 5A. To counteract residual effects of bias.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of California, EDD Manpower Infor. for Aff. Action Programs, Table 26A. Work force, 4 counties.
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		1.67		State of California, EDD Manpower Infor. for Aff. Action Programs, Table 11A. To counteract residual effects of bias.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		0		0		State of California, EDD Manpower Infor. for Aff. Action Programs, Table 8A, 8B. Skills % roughly equivalent to work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.15		1.28		State of California, EDD Manpower Infor. for Aff. Action Programs, Table 8A, 8B - 3 counties. Highly skilled. Value lower than factor 5 to encourage outreach recruitment.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.1		3.92		State of California, EDD Manpower Infor. for Aff. Action Programs. Table 8A, 8B Highly skilled; recruitment area emphasized to maximize opportunites through outreach recruitment.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	3.2%		.05		.16		Internal pool = CO-7 and CO-12, LBL 551 Report. Underutilized pool; emphasis on new hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		.2		1.96		Assume value of factor 5 as recommended by OFCCP National Plan Guidelines. Approx. the same as factors 4 and 5. Colleges, universities, research facil. & technical schools in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	3.2%		.05		.16		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Underutilized pool; emphasis on new hires.
Final Availability Factor					9.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT II-Professionals

JOB GROUP BO-38

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		0		0		State of California, EDD Manpower Infor. for Aff. Action Programs - Table 5A. Skill % greater than population.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							State of Calif., EDD Manpower Information for Affirmative Action Programs. Table 26A Work force, 4 counties.
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		0		0		State of California, EDD Manpower Infor. for Aff. Action Programs - Table 11A. Work force, 4 counties. Skill % greater than unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		0		0		State of California, EDD Manpower Infor. for Aff. Action Programs - Table 8A, 8B. Skill % greater than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.25		2.55		State of California, EDD Manpower Infor. for Aff. Action Programs - 3 counties. Higher value than factor 5 to maximize utilization of resources in the immediate area. Highly skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.2		1.68		State of California, EDD Manpower Infor. for Aff. Action Table 8A, 8B. Highly skilled; less than factors 6 and 8 to emphasize internal resources.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12.6%		.25		3.15		Internal pool = CO-7 and CO-12, LBL 551 Report. Well utilized pool; Value given because internal resources greater than outside.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		.05		.42		Assume value of factor 5 as recommended by OFCCP - National Plan Guidelines. Emphasize internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12.6%		.25		3.15		Assume value of factor 6 as recommended by OFCCP-National Plan Guidelines. Well utilized pool; value given to maximize opportunity for upward mobility.
Final Availability Factor					11.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO-1

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		.1		.0119	Table 5A 1979 DOL Manpower Data. Value based on jobs in this job group having greater female participation.
2. Percentage of unemployment in the specified labor or recruitment area		40%		.05		.02	Table 11A 1979 DOL Manpower Data. Lower value given due to female higher rate of participation on jobs in CO-1.
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		.1		.0398	Table 5A and 5B 1979 DOL Manpower Data. Lower value because females are found mostly in office and clerical jobs.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6		.2		.0272	Table 26A 1979 Manpower Information for Affirmative Action Program Employment Development Department. Technicians, except health.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.6		.2		.0272	Table 26A 1979 Manpower Information for Affirmative Action Program Employment Development Department. Factors 4 and 5 given similar value since they represent skills.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		93%		.15		.1395	Female participation in feeder pool. Value based on upward mobility potential after receiving special training.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8%		.1		.0398	Assume % of Factor 3 as recommended by OFCCP. High concentration of institutions in this area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		93%		.1		.0930	Assume % of Factor 6 as recommended by OFCCP. LBL offers a variety of training opportunities to its employees.
Final Availability Factor						.4064 40.6%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-1

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.0045		Table 5A US DOL Manpower Data 1979. Low value because jobs call for specific skills.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	41.4%		.1		.0414		Table 11A US DOL Manpower Data 1979. Higher value to counteract systemic discrimination in society which can account for unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.05		.0030		Table 5A US DOL Manpower Data 1979. Low value because of impact of systemic discrimination in society.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.2		.0096		Table 8A 1979 Manpower Information for Affirmative Action Program Employment Development Program. Technicians, except health.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.8%		.2		.0096		Table 8A 1979 Manpower Information for Affirmative Action Program Employment Development Program. Technicians, except health. Both factors 4 & 5 given same value since job requires a degree of specific skills.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	20%		.2		.0400		Black participation in feeder pool. Internal promotion given priority similar to skill availability since employees could be trained for upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.0		.1		.0060		Assume % in Factor 3 as recommended by OFCCP. High concentration of institutions in this area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	20%		.1		.0200		Assume % in Factor 6 as recommended by OFCCP. Lawrence Berkeley Laboratory offers a variety of opportunities for training to its employees.
Final Availability Factor					.1341		
					13.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-1

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.0070		Table 5A US DOL Manpower Data 1979. Lower value due to required skills.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.15		.0251		Table 11A US DOL Manpower Data 1979. Value based on counteracting systemic discrimination in society.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.15		.0132		Table 5A & 5B US DOL Manpower Data 1979. Value based on counteracting systemic discrimination in society.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.2		.0170		Table 8A, 1979 Manpower Information for Affirmative Action Program - Employment Development Dept. Technicians, except health - 4 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.5%		.2		.0170		Table 8A, 1979 Manpower Information for Affirmative Action Program - Employment Development Dept. Technicians, except health - 4 counties. Value based on need for specific skills.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	7.1%		.05		.0036		Hispanic participation in feeder pool. Internal pool given less value than skills because it is less than skills and consequently underutilized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.8%		.1		.0088		Assume % in Factor 3 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	7.1%		.1		.0071		Assume % in Factor Factor 6 as recommended by OFCCP. LBL offers a variety of training opportunities to its employees.
Final Availability Factor					.0988		
					9.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-1

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.0030		Table 5A US DOL Manpower Data 1979. Value given based on needs for specific skills.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9		.05		.0245		Table 11A US DOL Manpower Data 1979. Because skills availability is higher than population we can deduce that the low unemployment has little significance.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.0023		Table 5A and 5B US DOL Manpower Data 1979. Because skills availability is higher than population we can deduce that the low unemployment has little significance.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.3		.0306		Table 8A - 1979 Manpower Information for Affirmative Action Program. Employment Development Department. Technicians, except health - 4 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.2%		.3		.0306		Table 8A - 1979 Manpower Information for Affirmative Action Program. Employment Development Department. Technicians, except health - 4 counties. Factors 4 & 5 given highest value since they are greater than population.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8%		.05		.0080		Asian participation in feeder pool. Value based on the fact that % of internal pool is less than % of skills.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.6%		.1		.0046		Assume % in Factor 3 as recommended by OFCCP - High concentration of institutions that train in requisite skills.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	8%		.1		.0080		Assume % in Factor 6 as recommended by OFCCP. LBL offers a variety of training opportunities to its employees.
Final Availability Factor					.1116		
					11.2%		

* To be used for Minority computations
** To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO-2

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	Table 5A US DOL Manpower Data 1979 4 Co Emphasis placed on factors 4,5 &6
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	Table 11A US DOL Manpower Data 1979 4 Co. Same as 1b
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		2.27	Table 5A & B US DOL Manpower Data 1979 4 Co. Same as 1b
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		34.8%		.2		6.96	Table 26A-1979 US DOL Manpower Data 3 Co. Operatives laborers & service workers. Good external pool
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		36%		.2		7.2	Same as above except 4 Cos. Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		59%		.2		11.8	LBL workforce 551 Report 7/9/79. Female internal pool participation. Excellent internal pool that allows for promotions.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		45.4%		.1		4.54	Assume % in Factor 3 as recommended by OFCCP. Same value as internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		59%		.1		5.9	Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor						45.3%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicans

JOB GROUP CO-2

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	13%		.05		.65		Table 5A US DOL Manpower Data 1979-4 counties Emphasis on Factors 4,6 & 8
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		Table 11A US DOL Manpower 1979--4 counties Same as 1 (a)
3. Percentage of minorities or females in total work force in the specific labor area	6%		.05		.30		Table 5A & 5B DOL Manpower Data--4 counties Same as 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18%		.2		3.6		Table 8A--US DOL Manpower Data 1979--3 counties operatives, laborers, service workers--3 counties have a higher % rate that benefits Blacks.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	13.5%		.15		2.03		Same as Factor 4 Higher value placed on Factor 4 because % rate is higher.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	22.6		.2		4.52		Black participation in the internal pool. Well utilized internal pool allows for upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6%		.05		.30		Assume % in Factor 3 as recommended by OFCCP. Emphasis placed on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	22.6%		.2		4.52		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					17.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO-2

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.70		Table 5A US DOL Manpower Data 1979--4 Co's Emphasis placed on Factor 5
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		1.67		Table 11A US DOL Manpower Data 1979--4 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specified labor area	8.8%		.025		.22		Table 5A & 5B US DOL Manpower Data 1979--4 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.3%		.2		3.26		Table 8A US DOL Manpower Data 1979--3 Co's operatives, service workers, laborers Same as 1(a)
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	19.0%		5.0		9.50		Same as Factor 4, except 4 counties. Greater Hispanic skill % rate
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.3%		.05		.47		Hispanic participation in the feeder pool. Same as 1(a)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.8%		.025		.22		Assume % in Factor 3 as recommended by OFCCP. Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.3%		.05		.47		Assume % in Factor 6 recommended by OFCCP. Same as 1(a)
Final Availability Factor					16.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CQ-2

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		.025		.15		Table 5A US DOL Manpower Data 1979 4 Co. Emphasis placed on Factor 4
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.025		.12		Table 11A US DOL Manpower Data 1979--4 Co. Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.025		.12		Table 5A & B US DOL Manpower Data 1979--4 Co. Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.7%		.5		5.35		Table 8A US DOL Manpower Data 1979, operatives, service workers, laborers--3 Cos. Greater Asian skills than % rate
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.0%		.1		.90		Same as above except 4 Co's Same as 1(a)
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.7%		.15		1.46		LBL workforce 551 Report. Asian and Native American feeder pool participation. Same as 1(a)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.6%		.025		.12		Assume % in Factor 3 as recommended by OFCCP. Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.7%		1.5		1.46		Assume % in Factor 6 as recommended by OFCCP. Same as 1(a)
Final Availability Factor					9.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-3

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.05		.0227	Table 5A US DOL Manpower 1979. High technical skills required.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		.0700	Table 11A US DOL Manpower 1979. High technical skills required.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		.0227	Table 5A and 5B US DOL Manpower 1979. Systemic denial in society has not allowed women to enter these jobs.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.3		.0408	Table 26A US DOL Manpower 1979. Technician - except health. Skills needed to enter progression line.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.3		.0390	Table 26A US DOL Manpower 1979. Technician - except health. Skills needed to enter progression line.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		39.5%		.1		.0395	LBL workforce 551 Report 7/9/79 - Female feeder pool participation. Job is mostly filled from within and women are not applying.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		45.4%		.05		.0227	Assume the % of Factor 3 as recommended by OFCCP. On-the-job training is more relevant.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		39.5%		.1		.0395	Assume the % of Factor 6 as recommended by OFCCP. LBL has Technicians training which can be used for upward mobility.
Final Availability Factor						.2969 29.7%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-3

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.0045		Table 5A US DOL Manpower Stat. Data 1979 Low value due to required high technical skills.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A US DOL Manpower Stat. Data 1979 Systemic denial in society may be cause of unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.1		.0046		Table 5A & 5B US DOL Manpower Stat. Data 1979 Labor force includes skills.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.2		.0096		Table 8A US DOL Manpower Stat. Data 1979 Technical skills required - 3 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.2		.0066		Table 8A US DOL Manpower Stat. Data 1979 Technical skills required - 4 counties.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	14.5%		.2		.0290		LBL Workforce. 551 Report 7/9/79. Black feeder pool participation. This is a job filled also by internal promotion.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.6%		.05		.0023		Assume the % of Factor 3 as recommended by OFCCP. Experience is key factor.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	14.5%		.1		.0145		Assume the % of Factor 6 as recommended by OFCCP. LBL trains technicians for upward mobility.
Final Availability Factor					.0853 8.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III - Technicians

JOB GROUP CO-3

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.0070		Table 5A US DOL Manpower Stat. data 1979 - 4 counties Low value because high technical skills are required.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7		.1		.0167		Table 11A US DOL Manpower Stat. data 1979. High potential to unemployment being the result of systemic discrimination.
3. Percentage of minorities or females in total work force in the specific labor area	8.8		.1		.0088		Table 5A and 5B US DOL Manpower Stat. data 1979. Value given based on same basis as factor 2.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.8		.1		.0088		Table 8A US DOL Manpower Stat. data 1979. - 3 counties Technical skills required plus experience.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.8		.1		.0088		Table 8A US DOL Manpower Stat. data 1979. - 4 counties Greater value given because potential for recruiting Hispanics is greater in Santa Clara County.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8.3%		.2		.0166		LBL workforce 551 Report 7/9/79 - Hispanic feeder pool participation. Internal pool is underutilized since it is lower than factor 5.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.8%		.05		.0044		Assume the % of Factor 3 as recommended by OFCCP. Job is filled mostly by promotion.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	8.3%		.1		.0083		Assume the % of Factor 6 is recommended by OFCCP. LBL trains technicians for upward mobility but positions are limited.
Final Availability Factor					.1000 10%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III - Technicians

JOB GROUP CO-3

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		.05		.0030		Table 5A 1979 US DOL Manpower Data - 4 counties. Low value due to required high technical skills.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.05		.0025		Table 5A 1979 US DOL Manpower Data - 4 counties. Tech., except health. Low value due to required high technical skills.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.0023		Table 11A 1979 US DOL Manpower Data - Technicians, except health. Low value due to required high technical skills.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.2		.0204		Table 8A 1979 US DOL Manpower Data - Technicians, except health - 3 counties. Immediate recruitment area offers greater % of Asian participation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.1		.0084		Table 8A - 1979 US DOL Manpower Data - Technicians, except health - 4 counties. Entry level skills, experience is required.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12.5%		.4		.0500		LBL workforce 551. Report 7/9/79 - Asian and Native Americans feeder pool participation. LBL's Affirmative Action duty requires greater weight be given to internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.6%		.05		.0023		Assume the % of Factor 3 as recommended by OFCCP. Job is mostly filled by promotion.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12.5%		.1		.0125		Assume the % of Factor 6 as recommended by OFCCP. LBL has internal training available but positions are limited.
Final Availability Factor					.1015		
					10.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-4

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.05		.0227	Table 5A US DOL Manpower Stat. Data 1979. Technical skills plus experience are required.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		.0207	Table 11A US DOL Manpower Stat. Data 1979 Technical skills plus experience are required.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.1		.0454	Table 5A and 5B US DOL Manpower Stat. Data. 1979 Technical skills plus experience are required.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.3		.0408	Table 26A US DOL Manpower Stat. Data 1979. Skills are greater in immediate recruitment area.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.2		.0260	Table 26A US DOL Manpower Stat. Data 1979. Four county recruitment area has less female skill participation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		7.2%		.1		.0072	Female feeder pool participation. Only one female in the feeder pool of 97 employees showing underutilization.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		45.4%		.1		.0454	Assume % in Factor 3 as recommended by OFCCP. Skill plus working experience is required.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		7.2%		.1		.0072	Assume % in Factor 6 as recommended by OFCCP. LBL trains technicians for upward mobility.
Final Availability Factor						.2154	
						21.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-4

Please check:

Female ____ Hispanic ____
Black __X__ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.0045		Table 5A US DOL Manpower Data, 1979. Technicians, except health - 4 counties. Technical skills & experience required.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A US DOL Manpower Data, 1979. Because of systemic discrimination in society unemployment is a relevant factor.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.1		.0060		Table 5A US DOL Manpower Data, 1979. - 4 counties Labor force contains required skilled workers.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.2		.0096		Table 8A US DOL Manpower Data, 1979. - 3 counties Technicians, except health. 3 counties. Requisite skills important to entry jobs.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.1		.0033		Table 8A US DOL Manpower Data, 1979 - 4 counties Technicians, except health. 4 counties. Requisite skills important to entry jobs.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.2%		.2		.0184		LBL Workforce 551 Report 7/9/79 - Black feeder pool participation. Affirmative Action emphasis given to internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.0%		.05		.0030		Assume % in Factor 3 as recommended by OFCCP. These are mostly promotion jobs. Consequently experience is important.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.2%		.2		.0184		Assume % in Factor 6 as recommended by OFCCP. LBL has technician's training which can be used to train and promote more Blacks.
Final Availability Factor					.0774		
					7.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III - Technicians

JOB GROUP CO-4

Please check:

Female ____ Hispanic x
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.0070		Table 5A US DOL Manpower 1979. High skills are needed.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	8.8%		.0025		.0002		Table 5A 1979 US DOL Manpower 1979. High skills are needed.
3. Percentage of minorities or females in total work force in the specific labor area	4,6		.0025		.0023		Table 11A and 5B US DOL Manpower 1979. Emphasis placed in factors 4 and 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5		.2		.0170		Table 8A US DOL Manpower 1979, 3 counties. Greater emphasis given to factor 5.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8		.6		.0588		Table 8A US DOL Manpower 1979, 4 counties. Greater emphasis given to 4 counties since Hispanics have greater participation rate.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	5,1%		.0025		.0001		LBL workforce 551 Report - Hispanic feeder pool participation. Hispanics are underutilized in feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.6%		.0025		.0001		Assume % in Factor 3 as recommended by OFCCP - Greater value given factors 4 and 5 to exercise affirmative action.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	5.1%		.05		.0026		Assume % in Factor 6 as recommended by OFCCP. Greater value placed to factors 4 and 5 to exercise affirmative action.
Final Availability Factor					.0890		
					8.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians
JOB GROUP CO-4

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		.0025		.0002		Table 5A US DOL Manpower Data 1979. High technical skills required.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.0025		.0001		Table 11A US DOL Manpower Data 1979. Technicians, except health. - 3 counties. Greater value being placed in factor 4.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.0023		Table 5A US DOL Manpower Data 1979. Technicians, except health. 4 counties. Greater value being placed in factor 4.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.5		.0510		Table 8A US DOL Manpower Data 1979. Technicians, except health - 3 counties. Greater value due to underutilized internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.2		.0168		Table 8A US DOL Manpower Data 1979. Technicians, except health - 4 counties. Greater value due to underutilized internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	4.1%		.1		.0041		LBL workforce 551 Report 7/9/79. Asian and Native American feeder pool participation. Feeder pool is underutilized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.6%		.05		.0023		Assume % in factor 3 as recommended by OFCCP. Greater value placed in factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	4.1%		.05		.0021		Assume % in factor 6 as recommended by OFCCP. Greater value placed in factors 4 and 5.
Final Availability Factor					.1301		
					13.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians
JOB GROUP CO-5

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		.05		.0199	Greater value given to internal availability.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		.0414	Table 11A US DOL Manpower Data 1979 - 3 counties.
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		.1		.0398	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		38.5%		.2		.0770	Table 26A US DOL Manpower Stat. Data 1979. - Operatives, Service workers and Laborers.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		38.5%		.2		.0770	Factors 4 and 5 given greater value since job is an unskilled entry level job. Operatives, Service workers, and Laborers.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		60.6%		.2		.1212	Female participation in feeder pool Given same value as factors 4 and 5 because pool is well utilized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		38.5%		.05		.0193	Assume % of factor 5 as recommended by OFCCP - Emphasis placed on other more important factors.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		60.6%		.1		.0606	Assume % of factor 6 as recommended by OFCCP. LBL offers training for upward mobility after persons are in jobs.
Final Availability Factor						.4562	
						45.6%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians
JOB GROUP CO-5

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	13%		.05		.0065		Table 5A US DOL Manpower Data. 1979,3 counties. Greater value given to factors 4, 5 and 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		.05		.0096		Table 11A US DOL Manpower Data 1979 - 3 counties. Greater value given to factors 4, 5 and 6.
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		.05		.0057		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Greater value given to factors 4, 5 and 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	17.1%		.2		.0342		Table 8A Manpower Data 1979 for AA-EDD. Operatives, Service workers and Laborers. Greater value since skill % is greater than population.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	17.1%		.2		.0342		Same as above Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	22.8%		.2		.0456		Black participation in feeder pool. Well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	17.1%		.05		.0086		Assume % of factor 5 as recommended by OFCCP. Greater value given to factors 4, 5 and 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	22.8%		.2		.0456		Assume % of factor 6 as recommended by OFCCP. Value given based on LBL's training opportunities available.
Final Availability Factor					.1900 19%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians
JOB GROUP CO-5

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	12%		.05		.0060		Table 5A US DOL Manpower Data 1979 - 3 Co's. Value emphasis given to factors 4 & 5.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		.2		.0262		Table 11A-US DOL Manpower Data 1979 - 3 Co's. Entry level job, unemployment rate may be consequence of systemic denial in society.
3. Percentage of minorities or females in total work force in the specific labor area	11.2%		.0025		.0003		Table 5A & 5B US DOL Manpower Data 1979 - 3 Co's.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.0%		.35		.0560		Table 8A, 1979 Manpower Information for AA-EDD - Operatives service workers and laborers. Greater value as an affirmative action effort.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16.0%		.35		.0560		Same as above Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.2%		.05		.0046		Hispanic participation in feeder pool. Feeder pool is underutilized, lesser value given.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	16%		.05		.0080		Assume % of factor 5 as recommended by OFCCP. Greater value given to factors 4 & 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.2%		.0025		.0046		Assume % of factor 6 as recommended by OFCCP. Underutilization in feeder pool, therefore, must give lesser value.
Final Availability Factor					.1617 16.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-5

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	8%		.0025		.0002		Table 5A, US DOL Manpower Data 1979 - 3 Co's.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		.0025		.0001		Table 11A, US DOL Manpower Data 1979 - 3 Co's.
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		.0025		.0002		Tables 5A & 5B US DOL Manpower Data 1979-3 CO's.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	11.2%		.4		.0448		Table 8A - US DOL Manpower Data 1979 Operatives, service workers, laborers.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	11.2%		.4		.0448		Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.0%		.05		.0045		Asian/other participation in feeder pool underutilized feeder pool because it is less than skill availability. (F 4 & 5)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	11.2%		.0025		.0003		Assume % of factor 5 as recommended by OFCCP. Greater value given to factors 4 & 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.0%		.05		.0045		Assume % of factor 6 as recommended by OFCCP. Greater value given to factors 4 & 5.
Final Availability Factor					.0994 *11.2%		Since population is less than skill availability, LBL as an affirmative action effort establishes skill availability as final availability although 8 factor analysis results in less.

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians
JOB GROUP CO-6

Please check:
Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		.0454	Table 5A and 5B US DOL Manpower Data 1979. Greater emphasis placed on factors 4 and 5 which reflect skilled workers.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.025		.0104	Table 11A US DOL Manpower Data 1979. Emphasis placed on factors 4 and 5 which reflect skilled workers.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		.0227	Table 5A and 5B US DOL Manpower Data 1979. Because of past societal denial of opportunities women are not participating in technician's skill.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.3		.0408	Table 26A 1979 US DOL Manpower Data 1979. Technician, except health - 3 counties. Greater value due to need for skilled workers at levels other than apprentices.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.3		.0408	Table 26A 1979 US DOL Manpower Data 1979. Technician, except health - 4 counties. Greater value due to need for skilled workers at levels other than apprentices.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		62.6%		.1		.0621	Female feeder pool. Participation for apprenticeship position only.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.025		.0033	Assume % in factor 5 as recommended by OFCCP. Greater emphasis places on factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		62.6%		.1		.0626	Assume % in factor 6 as recommended by OFCCP. LBL has training programs that can be used to improve women participation in non-traditional jobs.
Final Availability Factor						.2881 28.8%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-6

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.0045		Table 5A 1979 DOL Manpower Data - 4 counties. Emphasis placed on internal pool instead of population as an affirmative action effort.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A 1979 DOL Manpower Data - 4 counties. Unemployment may be the result of systemic denial of opportunities in society.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.1		.0060		Table 5A and 5B 1979 DOL Manpower Data - 4 counties. Skill availability reflected in workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.15		.0072		Table 8A 1979 US DOL Manpower Data Technicians,except health - 3 counties. Skill availability low because of past denial of opportunities by all industry.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.1		.0033		Table 8A 1979 US DOL Manpower Data Technicians,except health - 4 counties. Skill availability low because of past denial of opportunities by all industry.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	24%		.25		.06		LBL 551 report 7/9/79. Black feeder pool participation.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		.05		.0017		Assume % factor 5 as recommended by OFCCP. Greater emphasis placed on factor 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	24%		.2		.0480		Assume % factor 6 as recommended by OFCCP. LBL has training programs that can be utilized to increase opportunities for minorities and females.
Final Availability Factor					1449 14.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-6

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.0070		Table 5A - 1979 DOL Manpower Data - 4 counties. Emphasis placed on internal pool instead of population as an affirmative action effort.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		.0167		Table 11A 1979 DOL Manpower Data - 4 counties. Unemployment may be the result of systemic denial of opportunities in society.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.0088		Table 5A and 5B 1979 DOL Manpower Data - 4 counties. Skill availability reflected in workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.1		.0085		Table 8A - US DOL Manpower Data 1979. Technicians, except health. 3 counties - greater value given to factor 5 because Santa Clara County enhances % of participation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.2		.0196		Table 8A - US DOL Manpower Data 1979. Technicians, except health. 4 counties. Greater value given due to higher % of skill participation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.8%		.2		.0196		LBL Workshop 551 Report 1979. Hispanic in feeder pool participation. Greater value given to present employees who can be promoted.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		.05		.0049		Assume % in factor 5 as recommended by OFCCP. Greater value on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.8%		.2		.0196		Assume % in factor 6 as recommended by OFCCP. LBL has training programs that can be utilized to increase opportunities for minorities and women.
Final Availability Factor					.1047		
					10.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-6

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.0030		Table 5A 1979 DOL Manpower Data. Emphasis placed on internal pool instead of population as an affirmative action effort.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.025		.0012		Table 11A 1979 DOL Manpower Data. Emphasis given to factors 4, 6 and 8.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.025		.0012		Table 5A and 5B 1979 DOL Manpower Data. Emphasis given to factors 4, 6 and 8.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.25		.0255		Table 8A - 1979 US DOL Manpower Data; Technicians,except health - 3 counties. Emphasis placed because skill availability in 3 counties is greater than 4 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.1		.0084		Table 8A 1979 US DOL Manpower Data; Technicians, except health - 4 counties. Greater emphasis given to factor 6.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	10.3%		.3		.0309		LBL 551 report 7/9/79 Asian and Native American feeder pool participation. Greater value given as an affirmation action effort.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		.05		.0042		Assume % of factor 5 as recommended by OFCCP. Minimal consideration because of greater value given to factor 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	10.3%		.2		.0206		Assume % of factor 6 as recommended by OFCCP. LBL has training programs that can be utilized to increase opportunities for minorities & women.
Final Availability Factor					.0950		
					9.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 7

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		.0454	Table 5A 1979 DOL Manpower Data Emphasis placed on Factors 4 & 5
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		.0207	Table 11A --1979 DOL Manpower Data. 4 cos. Same as Factor 1(b).
3. Percentage of minorities or females in total work force in the specific labor area		45.4		.05		.0227	Tables 5A & 5B--1979 DOL Manpower Data Same as Factor 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.3		.0408	Table 26A 1979 US DOL Manpower Data Technicians Except Health 1979-3 cos. Greater value given since internal pool is underutilized.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.3		.0408	Table 26A 1979 US DOL Manpower Data --Technicians Except Health 1979-4 cos. Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		7.7%		.1		.0077	LBL workforce 551 Report 7/9/79 Female feeder pool participation shows underutilization. Greater value given to Factors 4 & 5.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		0		0	Assume % in Factor 3 as recommended by OFCCP. No value given since this job group is fed from CO-6. Emphasis placed on Factors 4 & 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		7.7%		.1		.0077	Assume % in Factor 6 as recommended by OPCCP. LBL has training programs that can be used for minorities and females.
Final Availability Factor						.1858 18.6%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 7

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.0045		Table 5A--1979 US DOL Manpower Data Emphasis placed on internal pool.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A--1979 US DOL. Unemployment may be the result of systemic denial of opportunities by society at large.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.1		.0060		Table 5A--1979 US DOL Manpower Data. Skill availability reflected in work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.1		.0048		Table 8A--1979 DOL Manpower Data--Technicians Except Health 3 Co. Skill availability low. Emphasis placed on Factor 6.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.05		.0017		Table 8A--1979 DOL Manpower Data--Technicians Except Health-4 Co. Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	7.7%		.4		.0308		LBL workforce 551 Report 7/9/79--Black feeder pool. Emphasis on feeder pool as affirmative action effort.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		0		--		Assume % in Factor 5 as recommended by OFCCP. No value given since this job group is fed by CO 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	7.7%		.2		.0154		Assume % on Factor 6 as recommended by OFCCP. LBL has training programs that can be used for minorities and women.
Final Availability Factor					.0774		
					7.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 7

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.0070		Table 5A--1979 US DOL Manpower Data--4 Co's. Emphasis placed on Factors 4 & 5.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		.0167		Table 11A--1979 US DOL Manpower Data--4 Co's. Same as Factor 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.0088		Table 5A & 5B--1979 US DOL Manpower Data 4 Co's.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.2		.0170		Table 8A DOL Manpower Data 1979--Technicians Except Health-3 Co's. Greater value on Factor 5 since area includes Santa Clara County.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.35		.0343		Table 8A 1979 DOL Manpower Data--Technicians except Health-4 Co's.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	6.0%		.1		.006		LBL workforce 551 Report 7/9/79--Hispanic participation in feeder pool. Hispanics are underutilized in feeder pool. Greater value to Factor 5.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		0		--		Assume % in Factor 5 as recommended by OFCCP. No value given since this job group is fed by CO-6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	6.0%		.1		.006		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can be used to train minorities and females.
Final Availability Factor					.0958		
					9.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 7

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		.05		.0030		Table 5A--1979 US DOL Manpower Data--4 Co's Emphasis placed on Factors 4 & 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.05		.0025		Table 11A--1979 US DOL Manpower Data--4 Co's Same as Factor 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.0023		Table 5A & 5B--1979 US DOL Manpower Data--4 Co's Same as factor 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.6%		.3		.0306		Table 8A US DOL Manpower Data--1979--Technicians except Health-3 Co's. Greater value because of higher % of skill participation.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.15		.0126		Table 8A US DOL Manpower Data 1979--Technicians except Health-4 Co's. Greater value given to Factors 4 & 6.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	6.8%		.2		.0136		LBL workforce 551 Report 7/9/79 Asian & Native American in feeder pool participation. Skill availability greater than feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		0		--		Assume % in Factor 5 as recommended by OFCCP-- No value since CO 6 is feeder pool to this job group.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	6.8%		.2		.0136		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can be used to train minorities and females.
Final Availability Factor					.0782 / 7.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 8

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.025		.0114	Table 5A--US DOL Manpower Data 1979 Greater emphasis placed on Factors 4 & 5
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.025		.0104	Table 11A--US DOL Manpower Data 1979 Same as Factor 1(a)
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.025		.0114	Greater emphasis placed on Factors 4 & 5
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.3		.0408	Table 26A--1979 US DOL Manpower Data Technicians except Health. 3 Co's Same as Factor 5
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.3		.0408	Table 26A--1979 US DOL Manpower Data. Technicians except Health. 4 Co's. Greater value given since feeder pool is underutilized.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		10.7%		.1		.0107	LBL workforce, 551 Report 7/9/79--Female in feeder participation. Females are under utilized in feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.025		.0033	Assume % in Factor 5 as recommended by OFCCP. Jobs in job group are at the top of a progression line which requires experience.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		10.7%		.2		.0214	Assume % in Factor 6 as recommended by OFCCP. Emphasis on LBL training since present incumbents were mostly trained by LBL.
Final Availability Factor						.1502	
						15.0%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 8

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.0045		Table 5A--US DOL Manpower Data 1979 Greater value placed on Factor 6
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A--US DOL Manpower Data 1979 Unemployment may be the result of systemic denial of opportunities by society at large.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.1		.0060		Table 5A & 5B--US DOL Manpower Data 1979. Skill availability reflected in workforce.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.15		.0072		Table 8A--US DOL Manpower Data--Technicans except Health. 3 Co's. Skill availability reflects systemic problems. Greater value placed on Factor 6.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.1		.0033		Table 8A--US DOL Manpower Data. Technicians except Health. 4 Co's. Same as Factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8.1%		.4		.0324		LBL workforce, 551 Report 7/9/79--Black feeder pool participation. Emphasis on feeder pool as affirmative action effort.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		0		0		Assume the % in Factor 5 as recommended by OFCCP. Greater value given to Factor 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	8.1%		.2		.0324		Assume the % in Factor 6 as recommended by OFCCP. LBL has training programs that can be used for minorities and women.
Final Availability Factor					.1000		
					.10%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 8

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.0070		Table 5A--US DOL Manpower Data 1979--4 Co's Emphasis placed on skill availability
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		.0167		Table 11A--US DOL Manpower Data 1979--4 Co's. Systemic denial of opportunities in society may be contributing to unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.0088		Table 5A & 5B--US DOL Manpower Data 1979--4 Co's. Greater emphasis placed on Factors 4 & 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.2		.0170		Table 8A--US DOL Manpower Data 1979--Technicians except Health. 3 Co's. Greater value given since feeder pool is underutilized.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.25		.0245		Table 8A--US DOL Manpower Data 1979. Technicians except Health. 4 Co's. Same as Factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	3.0%		.15		.0045		LBL workforce, 551 Report 7/9/79--Hispanic feeder pool participation. Feeder pool is seriously underutilized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		0		0		Assume % in Factor 5 as recommended by OFCCP Greater value placed on Factor 5
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	3.0%		.15		.0045		Assume % in Factor 6 as recommended by OFCCP. LBL training in the past can assist minorities and women.
			Final Availability Factor		.0830		
					8.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 8

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		.05		.0030		Table 5A--US DOL Manpower Data 1979 Emphasis placed on Factors 4, 5, & 6
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.025		.0012		Table 11A--US DOL Manpower Data 1979 Same as 1(a) above
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.025		.0012		Table 5A & 5B--US DOL Manpower Data 1979 Same as 1(a) above
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.2		.0204		Table 8A--1979 US DOL Manpower Data. Technicians except Health. 3 Co's. Greater value given to Factor 6 which is internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.2		.0168		Table 8A--1979 US DOL Manpower Data Technicians except Health. 3 Co's. Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	7.3%		.3		.0219		LBL workforce, 551 Report 7/9/79--Asians and Native Americans in feeder pool. Greater value given due to progression line requirements for experience.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		0				Assume % in Factor 5 as recommended by OFCCP. No value, experience at lower level is controlling criteria.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	7.3%		.2		.0146		Assume % in Factor 6 as recommended by OFCCP. LBL training programs have trained in the past and can be used to train minorities and women.
Final Availability Factor					.0791 7.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-9

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.025		.0114	Table 5A 1979 US DOL Manpower Data, 4 counties. Greater emphasis placed on factors 4 and 5.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.025		.0104	Table 11A 1979 US DOL Manpower Data, 4 counties. Greater emphasis placed on factors 4 and 5.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.025		.0114	Table 5A and 5B US DOL Manpower Data. Greater emphasis placed on factors 4 and 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.45		.0612	Table 8A US DOL Manpower Data, 1979. Technicians, except health - 3 counties. Greater value given due to low utilization in feeder pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.35		.0455	Table 8A US DOL Manpower Data, 1979. Technicians, except health - 4 counties. Greater value given due to low utilization in feeder pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		6.2%		.05		.0031	LBL Workforce 551 Report 7/9/79. Female feeder pool participation. Females are underutilized in feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0		.025		.0033	Assume % in factor 5 is recommended by OFCCP. Greater value placed on factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		6.2%		.05		.0031	Assume % in factor 6 as recommended by OFCCP. LBL's training can provide upward mobility to minorities and women.
Final Availability Factor						.1494	
						15%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III - Technicians
JOB GROUP CO-9

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.0045		Table 5A - 1979 US DOL Manpower Data, 4 counties. Greater value placed on factor 6.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A - 1979 US DOL Manpower Data, 4 counties. Systematic denial of employment opportunities in society may be factor in unemployment.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.1		.0060		Table 5A and 5B 1979 US DOL Manpower Data, 4 counties. Systematic denial of employment opportunities in society may be factor in unemployment.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.15		.0072		Table 8A US DOL Manpower Data, 1979. Technicians, except health - 3 counties. Skill availability reflects systematic practices. Greater value placed on factor 6.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.1		.0033		Table 8A US DOL Manpower Data, 1979. Technicians, except health - 4 counties. Skill availability reflects systematic practices. Greater value placed on factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	6.2%		.4		.0248		LBL Workforce 551 Report 7/9/79. Black feeder pool participation. Greater value given because promotion into this job is a high possibility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		.0		0		Assume % in factor 6 as recommended by OFCCP. Greater emphasis placed on factor 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	6.2%		.2		.0248		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can be used for minorities and women.
Final Availability Factor					.0848		
					8.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-9

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.0070		Table 5A - 1979 DOL Manpower Data, 4 counties. Greater value placed on other factors.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		.0167		Table 11A 1979 US DOL Manpower Data, 4 counties. Greater value placed on other factors.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.0088		Table 5A and 5B 1979 US DOL Manpower Data, 4 counties. Greater value placed on other factors.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.2		.0170		Table 8A 1979 US DOL Manpower Data. Technician, except health - 3 counties. Similar value with factors 5 and 6.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.2		.0196		Table 8A 1979 US DOL Manpower Data. Technician, except health - 3 counties. Similar value with factors 5 and 6.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	6.9%		.2		.0138		LBL Workforce - 551 Report 7/9/79. Hispanic feeder pool participation. Similar value as factors 4 and 5.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		0		-		Assume % in factor 5 as recommended by OFCCP. No value since this job group requires extensive experience after training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	6.9%		1.5		.0104		Assume % in factor 6 as recommended by OFCCP. LBL training can assist minorities and females in qualifying for these jobs.
Final Availability Factor					.0933		
					9.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-9

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.0030		Table 5A - 1979 US DOL Manpower Data, 4 counties. Emphasis placed on factors 4, 5 and 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.025		.0012		Table 11A - 1979 US DOL Manpower Data, 4 counties. Emphasis placed on factors 4, 5 and 6.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.025		.0012		Table 5A and 5B 1979 US DOL Manpower Data, 4 counties. Emphasis placed on factors 4, 5 and 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.2		.0204		Table 8A US DOL Manpower Data, 1979. Technicians, except health - 3 counties. Greater value given to factor 6 due to experience requirements.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.2		.0168		Table 8A US DOL Manpower Data, 1979. Technicians, except health - 4 counties. Greater value given to factor 6 due to experience requirements.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	5.0%		.3		.0150		LBL Workforce 551 Report 7/9/79. Asian and Native American feeder pool participation. Greater value given due to high experience requirements at lower levels.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		-				Assume % in factor 6 as recommended by OFCCP. No value since experience at lower levels is controlling.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	5.0%		.2		.0100		Assume % in factor 6 as recommended by OFCCP. LBL has trained present incumbents. Same can be done for minorities and females.
	Final Availability Factor				.0676		
					6.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-10

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		.0454	Table 5A - 1979 US DOL Manpower Data - 4 counties. Emphasis placed on factors 4 and 5.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.025		.0104	Table 11A - 1979 US DOL Manpower Data - 4 counties. Emphasis placed on factors 4 and 5.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		.0227	Tables 5A and 5B 1979 US DOL Manpower Data, 1979. Technicians, except health - 3 counties. Greater emphasis given to recruitment from outside.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.3		.0408	Table 8A US DOL Manpower Data 1979. - Technicians, except health. 4 counties. Greater emphasis given to recruitment from outside.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.3		.0408	Table 8A US DOL Manpower Data 1979 - Technicians, except health - 4 counties. Greater emphasis given to recruitment from outside.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		59%		.1		.0621	Female participation in the feeder pool. Women employees have not shown interest in transferring to blue collar jobs.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.025		.0033	Assume % of factor 5 as recommended by OFCCP. Greater value given to other factors.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		59%		.1		.0626	Assume % of factor 6 as recommended by OFCCP. LBL training programs can train minorities and females.
Final Availability Factor						.2881 / 28.8%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-10

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.0045		Table 5A - 1979 US DOL Manpower Data - 4 counties. Emphasis placed on internal pool.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 5A - 1979 US DOL Manpower Data - 4 counties Emphasis placed on internal pool.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.1		.0060		Table 5A - 1979 US DOL Manpower Data - 4 counties. Emphasis placed on internal pool.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.15		.0072		Table 8A - US DOL Manpower Data, 1979. Technicians, except health - 3 counties. Low skills participation requires greater value on factor 6.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.1		.0033		Table 8A - US DOL Manpower Data, 1979. Technician, except health - 4 counties. Low skills participation requires greater value on factor 6.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	22.6%		.25		.0565		Black participation in feeder pool. Greater value given as an affirmative action effort.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		.05		.0017		Assume % of factor 5 as recommended by OFCCP - Greater value given to factor 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	22.6%		.2		.0480		Assume % of factor 6 as recommended by OFCCP. LBL training programs can train minorities and females.
Final Availability Factor					.1414		
					14.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-10

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.0070		Table 5A 1979 US DOL Manpower Data - 4 counties. Emphasis placed on internal pool factor 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		.0167		Table 11A 1979 US DOL Manpower Data - 4 counties. Unemployment may be the result of systematic denial of opportunities in society.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.0088		Table 5A and 5B US DOL Manpower Data - 4 counties. Skill availability reflected on work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.1		.0085		Table 8A - US DOL Manpower Data - 1979. Technicians, except health - 3 counties. Greater value given to factor 5 because % of participation is greater.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.2		.0196		Same source as above - 4 Counties. Greater value given due to higher % of Hispanic skill participation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.3%		.2		.0186		Hispanic participation in feeder pool. Greater value given to internal feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		.05		0049		Assume % of factor 5 as recommended by OFCCP. Greater value on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.3%		.2		.0196		Assume % of factor 6 as recommended by OFCCP. LBL has training programs that can be utilized to increase opportunities for minorities and women.
Final Availability Factor					.1037		
					10.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-10

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.0030		Table 5A - 1979 US DOL Manpower Data 4 counties. Emphasis placed on internal pool.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.025		.0012		Table 11A 1979 US DOL Manpower Data, 4 counties. Emphasis placed on internal pool.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.025		.0012		Table 5A and 5B - 1979 US DOL Manpower Data, 4 counties. Emphasis placed on internal pool.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.25		.0255		Table 8A - 1979 US DOL Manpower Data - Technicians, except health - 3 counties. Greater value given to internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.1		.0084		Table 8A - 1979 US DOL Manpower Data - Technicians, except health - 4 counties. Greater value given to internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.7%		.3		.0291		Asian/Others participation in feeder pool. Feeder pool is well utilized offering maximum potential for upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		.05		.0042		Assume % of factor 5 as recommended by OFCCP. Greater emphasis on factor 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.7%		.2		.0194		Assume % of factor 6 as recommended by OFCCP. LBL has training programs that can be used to train members of feeder pool.
Final Availability Factor					.0920		
					9.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 11

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		.0454	Table 5A--1979 US DOL Manpower Data--4 Co's. Emphasis placed on Factor 6
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.025		.0104	Table 11A--1979 US DOL Manpower Data--4 Co's Emphasis placed on Factor 6
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		.0227	Table 5A & 5B--1979 US DOL Manpower Data--4 Co's. Skilled workforce included.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.15		.0204	Table 8A--1979 US DOL Manpower Data--Technicians except Health--3 Co's. Greater value placed in Factor 6.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.15		.0195	Table 8A--1979 US DOL Manpower Data--Technicians except Health--4 Co's Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		28.1%		.3		.0843	LBL workforce 551 Report 7/9/79--Female feeder pool participation. Greater value since feeder pool is CO 10 which is entry into line of progression.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.025		.0033	Assume % in Factor 5 as recommended by OFCCP. Emphasis given to Factor 6
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		28.1%		.2		.0562	Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and females.
Final Availability Factor						.2622	
						26.2%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 11

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.0045		Table 5A--1979 US DOL Manpower Data--4 Co's Emphasis placed on Factor 6
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A--1979 US DOL Manpower Data--4 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.1		.006		Tables 5A & 5B--1979 US DOL Manpower Data--4 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.15		.0072		Table 8A--1979 US DOL Manpower Data--Technicians. Except Health--3 Co's. Skill availability reflects systemic denial of Employment opportunities in soc. Emphasis placed on internal pool Co 10.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.1		.0033		Same as above, except 4 Co's Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	18.7%		.25		.0468		LBL workforce 551 Report 7/9/79--Black feeder pool participation. Pool is well utilized. Greater value given.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		.05		.0017		Assume % in Factor 5 as recommended by OFCCP. Emphasis on Factor 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	18.7%		.2		.0374		Assume % in Factor 5 as recommended by OFCCP. LBL has training programs that can train minorities and females.
Final Availability Factor					.1616 16.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 11

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.0070		Table 5A--1979 US DOL Manpower Data--4 Co's Emphasis on Factor 6
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		.0167		Table 11A--1979 US DOL Manpower Data--4 Co's. Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.0088		Table 5A & 5B--1979 US DOL Manpower Data--4 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.1		.0085		Table 8A--US DOL Manpower Data 1979--Technicians except Health--3 Co's Same as 1(a)
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.1		.0098		Same as above except 4 Co's Same as 1(a)
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12.5%		.3		.0375		LBL workforce 551 Report 7/9/79--Hispanic feeder pool participation. Well utilized pool provides for good upward mobility from Co 10.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		.05		.0049		Assume % in Factor 5 as recommended by OFCCP-- Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12.5%		.2		.0250		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					.1182		
					11.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 11

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6.0%		.05		.0030		Table 5A--1979 US DOL Manpower Data Emphasis placed on Factor 6
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.05		.0025		Tables 11A-1979 US DOL Manpower Data--4 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	4.6		.1		.0046		Tables 5A & 5B--1979 US DOL Manpower Data--4 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.15		.0153		Table 8A--1979 US DOL Manpower Data--Technicians except Health--3 Co's. Greater weight given to internal pool CO 10.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.1		.0084		Same as above except 4 Co's Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12.5%		.3		.0375		LBL workforce 551 Report 7/9/79--Asian and Native American feeder pool participation. Well utilized pool allows for upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		.05		.0042		Assume % in Factor 5 as recommended by OFCCP. Emphasis on Factor 6
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12.5%		.2		.0250		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					.1005 10.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians
JOB GROUP CO 12

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		.0454	Table 5A--1979 US DOL Manpower Data--4 Co's Greater emphasis given to Factors 4, 5, & 6
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.025		.0104	Table 11A--1979 DOL Manpower Data--4 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		.0227	Table 5A--1979 US DOL Manpower Data--4 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.2		.0272	Table 8A--1979 US DOL Manpower Data--Techinicians except Health. 3 counties
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.2		.0260	Table 8A--1979 US DOL Manpower Data--Technicians except Health--4 Co's.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		8.2%		.3		.0246	LBL workforce. 551 Report 7/9/79. Female feeder pool participation. Greater value given because jobs are at the top of a progression line where experience at lower levels mandatory.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.025		.0033	Assume % in Factor 5 as recommended by OFCCP. Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		8.2		.15		.0082	Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can be utilized to train minorities and females.
Final Availability Factor						.1684 / 16.8%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians
JOB GROUP CO 12

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.0045		Table 5A--1979 US DOL Manpower Data -- 4 Co's Greater emphasis placed on Factor 6
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A--1979 US DOL Manpower Data-- 4 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.1		.006		Table 5A--1979 US DOL Manpower Data--4 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.15		.0072		Table 8A--1979 US DOL Manpower Data Technicians except Health. 3 Co's. Skill availability too low. Greater emphasis on Factor 6
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.1		.0033		Table 8A--1979 US DOL Manpower Data Technicians except Health--4 Co's. Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.3%		.3		.0279		LBL workforce. 551 Report 7/9/79. Black feeder pool participation. Greater value given because jobs are at top of line of progression. Experience at lower levels is mandatory.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		0		--		Assume % in Factor 5 as recommended by OFCCP. Greater emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.3%		.2		.0186		Assume % in Factor 6. LBL has training programs that can be utilized to train minorities and women.
Final Availability Factor					.0817		
					8.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 12

Please check:

Female ____ Hispanic __X__
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.0070		Table 5A--1979 US DOL Manpower Data--4 Co's Emphasis placed on Factors 4, 5, & 6
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		.0167		Table 11A--1979 US DOL Manpower Data--4 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.05		.0044		Table 5A & 5B--1979 US DOL Manpower Data--4 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.2		.0170		Table 8A--1979 US DOL Manpower Data--Technician except Health--3 Co's. Skills are important to progress in line of progression.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.3		.0294		Table 8A--1979 US DOL Manpower Data. Technicians except Health--4 Co's. Greater value due to greater Hispanic participation in Santa Clara County.
6. Percentage of minorities or females promotable and transferable witnin the contractor's organization in the specified labor area	5.2%		.2		.0104		LBL workforce 551 Report 7/9/79--Hispanic Feeder pool participation--Experience at lower levels necessary to move upward.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		0		--		Assume % in Factor 5 as recommended by OFCCP. Emphasis given to internal training
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	5.2%		.1		.0052		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					.0901		
					9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 12

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6.0%		.05		.0030		Table 5A--1979 US DOL Manpower Data Emphasis on Factors 4 & 6
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.05		.0025		Table 11A--1979 US DOL Manpower Data Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.0023		Table 5A 1979 US DOL Manpower Data Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.3		.0306		Table 8A--1979 US DOL Manpower Data. Technicians except Health--3 Co's. Skills rate is greater than population. Better Asian % rate in 3 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.15		.0126		Same as above--except 4 Co's. Greater value given to Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	4.1%		.2		.0136		LBL workforce 551 Report 7/9/79--Asian and Native American in feeder pool participation. Experience at lower levels necessary for promotion.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		--		--		Assume % in Factor 5 as recommended by OFCCP. Emphasis is on internal training opportunities
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	4.1%		.2		.0136		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					.0782 7.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 13

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		.0454	Table 5A--1979 US DOL Manpower Data--4 Co's. Emphasis placed on internal pool, (F6) & internal training
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		.0414	Table 11A--1979 US DOL Manpower Data--4 Co's Same as 1(b)
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.1		.0454	Table 5A & 5B--1979 US DOL Manpower Data-- 4 Co's Same as 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.1		.0136	Table 26A--1979 US DOL Manpower Data--Technicians except Health--3 Co's Same as 1(b)
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.1		.0130	Table 26A--1979 US DOL Manpower Data--Technicians except Health--4 Co's Same as 1(b)
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		19.3%		.2		.0386	LBL workforce 551 Report 7/9/79--Female feeder pool participation. Internal pool greater than skill availability.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.1		.0130	Assume % in Factor 5 recommended by OFCCP. Same as 1(b)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		19.3%		.2		.0386	Assume % in Factor 6 as recommended by OFCCP. LBL training programs can train minorities and women.
Final Availability Factor						.1974	
						19.7%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 13

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9.0%		.05		.0045		Table 5A--1979 US DOL Manpower Data--4 Co's. Emphasis placed on internal pool & internal training.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A--1979 US DOL Manpower Data--4 Co's. Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.05		.0030		Table 5A--1979 US DOL Manpower Data--4 Co's. Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.1		.0048		Table 8A--1979 US DOL Manpower Data. Technicians except Health. 3 Co's. Same as 1(a)
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.05		.0017		Table 8A--1979 US DOL Manpower Data. Technicians except Health. 3 Co's. Same as 1(a)
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	10.2%		.3		.0306		LBL workforce, 551 Report 7/9/79--Black feeder pool participation. Internal pool greater than population.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		.05		.0017		Assume % in Factor 5 as recommended by OFCCP. Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	10.2%		.3		.0306		Assume % in Factor 6 as recommended by OFCCP. LBL training programs can train minorities and women.
Final Availability Factor					.0911		
					9.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 13

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.0070		Table 5A--1979 US DOL Manpower Data--4 Co's. Emphasis placed on Factors 5 & 6 since a degree of technical skill is required.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		.0167		Table 11A--1979 US DOL Manpower Data--4 Co's. Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.0088		Table 5A & 5B--1979 US DOL Manpower Data--4 Co's. Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.05		.0043		Table 8A--1979 US DOL Manpower Data. Technicians except Health. 3 Co's. Higher value placed on Factor 5 which includes Santa Clara County.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.2		.0196		Table 8A--1979 US DOL Manpower Data. Technicians except Health. 4 Co's. Value placed on skills because they are necessary to perform job.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.1%		.2		.0182		LBL workforce, 551 Report 7/9/79--Hispanic feeder pool participation. Internal pool given equal value as Factor 5 to enhance promotional oppoertunities.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		.1		.0098		Assume % in Factor 5 as recommended by OFCCP. Internal training given higher value.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.8%		.1		.0098		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					.0942		
					9.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III Technicians

JOB GROUP CO 13

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		.05		.003		Table 5A--1979 US DOL Manpower Data--4 Co's. Emphasis placed on internal pool (F6) and internal training (F8).
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.05		.0025		Table 11A--1979 US DOL Manpower Data--4 Co's. Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.0023		Table 5A & 5B--1979 US DOL Manpower Data--4 Co's. Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2		.1		.0102		Table 8A--1979 US DOL Manpower Data. Technicians except Health. 3 Co's. Same as 1(a)
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.1		.0084		Table 8A--1979 US DOL Manpower Data. Technicians except Health. 4 Co's. Same as 1(a)
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	17.0%		.3		.0510		LBL workforce, 551 Report 7/9/79--Asian and Native American feeder pool participation. Feeder pool well utilized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		.05		.0042		Assume % in Factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	17.0%		.3		.0510		Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
	Final Availability Factor				.1328		
					13.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-14

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	Table 5A - 1979 US DOL Manpower Data, 4 counties. Emphasis placed on factor 6.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		4.14	Table 11A - 1979 US DOL Manpower Data, 4 counties. Emphasis placed on factor 6.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		4.54	Table 5A - 1979 US DOL Manpower Data, 4 counties. Emphasis placed on factor 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.1		1.36	Table 26A 1979 US DOL Manpower Data. Technician, except, health. 3 counties. Emphasis placed on factor 6.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.1		1.30	Table 26A 1979 US DOL Manpower Data. Technician, except health. 4 counties. Emphasis placed on factor 6.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		33.8%		.3		10.14	LBL workforce 551 Report 7/9/79 - Female feeder pool participation. Emphasis is on promotions since internal pool has reasonable representation.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.05		.65	Assume % in factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		33.8		.2		6.76	Assume % in factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor						33.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-14

Please check:

Female ____ Hispanic ____
Black __X__ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		Table 5A - 1979 US DOL Manpower Data - 4 counties. Emphasis placed on factors 6 and 8.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		Table 11A - 1979 US DOL Manpower Data - 4 counties. Emphasis placed on factors 6 and 8.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.05		.30		Table 5A and 5B 1979 US DOL Manpower Data - 4 counties. Emphasis placed on factors 6 and 8.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	13.6%		.15		2.04		Table 8A 1979 US DOL Manpower Data. Technicians, except health. 3 counties. Emphasis placed on factors 6 and 8.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	13.0%		.15		1.95		Table 8A 1979 US DOL Manpower Data. Technicians, except health. 4 counties. Emphasis placed on factors 6 and 8.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	17%		.2		3.40		LBL workforce 551 Report 7/9/79 - Black feeder pool participation. Emphasis on promotion since internal pool is well utilized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13.0%		.1		1.30		Assume % in factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	17%		.2		3.40		Assume % in factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					14.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-14

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.70		Table 5A 1979 US DOL Manpower Data, 4 counties. Emphasis on factor 5.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		Table 11A 1979 US DOL Manpower Data, 4 counties. Emphasis on factor 5.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.88		Table 5A 1979 US DOL Manpower Data, 4 counties. Emphasis on factor 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.1		.85		Table 8A 1979 US DOL Manpower Data. Technicians, except health. 3 counties - factor 5 offer greater opportunities to Hispanics.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.3		2.94		Table 8A 1979 US DOL Manpower Data. Technicians, except health - 4 counties. Greater value since internal pool is underutilized.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	4.2%		.025		.11		LBL workforce. 551 Report 7/9/79 - Hispanic feeder pool participation. Underutilized feeder pool, less value given.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		.2		1.96		Assume % in factor 5 as recommended by OFCCP. High existence of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	4.2%		.025		.11		Assume % in factor 6 as recommended by OFCCP. Underutilized feeder pool. Emphasis placed on factor 5.
Final Availability Factor					10.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-14

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.30		Table 5A - 1979 US DOL Manpower Data, 4 counties. Emphasis placed on factors 4, 5 and 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.05		.25		Table 11A - 1979 US DOL Manpower Data, 4 counties. Emphasis placed on factors 4, 5 and 6.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.23		Table 5A and 5B 1979 US DOL Manpower Data, 4 counties. Emphasis placed on factors 4, 5 and 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.2		2.04		Table 8A. 1979 US DOL Manpower Data. Technicians, except health. 3 counties, external and internal recruitment sources given similar value.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.2		1.68		Table 8A 1979 US DOL Manpower Data. Technicians, except health. 4 counties, external and internal recruitment sources given similar value.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	15%		.2		3.00		LBL Workforce - 551 Report 7/9/79. Asian and Native Americans feeder pool participation. Well utilized internal pool allows for promotions.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		.05		.42		Assume % in factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	15%		.2		3.00		Assume % in factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					11%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians
JOB GROUP CO-15

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		.0454	Table 5A and 5B US DOL Manpower Statistics 1979. Greater value placed on factors 4 and 5 because training is for highly skilled jobs.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.025		.0104	Table 11A 1979 US DOL Manpower Stat. Data 1979. Greater value placed on factors 4 and 5.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		.0227	Tables 5A and 5B US DOL Manpower Stat. Data 1979. Greater value placed on factors 4 and 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		4.4%		.25		.0110	Table 26A US DOL Manpower Data 1979. Craftsmen, foremen and kindred workers - 3 counties. Greater value because these are highly skilled jobs.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		4.5%		.35		.0158	Table 26A US DOL Manpower Data 1979. Craftsmen, foremen and kindred workers - 4 counties. Greater value because these are highly skilled jobs.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		59%		.1		.059	Female participation in feeder pool. Lower value given because female employees are not showing interest in becoming plant maintenance technicians as shown by bidding system.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		4.5%		.025		.0011	Assume % of factor 5 as recommended by OFCCP. Greater value given to internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		59%		.1		.0590	Assume % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor						.2343 / 23.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-15

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.0045		Table 5A US DOL Manpower Stat. Data, 1979. Greater value given to factors 4, 5 and 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		.0142		Table 11A US DOL Manpower Stat. 1979. Greater value given to factors 4, 5 and 6.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.025		.0015		Table 5A and 5B US DOL Manpower Stat. 1979. Greater value given to factors 4, 5 and 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.7%		.25		.0218		Table 8A US DOL Manpower Stat. Data 1979. Craftsmen, foremen and kindred workers - 3 counties. Greater value given to hiring since pool is adequate in 3 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.4%		.2		.0128		Table 8A US DOL Manpower Stat. Data 1979. Craftsmen, foreman and kindred workers - 4 counties. 3 county skill rate is higher than 4 county.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	22.6%		.2		.0452		Black participation in the feeder pool. Well utilized internal pool allows for promotions into skill trades.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.4%		.025		.0016		Assume % of factor 5 as recommended by OFCCP. Internal training given greater value.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	22.6%		.15		.0339		Assume % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					.1355 13.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-15

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.0070		Table 5A US DOL Manpower Stat. Data, 1979. Greater value placed on factors 4 and 5.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.25		.0418		Table 11A - US DOL Manpower Stat. Data, 1979. Improving employment opportunities when skilled availability is good means higher value to this factor.
3. Percentage of minorities or females in total work force in the specific labor area	8.8		.1		.0088		Tables 5A and 5B US DOL Stat. Data, 1979. Greater value placed on factors 4 and 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	13.1%		.2		.0262		Tables 8A US DOL Manpower Stat. Data, 1979. Craftsmen, foremen and kindred workers - 3 counties. Good skill utilization - Journey workers available for hiring.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	14.3%		.3		.0429		Table 8A US DOL Manpower Stat. Data. 1979. Higher value for same resons as factor 4 plus the fact that Santa Clara County increases Hispanic skill participation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.3%		.025		.0023		Hispanic participation in feeder pool. Lower value because promotion pool is less than skilled pool and it is underutilized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	14.3%		..05		.0072		Assume % of factor 5 as recommended by OFCCP. Emphasis placed on other factors.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.3%		.025		.0023		Assume % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women. However, internal pool is underutilized.
Final Availability Factor					.1385 13.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III- Technicians

JOB GROUP CO-15

Please check:

Female ___ Hispanic ___
Black ___ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.0030		Table 5A US DOL Manpower Stat. Data 1979 - 4 counties. Greater value placed on factors 4 and 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.05		.0025		Table 11A US DOL Manpower Stat. Data 1979 - 4 counties. Greater value placed on factors 4 and 6.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.0023		Tables 5A and 5B US DOL Stat. Data, 1979. Greater value placed on factors 4 and 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.4%		.2		.0088		Table 8A US DOL Manpower Stat. Data, 1979. Craftsmen, foremen and kindred workers - 3 counties. Good hiring pool in 3 counties which enhances Asian employment opports.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.8		.1		.0038		Table 8A US DOL Manpower Stat. Data, 1979. Craftsmen, foremen and kindred workers - 4 counties. Greater value placed on factors 4 and 6.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.7%		.3		.0291		Asian/Others participation in feeder pool. Well utilized internal pool, highest value given.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.8%		.05		.0019		Assume % of factor 5 as recommended by OFCCP. Emphasis placed on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.7%		.2		.0194		Assume % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					.0533		
					5.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-16

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4		.2		9.08	Table 5A and 5B US DOL Manpower Stat. 1979. Greater value given as an affirmative action to open opportunities and the young women's trend toward moving into skilled crafts.
2. Percentage of unemployment in the specified labor or recruitment area		41.4		.1		4.14	Table 11A US DOL Manpower Stat. Data 1979. Lesser value since unemployed women are probably not skilled.
3. Percentage of minorities or females in total work force in the specific labor area		48.4		.1		4.54	Table 5A and 5B US DOL Manpower Stat. Data 1979. Craftsman, foreman and kindred workers. Greater value given as affirmative action effort.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		4.4%		.15		.66	Table 26A US DOL Manpower Stat. 1979. Craftsman, foreman & kindred workers, 3 counties. Systemic discrimination practices in society reflected in seriously underutilized skill availability.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		4.5%		.15		.67	Table 26A US DOL Manpower Stat. 1979. Craftsman, foreman & kindred workers, 4 counties. Systemic discrimination practices in society reflected in seriously underutilized skill availability.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	No women participation in the CO-15 feeder pool indicates need for greater recruitment and/or training efforts.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		4.5%		.1		.45	Assume % in factor 5 as recommended by OFCCP - Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		4.5%		.2		.90	Assume % in factor 5 as recommended by OFCCP when factor 6 is 0. LBL has training programs that can train women and minorities.
Final Availability Factor						20.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-16

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		Table 5A US DOL Manpower Stat. Data 1979. Greater value placed on factors 6 and 8.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.15		2.13		Tables 11A US DOL Manpower Stat. Data 1979. Systemic practices may be denying employment opportunities to Blacks.
3. Percentage of minorities or females in total work force in the specific labor area	6. %		.05		.30		Tables 5A and 5B US DOL Manpower Stat. Data 1979. Systemic practices may be denying employment opportunities to Blacks.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.7%		.15		1.31		Table 8A US DOL Manpower Stat. Data 1979. Craftsman, foreman & kindred workers - 3 counties. 3 counties skill rates benefit Blacks greater than 4 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.4%		.05		.32		Table 8A US DOL Manpower Stat. Data 1979. Craftsman, foreman & kindred workers - 4 counties. 3 counties skill rates benefit Blacks greater than 4 counties.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12%		.3		3.60		LBL 551 7/9/79 - Black feeder pool participation. Well utilized internal pool allows for promotion into this job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.4%		.05		.32		Assume % in factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12%		.2		2.40		Assume % in factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					10.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT III-Technicians

JOB GROUP CO-16

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.70		Table 5A US DOL Manpower Stat. Data 1979. Greater emphasis placed on factors 4, 5 and 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.15		2.51		Table 11A US DOL Manpower Stat. Data 1979. Greater emphasis placed on factors 4, 5 and 6.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.05		.44		Table 5A and 5B US DOL Manpower Stat. Data 1979. Greater emphasis placed on factors 4, 5 and 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	13.1%		.2		2.62		Table 8A US DOL Manpower Stat. Data - 1979. Craftsman, foreman & kindred workers, 3 counties. Skill workers available for recruitment.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	14.3%		.3		4.29		Table 8A US DOL Manpower Stat. Data - 1979. Craftsman, foreman & kindred workers, 4 counties. 4 counties has greater Hispanic participation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12%		.2		2.4		LBL 551 7/9/79 - Hispanic feeder pool participation. Same value as factor 2 since pool allows for promotions.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	14.3%		.05		.72		Assume % in factor 6 as recommended by OFCCP. Greater emphasis placed on factors 4, 5 and 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12%		.1		1.20		Assume % in factor 6 as recommended by OFCCP. LBL has training program that can train minorities and women.
Final Availability Factor					14.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-16

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.30		Table 5A US DOL Manpower Stat. Data 1979. Greater value placed on factors 6 and 8.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.15		.74		Table 11A US DOL Manpower Stat. Data 1979. Greater value placed on factors 6 and 8.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.23		Table 5A and 5B US DOL Manpower Stat. Data 1979. Greater value placed on factors 6 and 8.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.4%		.15		.66		Table 8A US DOL Manpower Stat. Data 1979. Craftsman, foreman and kindred workers, 3 counties. Greater value placed on factors 6 and 8.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.8%		.05		.19		Table 8A US DOL Manpower Stat. Data 1979. Craftsman, foreman and kindred workers, 4 counties. Greater value placed on factors 6 and 8.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	12%		.3		3.60		LBL 551 7/9/79 - Asian and Native Americans feeder pool participation. Highly well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.8%		.05		.19		Assume % in factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	12%		.2		2.40		Assume % in factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					8.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-17

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.2		9.08	Table 5A US DOL Manpower Stat. Data, 1979. - 4 counties Emphasis given because greater number of women are found in the drafting, illustrator fields.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		4.14	Table 11A 1979 US DOL Manpower Data, - 4 counties. Greater value placed on skills, factors 4 and 5.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.1		4.54	Table 5A 1979 US DOL Manpower Data, - 4 counties. Greater value placed on skills, factors 4 and 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.2		2.72	Table 8A 1979 US DOL Manpower Data. Technicians, except, health. 3 counties. Emphasis on recruitment of skilled women.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.2		2.6	Table 8A 1979 US DOL Manpower Data. Technicians, except, health. 4 counties. Emphasis on recruitment of skilled women.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0%		0		0	No female feeder pool participation which is the position of trainee.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.05		.65	Assume % in factor 5 as recommended by OFCCP. Emphasis is placed in hiring already skilled women.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		13.0%		.05		.65	Assume % in factor 5 as recommended by OFCCP. - LBL has training programs which has trained women and minorities for this job group.
Final Availability Factor						24.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT III-Technicians

JOB GROUP CO-17

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		Table 5A 1979 US DOL Manpower Data - 4 counties Emphasis on factor 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.2		2.84		Table 11A - 1979 US DOL Manpower Data - 4 counties. Systemic practices in society may be denying Blacks the opportunities to be hired.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.2		1.2		Table 5A and 5B US DOL Manpower Data - 4 counties. Greater value given to factor 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.05		.24		Table 8A - 1979 US DOL Manpower Data. Technicians, except health. 3 counties. Systemic practices in society may have denied training to Blacks in this field.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.05		.17		Table 8A - 1979 US DOL Manpower Data. Technicians, except health - 4 counties. Systemic practices in society may have denied training to Blacks in this field.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	33.3%		.3		9.99		LBL workforce. 551 Report 7/9/79 - Black feeder pool participation. Trainee positions offer good promotion potentials.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		.05		.17		Assume % in factor 5 as recommended by OFCCP. Greater value given to internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	33.3%		.1		3.33		Assume % in factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					18.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT III-Technicians

JOB GROUP CO-17

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.1		1.4		Table 5A - 1979 US DOL Manpower Data - 4 counties. Greater emphasis placed on factor 5.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		Table 11A - 1979 US DOL Manpower Data - 4 counties. Greater emphasis placed on factor 5.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.05		.43		Table 5A and 5B - 1979 US DOL Manpower Data - 4 counties. Greater emphasis placed on factor 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.025		.21		Table 8A - US DOL Manpower Data 1979. Technicians, except health. 3 counties. Greater emphasis placed on factor 5.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8		.3		2.94		Table 8A - US DOL Manpower Data 1979. Technicians, except health. 4 counties. Santa Clara County offers greater Hispanic skill availability. Emphasis is on hiring to meet underutilization.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0%		0		0		LBL work force 551 Report 7/9/79. No Hispanic feeder participation. Hiring efforts needed at trainee levels or above.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		.025		.25		Assume % in factor 5 as recommended by OFCCP. Emphasis placed on internal training of candidates with some degree of skills.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.8%		.2		1.96		Assume % in factor 5 as recommended by OFCCP. LBL has training programs that can train Hispanics for this group.
Final Availability Factor					10.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT III-Technicians

JOB GROUP CO-17

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.30		Table 5A - 1979 US DOL Manpower Date - 4 counties Emphasis placed on factors 4 and 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.025		.123		Table 11A - 1979 US DOL Manpower Data - 4 counties Emphasis placed on factors 4 and 6.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.025		.12		Table 5A and 5B 1979 US DOL Manpower Data - 4 counties. Emphasis placed on factors 4 and 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		.25		2.55		Table 8A 1979 US DOL Manpower Data. Technicians, except health - 3 counties. Skills are excellent for hiring recruitment in 3 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.2		1.68		Table 8A 1979 US DOL Manpower Data. Technicians, except health - 4 counties. Lesser value because 4 counties has lower Asian participation.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	33.3%		.3		9.99		LBL Workforce 551 Report 7/9/79. Asian and Native American feeder pool participation. Trainee positions offer good promotion potential.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		.05		.42		Assume % in factor 5 as recommended by OFCCP. Emphasis placed on factors 4 and 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	33.3%		.1		3.33		Assume % in factor 6 as recommenced by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					18.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT III-Technicians

JOB GROUP CO-18

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area					-		
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.125		5.675	Tables 5A and 5B US DOL Manpower Stat. Data, 1979. Same value given to lower the final availability to reduce the concentration problems.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.125		5.175	Table 11A US DOL Manpower Stat. Data 1979. Same value given to lower the final availability to reduce the concentration problems.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.125		5.675	Tables 5A and 5B US DOL Manpower Stat. Data, 1979. Same value given to lower the final availability to reduce the concentration problems.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		95.8%		.125		11.975	Table 26A US DOL Manpower Stat. Data, 1979. Secretaries, stenographers & typists - 3 counties. Same value given to lower the final availability to reduce the concentration problems.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		96.2%		.125		12.025	Table 26A US DOL Manpower Stat. Data, 1979. Secretaries, stenographers and typists - 4 counties. Same value given to lower final availability to reduce the concentration problems.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		97.6%		.125		12.2	LBL 551 7/9/79 - Female feeder pool participation. Same value given to lower the final availability to reduce the concentration problems.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		45.4%		.125		5.675	Assume % in Factor 3 as recommended by OFCCP. Same value given to lower the final availability to reduce the concentration problems.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		97.6%		.125		12.2	Assume % in Factor 6 as recommended by OFCCP. Same value given to lower the final availability to reduce the concentration problems.
Final Availability Factor						70.6%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT III-Technicians

JOB GROUP CO-18

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		Table 5A US DOL Manpower Stat. Data 1979. Emphasis placed on factor 6.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.2		2.84		Table 11A US DOL Manpower Stat. Data 1979. Race systemic practices in society may be affecting employment opportunities of Blacks in the office and clerical area.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.05		.30		Table 11A US DOL Manpower Stat. Data 1979. Emphasis placed on factor 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.7%		.1		.47		Table 8A US DOL Manpower Stat. Data 1979. Secretaries, stenographers & typists - 3 counties. Systemic practices in training schools create a low skill availability.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.1%		.1		.61		Table 8A US DOL Manpower Stat. Data 1979. Secretaries, stenographers & typists - 4 counties. Systemic practices in training schools create a low skill availability.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	21.9%		.3		6.57		LBL 551 7/9/79 - Black feeder pool participation. Well utilized pool allows for promotion opportunities.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.0%		.05		.30		Assume % in factor 3 as recommended by OFCCP. Emphasis placed on factor 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	21.9%		.15		3.29		Assume % in factor 6 as recommended by OFCCP. LBL training programs can assist minority and women to improve skills to qualify for promotion to this job group.
Final Availability Factor					8.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT III-Technicians

JOB GROUP CO-18

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14%		.1		1.4		Table 5A US DOL Manpower Stat. Data, 1979. Emphasis placed on factor 4 since internal pool is underutilized.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		Table 11A US DOL Manpower Stat. Data, 1979. Emphasis placed on factor 4 since internal pool is underutilized.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.05		.44		Table 5A and 5B US DOL Stat. Data, 1979. Emphasis placed on factor 4 since internal pool is underutilized.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	9.8%		.25		2.45		Table 8A US DOL Manpower Stat. Data, 1979. Secretaries, stenographers and typists - 3 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.7%		.2		1.94		Table 8A US DOL Manpower Stat. Data, 1979. Secretaries, stenographers and typists - 4 counties. Emphasis placed on factor 4 since internal pool is underutilized.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	7.1%		.1		.71		LBL 551 7/9/79 - Feeder pool participation. Hispanic underutilized feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.7		.05		.49		Assume % in factor 5 as recommended by OFCCP. Emphasis placed on factor 4 since internal pool is underutilized.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	7.1%		.05		.36		Assume % in factor 6 as recommended by OFCCP. LBL training programs can train minority and women.
Final Availability Factor					11.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-18

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.30		Table 5A US DOL Manpower Stat. Data, 1979. Emphasis placed on factor 6.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.1		.49		Table 11A US DOL Manpower Stat. Data, 1979 - 4 counties. Emphasis placed on factor 6.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.025		.12		Tables 5A and 5B US DOL Manpower Stat. Data, 1979 - 4 counties. Emphasis placed on factor 6.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	7.1%		.2		1.42		Table 8A US DOL Manpower Stat. Data, 1979. Secretaries, stenographers and typists - 3 counties. Basic skills needed for hiring into feeder pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.0%		.2		1.2		Table 8A US DOL Manpower Stat. Data, 1979. Secretaries, stenographers and typists - 4 counties. Basic skills needed for hiring into feeder pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.9%		.3		2.97		LBL 551 7/9/79 - Asians and Native American feeder pool participation. Experienced feeder pool well utilized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.0%		.025		.15		Assume % in factor 5 as recommended by OFCCP. Emphasis placed on factor 6.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.9%		.1		.99		Assume % in factor 6 as recommended by OFCCP. LBL training programs can train minorities and women.
Final Availability Factor					7.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-19

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	Table 5A US DOL Manpower Data 1979, 4 counties. Emphasis placed on factors 4 and 5 because of skills needed.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		4.14	Table 11A US DOL Manpower Data 1979, 4 counties. Emphasis placed on factors 4 and 5 because of skills needed.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.1		4.54	Table 5A and 5B US DOL Manpower Data 1979, 4 counties. Emphasis placed on factors 4 and 5 because of skills needed.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		13.6%		.25		3.40	Table 26A US DOL Manpower Data 1979. Technicians, except health - 3 counties. Hires must be already skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		13.0%		.25		3.25	Table 26A US DOL Manpower Data 1979. Technicians, except health - 4 counties. Hires must be already skilled.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	External only since hires must have skills.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		13.0%		.2		2.60	Assume % in factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Assume % in factor 6 as recommended by OFCCP. Hires must be skilled.
Final Availability Factor						22.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-19

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		Table 5A US DOL Manpower Data 1979, 4 counties. Emphasis placed on factors 2, 3 and 4.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.2		2.84		Table 11A US DOL Manpower Data, 4 counties. Systemic employment practices in society may be denying Blacks employment opportunities.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.2		1.2		Table 5A and 5B US DOL Manpower Data -1979, 4 counties. Hires must be already skilled and workforce contains such persons.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.8%		.2		.96		Table 8A US DOL Manpower Data 1979,3 counties. Technicians, except health. Hires must be already skilled.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.3%		.15		.50		Table 8A US DOL Manpower Data 1979, 4 counties. Greater value given to 3 county recruitment area since it enhances Black's opportunities.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		External only - Hires must be already skilled.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.3%		.2		.50		Assume % in factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0				0		Assume % in Factor 6 as recommended by OFCCP. Hires must be already skilled.
Final Availability Factor					6.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-19

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.70		Table 5A US DOL Manpower Data 1979, 4 counties. Emphasis placed on factor 5.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		Table 11A US DOL Manpower Data 1979, 4 counties.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.1		.88		Table 5A and 5B US DOL Manpower Data, 1979. 4 counties.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.5%		.2		1.70		Table 8A US DOL Manpower Data 1979, 3 counties. Hires must have skills.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.8%		.3		2.94		Table 8A US DOL Manpower Data 1979, 4 counties. Greater % rate in 4 counties.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		External Only - Table 8A US DOL Manpower Data 1979, 3 counties. Hispanic feeder pool participation.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9.8%		.2		1.96		Assume % in factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Assume % in factor 6 as recommended by OFCCP. Hires must have skills.
Final Availability Factor					11.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT III-Technicians

JOB GROUP CO-19

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		0		0		Table 5A - US DOL Manpower Data 1979, 4 counties. Emphasis on factor 4.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		0		0		Table 11A US DOL Manpower Data 1979, 4 counties. Emphasis on factor 4
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		0		0		Table 5A and 5B US DOL Manpower Data 1979, 4 counties. Technicians, except health. Emphasis on factor 4.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.2%		1.0		10.2		Table 8A US DOL Manpower Data 1979, 3 counties. Greater value since skill rate is greater than any of the other factors.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.4%		.0		0		Table 8A US DOL Manpower Data 1979, 4 counties. Emphasis on factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		External only. Hires must be already skilled. Emphasis on factor 4.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.4%		0		0		Assume % in factor 5 as recommended by OFCCP. Emphasis on factor 4.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Assume % in factor 6 as recommended by OFCCP. Hires must be already skilled. Emphasis on factor 4.
Final Availability Factor					10.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V Office & Clerical

JOB GROUP DO 1

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		0		0	US Dept of Labor/Manpower Admin - Tables 5A & 5B (3 Counties) 1979. Since skills availability is greater than any other factor, LBL will place all value on it.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		0		0	Table 11A - US DOL Manpower Data 1979 - 3 Counties Same as 1(b).
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		0		0	Tables 5A & 5B - US DOL Manpower Data 1979 -(3 Counties) Same as 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		73.8%		.5		36.9	Table 26A - US DOL Manpower Data Clerical & kindred workers - Alameda, Contra Costa, SF Skills availability given greatest value.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		73.8%		.5		36.9	Same as above Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Entry level jobs.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8%		0		0	Assume work force rate as recommended by OFCCP. Same as 1(b)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Entry level jobs. Hires must have skills.
Final Availability Factor						73.8%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V Office & Clerical

JOB GROUP DO 1

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	13.0%		.1		1.3		US Dept. of Labor Manpower Admin. - Table 5A (3 Counties) Emphasis placed on factors 4 & 5
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		.1		1.91		Table 11A - US DOL Manpower Data 1979 - (3 Counties) Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		.1		1.14		Tables 5A & 5B - US DOL Manpower Data 1979 (3 Counties) Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.4%		.3		3.12		Table 8A - US DOL Manpower Data 1979 Clerical & Kindred Workers - Alameda, Contra Costa, San Francisco - 3 counties. Specific skills are required.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.4%		.3		3.12		Same as above Factor 4 Specific skills are required
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level jobs
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	11.4%		.1		1.14		Assume work force as recommended by OFCCP National Plan Guidelines. Same as Factor 1(a).
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level jobs. Hires must have skills.
Final Availability Factor					11.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V Office & Clerical

JOB GROUP DO 1

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	12.0%		.1		1.2		US Dept of Labor/Manpower Admin. - Table 5A (3 Counties) 1979. Emphasis placed on Factors 4 & 5 because of skills requirements.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		.1		1.31		Table 11A - US DOL Manpower Data 1979 (3 Counties) Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	11.2%		.1		1.12		Tables 5A & 5B US DOL Manpower Data 1979 (3 Counties)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.4%		.3		3.12		Table 8A - US DOL Manpower Data May 1979 Clerical & Kindred workers - Alameda, Contra Costa, S.F. Greater value due to required skills
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.4%		.3		3.12		Table 8A - US DOL Manpower Data May 1979 3 Counties. Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level jobs
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	11.2		.1		1.12		Assume work force rate as recommended by OFCCP. Same as 1(a).
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level jobs. Hires must have skills
Final Availability Factor					11%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V Office & Clerical
JOB GROUP DO 1

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	8.0%		0		0		US Dept. of Labor/Manpower Admin. - Table 5A (3 Counties) 1979. Because skills availability is greater than any other factor, LBL assumes skill availability as final availability to maximize opportunities for Asians & others.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		0		0		Table 11A - US DOL Manpower Data 1979 (3 Counties) Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		0		0		Tables 5A & 5B - US DOL Manpower Data 1979 (3 Counties) Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.7%		.5		4.35		Table 8A - US DOL Manpower Data 1979 (3 Counties) Clerical & Kindred workers - Alameda, Contra Costa, S.F. Greater value given since skills are higher than population.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.7%		.5		4.35		Same as above Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0				0		Entry level jobs
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	7.5%		0		0		Assume work force rate as recommended by OFCCP. Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level jobs. Hires must have skills
Final Availability Factor					8.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V Office & Clerical
JOB GROUP DO 2

Please check:

Female x Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		0		0	US Dept of Labor/Manpower Admin. - Tables 5A & 5B (4 Counties) 1979. Emphasis placed on Factors 4, 5, 6, & 8 due to the great skills availability & internal feeder pool.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		0		0	Table 11A - US DOL Manpower Data 1979 (4 Counties) Same as 1(b)
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		0		0	Table 5A & 5B - US DOL Manpower Data 1979 (4 Counties) Same as 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		73.8%		.3		22.14	Table 26A - US DOL Manpower Data 1979 Clerical & Kindred workers - Alameda, Contra Costa, S.F. Great skills availability
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		73.4%		.2		14.68	Tables 8A & 26A - US DOL Manpower Data 1979 Clerical & kindred workers - Alameda, Contra Costa, S.F., Santa Clara (4 Co's) Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		94.1%		.3		28.23	Female participation rate in feeder pool (DO-1). Great feeder pool participation.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		45.4%		0		0	Assume work force rate as recommended by OFCCP Same as 1(b)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		94.1%		.2		28.23	Similar to Factor 6 as recommended by OFCCP National Plan Guidelines. LBL has training opportunities that can help minorities and women achieve greater upward mobility.
Final Availability Factor						93.3%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V Office & Clerical

JOB GROUP DO 2

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9.0%		.025		.23		US Dept of Labor/Manpower Admin. - Table 5A (4 Counties) 1979 Emphasis placed on Factors 6 & 8
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		Table 11A - US DOL Manpower Data 1979 (4 Counties) Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.025		.15		Tables 5A & 5B - US DOL Manpower Data 1979, (4 Counties) Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.4%		.1		1.04		Table 8A - US DOL Manpower Data 1979 Clerical & Kindred Workers - Alameda, Contra Costa, S.F. (3 Counties) Internal pool more advantageous.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.1%		.1		.81		Table 8A - US DOL Manpower Data 1979, (4 Counties) Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	26.5%		.3		7.95		Black participation rate in feeder pool (DO 1). Well utilized feeder pool
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.0%		.05		.15		Assume work force rate as recommended by OFCCP. Emphasis placed on Factors 6 & 8.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	26.5%		.3		7.95		Assume % in Factor 6 as recommended by OFCCP. LBL has training opportunities available to all employees.
Final Availability Factor					19.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V Office & Clerical

JOB GROUP DO 2 - Ad Ser. 3 & 4/Dispatcher

Please check:

Female ____ Hispanic _x_
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14.0%		.1		1.4		US Dept of Labor/Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis placed on Factors 4 & 5 because internal pool is seriously underutilized.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		Table 11A - US DOL Manpower Data 1979 (4 Counties) Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.025		.22		Tables 5A & 5B - US DOL Manpower Data 1979 (4 Counties) Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.4		.3		3.12		Table 8A - US DOL Manpower Data - Clerical & Kindred workers - Alameda, Contra Costa, S.F. - 3 Co's. Emphasis outside hiring since internal pool is seriously underutilized.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.5		.3		3.15		Table 8A - US DOL Manpower Data 1979 (4 Counties) Same as Factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	5.9%		.025		.15		Hispanic participation rate in feeder pool (DO-1) is seriously underutilized.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.8%		.025		.22		Assume Factor 3 as recommended by OFCCP Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	5.9%		.025		.15		Assume Factor 6 as recommended by OFCCP Same as 1(a)
Final Availability Factor					11.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V Office & Clerical

JOB GROUP DO 2 Ad Ser. 3 & 4/Dispatcher

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6.0%		.05		.30		US Dept of Labor/Manpower Admin. - Table 5A (4 Counties) 1979.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.05		.25		Table 11A - US DOL Manpower Data 1979 (4 Counties)
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.025		.12		Table 5A & 5B US DOL Manpower Data 1979 (4 Counties)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.7%		.2		1.74		Table 8A - US DOL Manpower Data 1979 - Clerical & Kindred workders - Alameda, Contra Costa, S.F. (3 Counties)
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	7.4%		.15		1.11		Table 8A - US DOL Manpower Data 1979 (4 Counties)
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	20.6%		.3		6.18		Asians/Others rate of participation in feeder pool (DO 1)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.6%		.025		.12		Assume work force rate as recommended by OFCCP.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	20.6%		.2		6.18		Assume Factor 6 as recommended by OFCCP.
Final Availability Factor					16%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V-Office & Clerical

JOB GROUP DO-3

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.025		1.14	Table 5A and 5B US DOL Manpower Data 1979 - 4 counties.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.025		1.04	Table 11A - US DOL Manpower Data 1979 - 4 counties.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.025		1.14	Tables 5A and 5B US DOL Manpower Data 1979 - 4 counties.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		64.7%		.2		12.94	Table 26A - US DOL Manpower Data 1979 - 3 counties. Clerical and kindred workers/other professions, Alameda, Contra Costa, San Francisco.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		61.6%		.2		12.32	Table 26A - US DOL Manpower Data 1979 - 4 counties. Clerical and kindred workers/other professions, Alameda, Contra Costa, San Francisco.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		97.2%		.3		29.16	Female % in feeder pool (DO-2).
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		45.4%		.025		1.14	Assume % in factor 3 as recommended by OFCCP.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		97.2%		.2		29.16	Assume % in factor 6 as recommended by OFCCP.
Final Availability Factor						88.0%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V - Office & Clerical

JOB GROUP DO-3

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.025		.23		Table 5A - US DOL Manpower Data 1979 - 4 counties. Emphasis placed on factors 4, 6 and 8.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		Table 11A - US DOL Manpower Data 1979 - 4 counties. Emphasis placed on factors 4, 6 and 8.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.025		.15		Tables 5A and 5B - US DOL Manpower Data 1979 - 4 counties. Emphasis placed on factors 4, 6 and 8.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	9.5%		.2		1.9		Table 8A - US DOL Manpower Data 1979 - 3 counties. Clerical and kindred workers/other professions, Alameda, Contra Costa, San Francisco. Good skill avail.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	7.1%		.1		.71		Table 8A US DOL Manpower Data 1979 - 4 counties. Clerical and kindred workers/other professions, 3 counties has better skill availability than 4 counties.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	20.3%		.3		6.09		Black % in feeder pool (DO-2). Well utilized internal feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6%		.05		.30		Assume factor 3 as recommended by OFCCP. Emphasis on internal training opportunities.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	20.3%		.2		4.06		Assume factor 6 as recommended by OFCCP. LBL has training opportunities available to all employees.
Final Availability Factor					14.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V - Office & Clerical

JOB GROUP DO-3

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14%		.025		.35		Table 5A - US DOL Manpower Data 1979 - 4 counties. Emphasis placed on factors 4 and 5 since internal feeder pool is underutilized.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.15		2.51		Table 11A - US DOL Manpower Data 1979 - 4 counties. Emphasis placed on factors 4 and 5 since internal feeder pool is underutilized.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.025		.22		Table 5A and 5B US DOL Manpower Data 1979 - 4 counties. Emphasis placed on factors 4 and 5 since internal feeder pool is underutilized.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	9.4%		.4		3.76		Table 8A - US DOL Manpower Data 1979 - 3 counties. Clerical & kindred workers/other professions - Alameda, Contra Costa, San Fran. Greater value since internal pool is underutilized
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.2%		.3		2.76		Table 8A - US DOL Manpower Data 1979 - 4 counties. Clerical and kindred workers/other professions - Alameda, Contra Costa, San Francisco. Greater value since internal pool is underutilized.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	7.4%		.025		.19		Hispanic % in feeder pool (DO-2). Underutilized feeder pool, lesser value given for this.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.8%		.025		.22		Assume % in factor 3 as recommended by OFCCP. Emphasis on factors 4 and 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	7.4%		.05		.37		Assume % in factor 6 as recommended by OFCCP. Emphasis on factors 4 and 5.
Final Availability Factor					10.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT V - Office & Clerical

JOB GROUP DO-3

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6%		.025		.15		Table 5A - US DOL Manpower Data 1979 - 4 counties. Emphasis on factors 6 and 8 because internal pool is well utilized.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.025		.13		Table 11A - US DOL Manpower Data 1979 - 4 counties. Emphasis is placed on factors 6 and 8 since internal feeder pool is well utilized.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.025		.12		Table 5A and 5B US DOL Manpower Data 1979 - 4 counties. Emphasis placed on factors 6 and 8 since internal pool is well utilized.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.3%		.2		1.66		Table 8A - US DOL Manpower Data 1979 - 3 counties. Clerical & kindred workers/other professions - Alameda, Contra Costa, San Fran. Emphasis on factors 6 & 8 because internal pool well utilized
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.8%		.1		.68		Table 8A - US DOL Manpower Data 1979 - 4 counties. Clerical & kindred workers/other profs.- Alameda,Contra Costa, San Fran., Santa Clara. Emphasis on factors 6 and 8 because internal pool is well utilized.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	8.3%		.3		2.49		Asian/Other % in feeder pool (DO-2). Well utilized internal feeder pool allows for good upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.6%		.025		.12		Assume work force rate as recommended by OFCCP.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	8.3%		.3		2.49		Assume % in factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women for upward mobility.
Final Availability Factor					7.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI Skilled Workers
JOB GROUP EO - 1

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	US Dept of Labor/Manpower Admin. - Tables 5A & 5B (4 Counties) 1979. Value given to contribute in eliminating systemic bias in society which denies opportunities to women.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		4.14	US DOL/Manpower Admin - Table 11A (4 Counties) 1979. Same as 1(b)
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.1		4.54	US DOL/Manpower Admin - Tables 5A & 5B (4 Counties) 1979. Same as 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		6.0%		.25		1.5	CFR 60-4 Federal Regulation Availability for Crafts-- LBL accepts the federally imposed construction guidelines on skilled crafts.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		6.0%		.25		1.5	CFR 60-4 Federal Regulation Availability for Crafts. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Hires must be already skilled workers
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		6.0%		.2		1.2	Assume % in factor 5 as recommended by OFCCP. High concentration of training insitutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Hires must be skilled workers.
Final Availability Factor						17.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VI Skilled Workers
JOB GROUP EO - 1

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9.0%		0		0		US Dept of Labor/Manpower Admin - Table 5A (4 Counties) 1979. Emphasis placed on Factor 4 since it shows a higher % rate than population.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.2		2.84		US DOL/Manpower Admin - 11A (4 Counties) 1979. Emphasis placed on Factor 4.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		0		0		US DOL/Manpower Admin - T-5A & 5B (4 Counties) 1979. Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.3%		.6		6.18		US DOL/Manpower Admin - Table 8A (3 Counties) 1979 Auto Mechanic & Repairmen Data. This Factor has greater % rate than Factors 1(a) & 3.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	7.5%		.1		.75		US DOL/Manpower Admin - Table 8A (4 Counties) 1979 Auto Mechanic & Repairmen Data. Emphasis placed on 3 county area instead of a 4 county area.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be already skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	7.5%		.1		.75		Assume % in Factor 5 as recommended by OFCCP. The high skills % rate show that training is readily available.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must be already skilled workers.
Final Availability Factor					10.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO - 1

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14.0%		0		0		US Dept. of Labor/Manpower Admin - Table 5A (4 Counties) 1979. Emphasis on Factor 5 to maximize opportunities.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		US DOL/Manpower Admin - Table 11A (4 Counties) 1979. To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		0		0		US DOL/Manpower Admin - Tables 5A & 5B (4 Counties) 1979 Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	15.1%		.1		1.51		US DOL/Manpower Admin - Table 8A (3 Counties) 1979 Auto Mechanic & Repairmen Data. Same as 1(a)
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16.7%		.6		10.02		US DOL/Manpower Admin - Table 8A (4 Counties) 1979. Auto Mechanic & Repairmen Data. Highest value since 4 Counties % rate is greater than 3 Counties.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be skilled in trade (auto mechanic)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	16.7%		.1		1.67		Assume Factor 5 as recommended by OFCCP. High concentration of training institutions, however, hires must already be skilled.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Hires must be skilled in auto mechanics. No apprenticeship program available.
Final Availability Factor					16.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO - 1

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		.1		.6		US Dept. of Labor/Manpower Admin - Table 5A (4 Counties) 1979. Value given to compensate for any residual bias in society.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							However, emphasis is on Factor 4.
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		0		0		US DOL/Manpower Admin - Table 11A (4 Counties) 1979. Emphasis on Factor 4
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		0		0		US DOL/Manpower Admin - Tables 5A & 5B (4 Counties) 1979 Emphasis on Factor 4
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.6%		.6		3.36		US DOL/Manpower Admin - Table 8A (3 Counties) 1979 Auto Mechanic & Repairmen Data. Greater % rate which provides greater opportunities for Asians
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.1%		.1		.51		US DOL/Manpower Admin - Table 8A (4 Counties) 1979 Auto Mechanic & Repairmen Data--Emphasis placed on 3 Counties instead of 4 Counties
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be already skilled workers
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.6%		.2		1.12		Assume % in Factor 4 as recommended by OFCCP. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0						Hires must be already skilled workers since there is no apprenticeship for this craft.
Final Availability Factor					5.6%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT VI Skilled Workers

JOB GROUP F 0 2

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.05		2.27	US Dept of Labor/Manpower Admin. - Tables 5A & 5B (4 Counties) 1979. To recognize the fact that women are seeking more employment in skilled crafts.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.05		2.07	US DOL Manpower Admin - Table 11A (4 Counties) 1979 To recognize skills among the unemployed in the skilled crafts.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.05		2.27	US DOL Manpower Admin. - Tables 5A & 5B (4 Counties) 1979 Same as 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		4.4%		.3		1.32	US DOL Manpower Admin. - Table 26A (3 Counties) 1979 Craftsmen, Foremen & Kindred Workers Data. Emphasis is on hiring.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		4.5%		.3		1.35	US DOL Manpower Admin. - Table 26A (4 Counties) 1979 Craftsmen, Foremen & Kindred Worker Data Emphasis is on hiring.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		59.0%		.1		5.9	Female participation rate in feeder pool. Although apprenticeship positions are posted, LBL women employees are not applying for them. Consequently, low value given
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		4.5%		.1		.45	Assume % of Factor 5 as recommended by OFCCP. High concentration of skilled training schools in this area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		59.0%		.05		2.95	Assume same percent as Factor 6 as recommended by OFCCP. LBL has training available to all employees.
Final Availability Factor						18.6%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO - 2

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9.0%		.025		.23		US Dept. of Labor/Manpower Admin. - Table 5A (4 Counties) 1979 Emphasis on Factors 4 & 6
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.2		2.84		US DOL/Manpower Admin. - Table 11A (4 Counties) 1979. To recognize skills among the unemployed who could be affected by systemic bias in society.
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.025		.15		US DOL/Manpower Admin. - Tables 5A & 5B (4 Counties) 1979. To acknowledge skills in work force which may not be included in Factor 4 figures.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.7%		.2		1.74		US DOL/Manpower Admin. - Table 8A (3 Counties) 1979 Craftsmen, Foremen, & Kindred Workers Data - Good skill availability in 3 counties
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.4%		.1		.64		US DOL/Manpower Admin - Table 8A (4 Counties) 1979 Craftsmen, Foremen & Kindred Workers Data - Emphasis on Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	22.6		.3		6.78		Black participation rate in feeder pool of 637 employees. Blacks are well utilized in feeder pool, thus permitting upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.0%		.05		.30		Assume % of Factor 5 as recommended by OFCCP. Emphasis placed on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	22.6%		.1		2.26		Assume same percent as Factor 6 as recommended by OFCCP. LBL has training programs than can train minorities and women.
Final Availability Factor					14.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO - 2

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14.0%		.05		.70		US Dept. of Labor/Manpower Admin. - Table 5A (4 Counties) 1979
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		US DOL/Manpower Admin - Table 11A (4 Counties) 1979 To recognize skills among the unemployed in the skilled trades.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.025		.44		US DOL/Manpower Admin - Tables 5A & 5B (4 Counties) 1979
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	13.1%		.1		1.31		US DOL/Manpower Admin - Table 8A (3 Counties) 1979 Craftsmen, Foremen & Kindred Workers Data
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	14.4%		.35		5.01		US DOL/Manpower Admin. - Table 8A (4 Counties) 1979 Craftsmen, Foremen & Kindred Workers Data
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.3		.05		.47		Hispanic participation rate in feeder pool of 637 employees. Underutilized feeder pool. Emphasis given to outside hires.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13.1%		.2		2.62		Assume % Factor 5 as recommended by OFCCP.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.3		.025		.23		Assume same percent as Factor 6 as recommended by OFCCP. Emphasis given to outside hires since internal pool is underutilized.
Final Availability Factor					14.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI Skilled Workers

JOB GROUP EO - 2

Please check:

Female ____ Hispanic ____
Black ____ Asian _x_
Native American _x_

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6.0%		.05		.30		US Dept. of Labor/Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on Factors 6 & 8 because of well utilized internal pool.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.2		.98		US DOL/Manpower Admin - Table 11A (4 Counties) 1979. To recognize skills among the unemployed in the skills trades.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.05		.23		US DOL/Manpower Admin - Tables 5A & 5B (4 Counties) 1979. Same as Factor 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.4%		.1		.44		US DOL/Manpower Admin - Table 8A (3 Counties) 1979. Craftsmen, Foremen & Kindred Workers Data-- Emphasis on internal upward mobility.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.8%		.05		.11		US DOL/Manpower Admin - Table 8A (3 Counties) 1979. Craftsmen, Foremen & Kindred Workers Data. Same as Factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.7%		.3		2.91		Asian & Native American rate in feeder pool of 637 employees. Well utilized internal pool. Emphasis on transfers & promotions.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.8%		.05		.11		Assume % Factor 5 as recommended by OFCCP. Emphasis given to internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.7%		.2		1.94		Assume same percent as Factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					7.02		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI Skilled Workers

JOB GROUP EO-3

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	US DOL-Manpower Admin. - Tables 5A and 5B, (4 Counties) 1979. To recognize trend of women moving into skilled positions.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		4.14	US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize residual bias practices in society and women's lack of sufficient seniority in mostly union controlled shops.
3. Percentage of minorities o females in total work force in the specific labor area		45.4%		.1		4.54	US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. acknowledge growing participation of skilled women in the crafts.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		4.4%		.1		.44	US DOL-Manpower Admin. - Table 26A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Emphasis placed on factors 5 and 6.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		4.5%		.2		.90	US DOL-Manpower Admin. - Table 26A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Emphasis on both hiring and promoting.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		5.9%		.2		1.18	Female participation rate in feeder pool (EO-2). Seriously underutilized feeder pool. However, it feeds into a progression line.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		4.5%		.1		.45	Assume % factor 5 as recommended by OFCCP. Training institutions and employers are accepting more women for craft training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		5.9%		.1		.59	Assume same % as factor 6 as recommended by OFCCP. LBL has training programs that can be utilized to train more women and minorities.
Final Availability Factor						16.8%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI Skilled Workers

JOB GROUP EO-3

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on factors 4, 6 and 8.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.15		2.84		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled unemployed.
3. Percentage of minorities o females in total work force in the specific labor area	6%		.05		.30		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. Emphasis on skill availability and internal promotion.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.7%		.2		1.31		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Higher % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.4%		.1		.64		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Greater value given to factor 4 to use most beneficial recruitment area.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	20.6%		.2		4.12		Black participation rate in feeder pool (EO-2). Well utilized internal feeder pool. Emphasis on upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.4%		.05		.32		Assume % factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	20.6%		.2		4.12		Assume % factor 5 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					14.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI Skilled Workers

JOB GROUP EO-3

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.70		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis placed on factor 5 since feeder pool is underutilized.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize skills among the unemployed in the skill trade.
3. Percentage of minorities o females in total work force in the specific labor area	8.8%		.05		.44		US DOL-Manpower Admin. - Table 5A and 5B (4 Counties) 1979. Emphasis on factor 5 which offers greater % rate.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	13.1%		.1		1.31		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers. Emphasis on Factor 5.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	14.4%		.35		5.04		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers. Good recruitment pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	2.9%		.025		.07		Hispanic participation rate in feeder pool (EO-2). Seriously underutilized internal feeder pool. Emphasis on hiring.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	14.4%		.2		2.88		Assume % factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	2.9%		.025		.07		Assume % factor 6 as recommended by OFCCP. Emphasis of outside recruitment since internal feeder pool is underutilized.
Final Availability Factor					14.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO-3

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.30		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on factor 6 since internal pool is well utilized.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.1		.49		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize skills among the unemployed in the skill trades.
3. Percentage of minorities o females in total work force in the specific labor area	4.6%		.05		.23		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. Same as factor 1 (a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.4%		.2		.88		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. 3 Counties better skill % rate than 4 Counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.8%		.05		.19		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Emphasis on internal promotion.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	14.7%		.3		4.41		Asian/others participation rate in feeder pool (EO-2). Well utilized feeder pool allows for good upward mobility.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.8%		.05		.19		Assume % factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	14.7%		.2		2.94		Assume % factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					9.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO-4

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979 To recognize trend of women moving in greater numbers into the skill trades.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		4.14	US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize skilled unemployed women in the skill trades.
3. Percentage of minorities o females in total work force in the specific labor area		45.4%		.1		4.54	US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979 To acknowledge growing participation of skilled women in the crafts.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		4.4%		.2		.88	US DOL-Manpower Admin. - Table 26A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Emphasis on hiring since there is no internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		4.5%		.2		1.35	US DOL-Manpower Admin. - Table 26A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Greater emphasis on 4 counties for recruitment of women.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Hires must be already skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		4.5%		.2		.90	Assume the % of factor 5 as recommended by OFCCP. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		0		0		0	Hires must be already skilled workers.
Final Availability Factor						16.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO-4

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on factor 4 since recruitment is through hiring, not promoting.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.2		2.84		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled unemployed Blacks.
3. Percentage of minorities o females in total work force in the specific labor area	6%		.05		.30		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. Emphasis on factor 4.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.7%		.4		3.48		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Higher value to 3 counties where 5 rate is higher.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.4%		.1		.64		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be already skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.7%		.1		.64		Assume the % of factor 5 as recommended by OFCCP. Emphasis on already skilled workers.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Hires must be already skilled workers.
Final Availability Factor					8.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI Skilled Workers

JOB GROUP EO-4

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.70		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on factor 5 which has highest % of Hispanic skilled workers.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled Hispanic unemployed.
3. Percentage of minorities o females in total work force in the specific labor area	8.8%		.05		.44		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. To acknowledge growing participation of Hispanics in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	13.1%		.1		1.31		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Emphasis on factor 4.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	14.4%		.4		5.76		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Greatest value due to % rate of Hispanics in 4 counties.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be already skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	14.4%		.2		2.88		Assume the % of factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Hires must be already skilled workers.
Final Availability Factor					14.4%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT VI Skilled Workers

JOB GROUP EO-4

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6.0%		.05		.30		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on factor 4.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.2		.98		US DOL-Manpower Admin. - Table 11A (4 Counties). To recognize the skilled unemployed.
3. Percentage of minorities o females in total work force in the specific labor area	4.6%		.05		.23		US DOL-Manpower Admin. - Tables 5A and 5B (3 Counties) Emphasis on factor 4.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.4%		.5		2.20		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Higher % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.8%		.05		.19		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Emphasis on factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be already skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.8%		.05		.19		Assume the % of factor 5 as recommended by OFCCP. Greater value given to already skilled people.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Hires must be already skilled workers.
Final Availability Factor					4.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO-5

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. To recognize the increase of women applying for skilled job training.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		4.14	US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled unemployed.
3. Percentage of minorities o females in total work force in the specific labor area		45.4%		.1		4.54	US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. To recognize the increase of skilled women in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		40.1%		.2		8.02	US DOL-Manpower Admin. - Table 26A (3 Counties) 1979. Operatives Laborers, and Service Workers Data. Emphasis placed on hiring women willing to work on non-traditional jobs.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		40.8%		.2		8.02	US DOL-Manpower Admin. - Table 26A (4 Counties) 1979. Operatives, Laborers, and Service Workers Data. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		59%		.1		5.9	Female participation in feeder pool. Women within work force are not showing sufficient interest in transferring to this job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		40.8%		.1		4.8	Assume % in factor 5 as recommended by OFCCP. Good representation of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		59%		.1		5.9	Assume % in Factor 6 as recommended by OFCCP. LBL has training programs that can train those women and minorities who are willing to transfer to this job group.
Final Availability Factor						45.9%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT VI Skilled Workers
JOB GROUP EO-5

Please check:

Female ___ Hispanic ___
Black _X_ Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	.9%		.025		.23		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on skill availability and internal pool.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.2		2.84		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled unemployed.
3. Percentage of minorities o females in total work force in the specific labor area	6%		.025		.15		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. Emphasis placed on factors four and six.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18%		.2		3.6		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Operatives, Laborers and Service Workers Data. Highest % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	13.5%		.1		1.35		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Operatives, Laborers and Service Workers Data. Emphasis placed on factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	22.6%		.2		4.52		Black participation rate in feeder pool of 600 persons well utilized internal pool allows for upward mobility to this job.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13.5%		.05		.68		Assume the % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	22.6%		.2		4.52		Assume the % of factor 6 as recommended by OFCCP. LBL has training programs than can train minorities and women for upward mobility.
Final Availability Factor					17.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO-5

Please check:

Female ____ Hispanic X
Black ____ Asian ___
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		.025		.35		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis placed on factor 5 because internal pool is underutilized.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		1.67		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled unemployed.
3. Percentage of minorities o females in total work force in the specific labor area	8.8%		.025		.22		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. Greater value given to factor 5.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.3%		.1		.163		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Operatives, Laborers and Service Workers Data. Greater value given to factor 5.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	18.9%		.5		9.45		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Operatives, Laborers and Service Workers Data. Highest % of Hispanic participation in the skilled trades.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.3%		.025		.23		Hispanic participation in feeder pool. Hispanics are underutilized in feeder pool consequently lower calue is given.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	18.9%		.2		3.78		Assume the % of factor 5 as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	9.3%		.025		.23		Assume the % of factor 6 as recommended by OFCCP. Emphasis placed on hires of skilled workers since internal feeder pool is underutilized.
Final Availability Factor					17.6%		

*To be used for Minority computations
**To be used for Female computations

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EEO-1 CAT VI Skilled Workers
JOB GROUP EO-5

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6%		.025		.15		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on factors 4, 6 and 8.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.1		.49		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled unemployed.
3. Percentage of minorities o females in total work force in the specific labor area	4.6%		.05		.23		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. Emphasis placed on factor 4.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.7%		.3		3.21		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Operatives, Laborers, and Service Workers Data. Higher % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9%		.1		.9		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Operatives, Laborers and Service Workers Data. Factor 4 is more beneficial to Asians than factor 5.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.7%		.2		1.94		Asian/others participation rate in feeder pool. Well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	9%		.05		.45		Assume the % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	9.7%		.2		1.94		Assume the % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					9.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI - Skilled Workers

JOB GROUP EO-6

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		1		4.54	US Dept. of Labor/ Manpower Admin. - Tables 5A & 5B 4co's. 1979 Value given to contribute in eliminating systemic bias in society which denies opportunities to women.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		1		4.14	Table 11A - US DOL Manpower Data 1979 - 4 counties. Value given to contribute in eliminating systemic bias in society which denies opportunities to women.
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		1		4.54	Table 5A and 5B US DOL Manpower Data 1979 - 4 counties Value given to contribute in eliminating systemic bias in society which denies opportunities to women.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		6%		2		1.2	CFR 60-4 Federal Regulation Availability for Crafts. Highly skilled jobs.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		6%		2		1.2	CFR 60-4 Federal Regulation Availability Highly skilled jobs.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	No women participation in feeder pool (EO-5) Totally underutilized feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		6%		2		1.2	Assume the % of factor 5 as recommended by OFCCP. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		6%		1		.60	Assume the % of factor 5 because of complete underutilization in the feeder pool which is factor 6. Hires into feeder pool can be trained by LBL.
Final Availability Factor						17.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI - Skilled Workers
JOB GROUP EO-6

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		Table 5A US DOL Manpower Data 1979 - 4 counties. Emphasis on internal pool (factor 6).
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		Table 11A US DOL Manpower Data 1979 - 4 counties. To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	6%		.1		.60		US DOL/Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the increase of skilled Blacks in work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5.2%		.1		.52		Table 8A US DOL Manpower Data 1979 - 3 counties. Machinists data - Emphasis placed on internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.9%		.1		.39		Table 8A US DOL Manpower Data 1979 - 4 counties. Machinists data - Emphasis placed on internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	10%		.3		3.0		Black participation rate in feeder pool (EO-5). Utilized internal pool allows for upward mobility into this job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.9%		.05		.20		Assume the % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	10%		.2		2.0		Assume the % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women for upward mobility.
Final Availability Factor					8.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI - Skilled Workers
JOB GROUP EO-6

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14%		.025		.35		Table 5A - US DOL Manpower Data 1979 - 4 counties. Emphasis on well utilized internal feeder pool, which allows for upward mobility to this job group.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		1.67		US DOL/Manpower Admin - Table 11A (4 counties) 1979. To recognize that the skilled unemployed may be the result if last hired first lay-off policies in the area.
3. Percentage of minorities or females in total work force in the specific labor area	6%		.025		.15		Tables 5A and 5B US DOL Manpower Data 1979 - 4 counties. Emphasis placed on skill availability and internal feeder pool which is well utilized.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.6%		.2		3.32		Table 8A - US DOL/Manpower Data 1979 - 3 counties. Machinist Data. Emphasis on higher % rate in 3 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	15.8%		.1		1.58		Table 8A - US DOL/Manpower Data 1979 - 4 counties. Machinist Data. Emphasis on higher % rate in 4 counties.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	20%		.3		6.00		Hispanic participation in feeder pool (EO-5). Well utilized internal pool allows for upward mobility into this job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	15.8%		.05		.79		Assume the % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	20%		.2		4.00		Assume the % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					17.9%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI - Skilled Workers

JOB GROUP EO-6

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.30		Table 5A - US DOL Manpower Data 1979 - 4 counties. Emphasis on well utilized internal feeder pool, which allows for upward mobility to this job group.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.1		.49		Table 11A - US DOL Manpower Data 1979 - 4 counties. To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.1		.46		Tables 5A and 5B US DOL Manpower Data 1979 - 4 counties. To recognize the increase of skilled Asians in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	3.4%		.1		.34		Table 8A US DOL Manpower Data 1979 - 3 counties. Machinists Data. Emphasis is on internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.9%		.05		.15		Table 8A - US DOL Manpower Data 1979 - 4 counties. Machinists Data. Emphasis is on internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	10%		.3		3.0		Asian participation in feeder pool (EO-5). Well utilized internal feeder pool, allows for upward mobility to this job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	2.9%		.05		.15		Assume the % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	10%		.25		2.5		Assume the % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					7.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI-Skilled Workers

JOB GROUP EO-7

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	Tables 5A and 5B US DOL Manpower Data 1979 - 4 counties. To recognize the increase of women applying for skilled job training.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		4.14	Table 11A - US DOL Manpower Data 1979 - 4 counties. To recognize the skilled unemployed.
3. Percentage of minorities or females in total work force in the specific labor area		45.7%		.1		4.54	US DOL/Manpower Admin - Tables 5A & 5B (4 counties) 1979. To recognize the increase of skilled women in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		6%		.2		1.2	CFR 60-4. Federal Regulation Availability. Emphasis on hiring since LBL women employees are not applying for entry level training positions.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		6%		.2		1.2	CFR 60-4. Federal Regulation Availability. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		59.%		.05		2.95	Female participation in the feeder pool. Although female participation in feeder pool is high, they are not applying to blue collar jobs such as this one. Therefore, lower value is given.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		6%		.2		1.2	Assume % of factor 5 as recommended by OFCCP. Emphasis on hiring women willing to work on non-traditional jobs.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		59.%		.05		2.95	Assume % of factor 6 as recommended by OFCCP. LBL has training in blue collar area, however, women are not applying for it.
Final Availability Factor						22.7%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI-Skilled Workers
JOB GROUP EO-7

Please check:

Female ____ Hispanic ____
Black __X__ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	9%		.05		.45		Table 5A US DOL Manpower Data 1979 - 4 counties. Emphasis on factor 6. A well utilized internal pool and internal training.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.1		1.42		Table 11A US DOL Manpower Data 1979 - 4 counties. To recognize the skilled Black unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	6%		.05		.30		Tables 5A and 5B US DOL Manpower Data 1979 - 4 counties 1979. Emphasis on factors 6 and 8.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	7.4%		.1		.74		Table 8A US DOL Manpower Data 1979 - 3 counties. Metal Craftsmen Data. Factor 6 is greater than outside skill availability.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5.4%		.05		.27		Table 8A US DOL Manpower Data 1979 - 4 counties. Metal Craftsmen Data. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	22.6%		3.5		7.91		Black participation in feeder pool. Well utilized internal pool allows for promotion or transfer opportunities.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	5.4%		.05		.27		Assume the % of factor 5 as recommended by OFCCP. Emphasis on internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	22.6%		.25		5.65		Assume the % of factor 6 as recommended by OFCCP. LBL has training programs that can train minorities and women.
Final Availability Factor					17.0%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI - Skilled Workers
JOB GROUP EO-7

Please check:

Female ____ Hispanic __X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	14%		.05		.0		Table 5A - US DOL Manpower Data 1979 - 4 counties. Emphasis on factors 4, 5 and 7 because internal pool is underutilized.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.1		1.67		Table 11A - US DOL Manpower Data 1979 - 4 counties. To recognize the skilled unemployed Hispanics.
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		.0		.0		Table 5A and 5B - US DOL Manpower Data 1979 - 4 counties. Emphasis on factors 4, 5 and 7.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	15%		.3		4.5		Table 8A - US DOL Manpower Data 1979 - 3 counties. Metal Craftsmen Data. Excellent skill availability which allows for good recruitment efforts.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	15%		.3		4.5		Table 8A - US DOL Manpower Data 1979 - 4 counties. Metal Craftsmen Data. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.3%		.0		.0		Hispanic participation in feeder pool. Underutilized feeder pool. Emphasis will be on hiring.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	15%		.3		4.5		Assume % of factor 5 as recommended by OFCCP. High concentration of training institutions in the area.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.3%		.0		.0		Assume % of factor 6 as recommended by OFCCP. Emphasis on hiring and then train for upward mobility.
Final Availability Factor					15.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI - Skilled Workers

JOB GROUP EO-7

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.3		Table 5A US DOL Manpower Data 1979 - 4 counties. Emphasis on factor 6, internal pool.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.1		.49		Table 11A - US DOL Manpower Data 1979 - 4 counties. To recognize the skilled Asian/Other unemployed.
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.1		.46		Tables 5A and 5B - US DOL Manpower 1979 - 4 counties. To recognize increase of Asian/Other skilled workers in work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.5%		.1		.45		Table 8A - US DOL Manpower Data 1979 - 3 counties. Metal Craftsmen Data. Emphasis on 3 counties to maximize opportunities.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4.2%		.025		.11		Table 8A - US DOL Manpower Data 1979 - 4 counties. Metal Craftsmen Data. Lower than 3 counties.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.7%		.3		2.91		Asian/Others participation in feeder pool. Well utilized pool allows for upward mobility into this job group.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	4.2%		.025		.1		Assume % of factor 5 as recommended by OFCCP. Emphasis on internal training.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	9.7%		.3		2.91		Assume % of factor 6 as recommended by OFCCP. LBL has training that can train minorities and women.
Final Availability Factor					7.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI Skilled Workers

JOB GROUP EO-8

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	US Department of Labor-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. To recognize the increase of women that are applying for skilled jobs.
2. Percentage of unemployment in the specified labor or recruitment area		41.47%		.1		4.14	US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled unemployed.
3. Percentage of minorities o females in total work force in the specific labor area		45.4%		.1		4.54	US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. To recognize the increase of skilled women in the work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		4.4%		.2		.88	US DOL-Manpower Admin. - Table 26A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Hires must already be skilled workers.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		4.5%		.3		1.35	US DOL-Manpower Admin. - Table 26A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Higher value since 4 Counties % rate is higher than 3 Counties.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Hires must already be skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		4.5%		.2		.90	Assume % of factor 5 as recommended by OFCCP. High concentration of training institution.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		0		0		0	Hires must already be skilled workers. No apprenticeship program available.
Final Availability Factor						16.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VI Skilled Workers

JOB GROUP EO-8

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	9%		0		0		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on factor 4 since hires must already be skilled.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.2		2.84		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled Blacks who are unemployed.
3. Percentage of minorities o females in total work force in the specific labor area	6%		0		0		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. Emphasis placed on skills since they are higher than work force.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.7%		.7		6.09		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Better skill availability.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	6.4%		.05		.32		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Emphasis placed on 3-County availability.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must already be skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	6.4%		.05		.32		Assume % of factor 5 as recommended by OFCCP. Emphasis on already skilled individuals.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Hires must be already skilled workers. No apprenticeship program.
Final Availability Factor					9.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VI Skilled Workers

JOB GROUP EO-8

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	14%		0		0		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis placed on factor 5 which is greater than population and work force.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		12		3.34		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize the skilled unemployed Hispanics.
3. Percentage of minorities o females in total work force in the specific labor area	8.8%		0		0		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. Same as 1 (a).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	13.1%		.05		.66		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Same as 1 (a).
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	14.4%		.7		10.08		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Greatest skill availability.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be already skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	14.4%		.05		.72		Assume % of factor 5 as recommended by OFCCP. Emphasis on factor 5.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Hires must be already skilled workers. No apprenticeship program.
Final Availability Factor					14.8%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VI Skilled Workers
JOB GROUP EO-8

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	6%		.05		.30		US DOL-Manpower Admin. - Table 5A (4 Counties) 1979. Emphasis on factor 4.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.2		.98		US DOL-Manpower Admin. - Table 11A (4 Counties) 1979. To recognize skilled unemployed Asians/others.
3. Percentage of minorities o females in total work force in the specific labor area	4.6%		.0		0		US DOL-Manpower Admin. - Tables 5A and 5B (4 Counties) 1979. Emphasis placed on unemployed.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4.4%		.7		3.08		US DOL-Manpower Admin. - Table 8A (3 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Higher % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.8%		.025		.1		US DOL-Manpower Admin. - Table 8A (4 Counties) 1979. Craftsmen, Foremen and Kindred Workers Data. Emphasis on higher % rate in factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Hires must be already skilled workers.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	3.8%		.025		.1		Assume % of factor 5 as recommended by OFCCP. Emphasis on already skilled workers.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Hires must be already skilled workers. No apprenticeship training.
Final Availability Factor					4.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII-Operatives

JOB GROUP FO-1

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		.3		11.94	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. This is an entry level job which does not require any special skills.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		.3		12.00	Table 11A US DOL Manpower Data 1979 - 3 counties. This is an entry level job which does not require any special skills.
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		.1		3.98	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 1(b) and 2.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		34.8%		.1		3.48	US DOL Manpower Data 1979 - 3 counties. Operatives. Emphasis placed on factors 1(b) and 2.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		34.8%		.1		3.48	US DOL Manpower Data 1979 - 3 counties. Operatives. Emphasis placed on factors 1(b) and 2.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Entry level jobs.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8		.1		3.98	Assume women seeking employment rate as recommended by OFCCP. Emphasis placed on factors 1(b) and 2.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Entry level jobs.
Final Availability Factor						38.9%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives
JOB GROUP FO-1

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	13%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 & 5 since skill availability is greater than population %
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		0		0		Table 11A US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 and 5 because skill availability is greater than population %.
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		0		0		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 and 5 since skill availability is greater than population %.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18.0%		.5		.09		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, Service Workers & Laborers. LBL assumes skill availability as final availability since it is greater than total population %
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	18.0%		.5		.09		US DOL Manpower Data 1979 - 3 counties. Operatives, Service Workers and Laborers. LBL assumes skill availability as final availability since it is greater than total population %.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level jobs. Emphasis is placed on factors 4 and 5 since skill availability is greater than population %.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13%		0		0		Assume population rate as recommended by OFCCP. Emphasis placed on factors 4 and 5 since skill availability is greater than population %.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level jobs. Emphasis placed on factors 4 and 5 since skill availability is greater than population %.
Final Availability Factor					.18 / 18%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII-Operatives

JOB GROUP FO-1

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	12%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 & 5 because skill availability is greater than population %.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13%		0		0		Table 11A US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 & 5 because skill availability is greater than population %.
3. Percentage of minorities or females in total work force in the specific labor area	11.2%		0		0		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 & 5 because skill availability is greater than population %.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.3%		.5		8.15		US DOL Manpower Data 1979 - 3 counties. Operatives, Service Workers and Laborers. LBL assumes skill availability since it is greater than total population %.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16.3%		.5		8.15		US DOL Manpower Data 1979 - 3 counties. Operatives, Service Workers and Laborers. LBL assumes skill availability since it is greater than total population %.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level jobs. Emphasis is placed on factors 4 and 5 because skill availability is greater than population.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	12%		0		0		Assume population rate as recommended by OFCCP. Emphasis is placed on factors 4 and 5 because skill availability is greater than population.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level jobs. Emphasis is placed on factors 4 and 5 because skill availability is greater than population.
Final Availability Factor					16.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII-Operatives

JOB GROUP FO-1

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	8%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 & 5 because skill availability is greater than population.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		0		0		Table 11A US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 & 5 because skill availability is greater than population.
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		0		0		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 and 5 because skill availability is greater than population.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.7%		.5		5.35		US DOL Manpower Data 1979 - 3 counties. Operatives, Service Workers and Laborers Table 8A. Greater value given because skill availability is greater than population.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.7%		.5		5.35		US DOL Manpower Data 1979 - 3 counties. Operatives, Service Workers and Laborers Table 8A. Greater value given because skill availability is greater than population.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level jobs.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8%		0		0		Assume population rate as recommended by OFCCP. Same as 1(a).
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level jobs.
Final Availability Factor					10.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives

JOB GROUP FO-2

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		.2		7.96	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis is placed on those factors which will break the sex barriers in society.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		.3		12.00	Table 11A US DOL Manpower Data, 1979 - 3 counties. Emphasis is placed on those factors which will break the sex barriers in society.
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		.2		7.96	Table 5A and 5B DOL Manpower Data, 1979 - 3 counties. Emphasis is placed on those factors which will break the sex barriers in society.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		3.2%		.05		.32	Table 26A - US DOL Manpower Data, 1979 - 3 counties. Transportation Equipment Operatives. Very low availability is an indicator of systemic bias in society.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		3.2%		.05		.32	Table 26A - US DOL Manpower Data, 1979 - 3 counties. Transportation Equipment Operatives. Very low availability is an indicator of systemic bias in society.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Entry level jobs which require Operator II driver's license.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8%		.2		7.96	Assume women seeking employment % rate as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Entry level of which require Operator II driver's license.
Final Availability Factor						36.5%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VII - Operatives

JOB GROUP FO-2

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	13%		.05		.65		Table 5A US DOL Manpower Data 1979, 3 counties. Emphasis placed on factors 4 & 5 since they are greater than population % rate.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		.2		3.82		Table 11A US DOL Manpower Data 1979 - 3 counties. Value given to this factor to ameliorate residual bias in society.
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		.15		1.71		Table 5A and 5B US DOL Manpower Data 1979, 3 counties. Emphasis placed on factors 4 & 5 since they are greater than population % rate.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	14.4%		.2		2.88		Table 8A US DOL Manpower Data 1979 - 3 counties. Transportation Equipment Operatives. Greater value given because skill % rate is greater than population.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	14.4%		.2		2.88		Table 8A US DOL Manpower Data 1979 - 3 counties. Transportation Equipment Operatives. Greater value given because skill % rate is greater than population.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level jobs which require a license II driver operator.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13%		.2		2.6		Assume population rate as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level jobs which require a license II driver operator.
Final Availability Factor					14.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives

JOB GROUP FO-2

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	12%		0		0		Table 5A US DOL Manpower Data 1979, 3 counties. Emphasis placed on factors 4 & 5 since they are greater than population % rate.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		0		0		Table 11A US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 & 5 since they are greater than population % rate.
3. Percentage of minorities or females in total work force in the specific labor area	11.2%		0		0		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 4 and 5 since they are greater than population % rate.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	15.3%		.5		7.65		Table 8A US DOL Manpower Data 1979 - 3 counties. Transportation Equipment Operators. Skill % rate is higher than population % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	15.3%		.5		7.65		Table 8A US DOL Manpower Data 1979 - 3 counties. Transportation Equipment Operators. Skill % rate is higher than population % rate.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level jobs - which require an Operator II driver's license.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	12%		0		0		Assume population rate as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level jobs - which require an Operator II driver's license.
Final Availability Factor					15.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VII - Operatives

JOB GROUP FO-2

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	8%		.1		.80		Table 5A US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 2,3, & 7 since skill % rate is lower than total work force and population and this is an entry-level job.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		.2		1.14		Table 11A US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 2,3, & 7 since skill % rate is lower than total work force and population & this is an entry level job.
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		.3		2.25		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis placed on factors 2,3, & 7 since skill % rate is lower than total work force and population & this is an entry level job.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	3.0%		.1		.30		Table 8A US DOL Manpower Data 1979 - 3 counties. Transportation Equipment Operator. Underutilized skill availability shows societal bias.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3.0%		.1		.30		Table 8A US DOL Manpower Data 1979 - 3 counties. Transportation Equipment Operator. Underutilized skill availability shows societal bias.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level jobs - which require an Operator II driver's license.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8%		.2		1.6		Assume population rate as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level jobs - which require an Operator II driver's license.
Final Availability Factor					6.4%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VII Operatives

JOB GROUP FO 3

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		45.4%		.1		4.54	Table 5A & 5B - US DOL Manpower Data 1979 - 4 Counties Emphasis placed on Factors 6 & 8 as an affirmative action effort.
2. Percentage of unemployment in the specified labor or recruitment area		41.4%		.1		4.14	Table 11A - US DOL Manpower Data 1979 - 4 Counties Same as 1(b)
3. Percentage of minorities or females in total work force in the specific labor area		45.4%		.1		4.54	Table 5A & B - US DOL Manpower Data 1979 - 4 Counties Same as 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		3.2%		.1		.32	Table 8A - US DOL Manpower Data 1979 - 3 Counties Transportation Equipment Operator. Systemic bias practices in society are responsible for low participation rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		3.7%		.1		.37	Same as Factor 4 - 4 Counties - for source Same as Factor 4 for reason
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		38.1%		.2		7.62	Female participation rate in feeder pool (FO2) Well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		45.4%		.1		4.54	Assume women seeking emplyment % rate as recommended by OFCCP.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		38.1%		.2		7.62	Assume female rate in feeder pool (FO2) as % of training efforts as recommended by OFCCP. High concentration of training institutions.
Final Availability Factor						33.3%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
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EEO-1 CAT VII Operators

JOB GROUP FO 3

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	13.0%		.025		.33		Table 5A - US DOL Manpower Data 1979 - 4 Counties Emphasis placed on Factors 4, 5, & 6.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	14.2%		.2		2.84		Table 11A - US DOL Manpower Data 1979 - 4 Counties Same as Factor 1(b)
3. Percentage of minorities or females in total work force in the specific labor area	6.0%		.025		.15		Table 5A & 5B--US DOL Manpower Data 1979 - 4 Counties Same as Factor 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	14.4%		.2		2.88		Table 8A - US DOL Manpower Data 1979 - 3 Counties Transportation Equipment Operator. Good skill availability.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	11.2%		.2		2.24		Same as Factor 4 - except 4 Counties Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	61.9		.2		12.38		LBL internal work force FO 2. Feeder pool shows concentration. Upward mobility is priority.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13.0%		.05		.65		Assume population rate as recommended by OFCCP. Emphasis on internal training opportunities.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	61.9%		.1		6.19		Assume minority representation in feeder pool (FO2) as % of training efforts. LBL has training programs that can train minorities and women.
Final Availability Factor					27.6%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VII Operatives

JOB GROUP FO 3

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	12.0%		0		0		Table 5A - US DOL Manpower Data 1979 - 4 Counties Emphasis placed on Factor 5 since it is greater than
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							population % rate.
2. Percentage of unemployment in the specified labor or recruitment area	16.7%		.2		3.34		Table 5A & 5B - US DOL Manpower Data 1979 - 4 Counties Same as Factor 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		0		0		Table 5A & 5B - US DOL Manpower Data 1979 - 4 Counties Same as Factor 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	15.3%		.1		1.53		Table 8A - US DOL Manpower Data 1979 - 3 Counties Transportation Equipment Operator. Well utilized skills, however, 4 counties % rate is greater.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16.9%		.6		10.14		Same as Factor 4 - 4 Counties Well utilized requisite skills rate which allows for good recruitment efforts.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		No Hispanic participation in feeder pool FO2.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	12.0%		.1		1.2		Assume population rate as recommended by OFCCP.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Assume minority rate in feeder pool (FO2) as % of training efforts. Complete underutilization in feeder pool
Final Availability Factor					16.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
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EEO-1 CAT VII Operatives

JOB GROUP FO 3

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	8.0%		.1		.80		Table 5A - US DOL Manpower Data 1979 - 4 Counties
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	4.9%		.2		.98		Table 11A - US DOL Manpower Data 1979 - 4 Counties
3. Percentage of minorities or females in total work force in the specific labor area	4.6%		.2		.92		Table 5A & 5B US DOL Manpower Data 1979 - 4 Counties
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	3.0%		.2		.60		Table 8A - US DOL Manpower Data - 3 Counties Transportation Equipment Operator. Three-county % rate is greater than 4 counties.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.7%		.1		.27		Same as Factor 4 except 4 counties Same as Factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		No Asians in FO2 which is feeder pool. Hiring efforts are priority.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.0%		.2		1.6		Assume population rate as recommended by OFCCP. High concentration of training institutions.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Assume minority rate in feeder pool (FO2) as % of training efforts. No Asians in feeder pool.
Final Availability Factor					5.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives

JOB GROUP FO-4

Please check:

Female X Hispanic ___
Black ___ Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		0		0	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		0		0	Table 11A US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
3. Percentage of minorities or females in total work force in the specific labor area		39.0%		0		0	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		40.0%		.5		20.0	Table 26A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availability as final availability since it is greater than total population %.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		40.0%		.5		20.0	Table 26A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availability as final availability since it is greater than total population %.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Entry level job. Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8%		0		0	Assume population rate as recommended by OFCCP. Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Entry level job. Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
Final Availability Factor						40%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives

JOB GROUP FO-4

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	13%			0	0		Table 5A - US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%			0	0		Table 11A - US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
3. Percentage of minorities or females in total work force in the specific labor area	11.4%			0	0		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18.0%			.5	9.0		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availability as final availability since it is greater than total population %.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	18.0%			.5	9.0		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availability as final availability since it is greater than total population %.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0			0	0		Entry level job. Emphasis given to factor 4 & 5 since skill availability is greater than population %.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13%			0	0		Assume population rate as recommended by OFCCP. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0			0	0		Entry level job. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
Final Availability Factor					18%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII-Operatives

JOB GROUP FO-4

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	12%		0		0		Table 5A - US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		0		0		Table 11A - US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
3. Percentage of minorities or females in total work force in the specific labor area	11.2%		0		0		Table 5A - 5B US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.3%		.5		8.15		Table 8A - US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availability as final availability since its greater than total population %.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16.3%		.5		8.15		Table 8A - US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availability as final availability since its greater than total population %.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level job. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	12%		0		0		Assume population rate as recommended by OFCCP. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level job. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
Final Availability Factor					16.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives
JOB GROUP FO-4

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	8%		0		0		Table 5A - US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population %
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		0		0		Table 11A US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		0		0		Table 5A - 5B US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.7%		.5		5.35		Table 8A - US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availability as final availability since its greater than total population %.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.7%		.5		5.35		Table 8A - US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availabilty as final availability since its greater than total population %.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level job. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8%		0		0		Assume population rate as recommended by OFCCP. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level job. Emphasis given to factors 4 & 5 since skill availability is greater than population %.
Final Availability Factor					10.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives
JOB GROUP FO-5

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		0		0	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		0		0	Table 11A - US DOL Manpower Data 1979 - 3 counties Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		0		0	Table 5A and 5B DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		40.0%		5		20.	Table 26A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than factor 1(b).
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		40.0%		5		20.	Table 26A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than factor 1(b).
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		18.2%		0		0	Female participation in feeder pool (FO-1). Underutilized feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8		0		0	Assume population rate as recommended by OFCCP. Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		18.2		0		0	Minority and female % rate in feeder pool (FO-1). Emphasis given to factors 4 & 5 since skill availability is greater than women seeking employment % rate.
Final Availability Factor						40 %	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives

JOB GROUP FO-5

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	13%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 6 & 8 since this job is the highest one in a line of progression which starts with FO-1.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		0		0		Table 11A - US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 6 and 8 since this job is the highest one in a line of progression which starts with FO-1.
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		0		0		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 6 and 8 since this job is the highest one in a line of progression which starts with FO-1.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18.0%		.2		3.6		Table 8A US DOL Manpower Data - 3 counties. Operatives, service workers, laborers. Emphasis given to factors 6 and 8 since this job is the highest one in a line of progression which starts with FO-1.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	18.0%		.2		3.6		Table 8A - US DOL Manpower Data - 3 counties. Operatives, service workers, laborers. Emphasis given to factors 6 & 8 since this job is the highest one in a line of progression which starts with FO-1.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	27.3%		.3		8.9		Black participation in feeder pool (FO-1) Extremely well utilized internal pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13%		.1		1.3		Assume population rate as recommended by OFCCP. Emphasis given to factors 6 & 8 since this job is the highest one in a line of progression which starts with FO-1.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	27.3%		.2		5.46		Minority and female % rate in feeder pool (FO-1) Emphasis given to factors 6 & 8 since this job is the highest one in a line of progression which starts with FO-1.
Final Availability Factor					22.2%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives
JOB GROUP FO-5

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	12%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population and internal pool.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		0		0		Table 11A - US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population and internal pool.
3. Percentage of minorities or females in total work force in the specific labor area	11.2		0		0		Table 5A and 5B US DOL Manpower Data - 3 counties. Emphasis given to factors 4 & 5 since skill availability is greater than population and internal pool.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.3%		.5		8.15		Table 8A - US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availability as final since it is greater than total population & internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16.3%		.5		8.15		Table 8A - US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. LBL assumes skill availability as final since it is greater than total population and internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	9.1%		0		0		Hispanic participation in feeder pool (FO-1). Underutilized feeder pool.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	12%		0		0		Assume population rate as recommended by OFCCP. Emphasis given to factors 4 & 5 since skill availability is greater than population and internal pool.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	65.9%		0		0		Minority and female % rate in feeder pool (FO-1). Underutilized feeder pool. Emphasis given to factors 4 & 5 since skill availability is greater than population and internal pool.
Final Availability Factor					16.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VII - Operatives

JOB GROUP FO-5

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	8%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 6 & 8 because of well utilized internal pool in a line of progression starting with FO-1.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		0		0		Table 11A - US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 6 and 8 because of well utilized internal pool in a line of progression starting with FO-1.
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		0		0		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Emphasis given to factors 6 and 8 because of well utilized internal pool in a line of progression starting with FO-1.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.7%		.2		2.14		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. High skill availability. However, it is less than internal pool.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.7%		.2		2.14		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. High skill availability. However, it is less than internal pool.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	11.4%		.3		3.42		Asian participation in feeder pool. (FO-1). Emphasis given to factors 6 & 8 because of well utilized internal pool in a line of progression starting with FO-1.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8%		0		0		Assume population rate as recommended by OFCCP. Emphasis given to factors 6 & 8 because of well utilized internal pool in a line of progression starting with FO-1.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	11.4%		.3		3.42		Minority and female % rate in feeder pool (FO-1) Emphasis given to factors 6 & 8 because of well utilized internal pool in a line of progression starting with FO-1.
Final Availability Factor					11.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII - Laborers

JOB GROUP GO-1

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		0		0	Table 5A US DOL Manpower Data 1979- 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		0		0	Table 11A-US DOL Manpower Data 1979- 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4&5 as final availability.
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		0		0	Table 5A and 5B US DOL Manpower 1979 - 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4&5 as final availability.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		40.0%		.5		.20	Table 26A-US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than factors 1(b) and 3.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		40.0%		.5		.20	Table 26A-US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than factors 1(b) and 3.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Entry level position. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8%		0		0	Table 5A - US DOL Manpower Data 1979 - EDD. Assume factor 1(b) percent rate as recommended by OFCCP National Plan Guidelines.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Entry level position. Skill availability is greater than population percentage. Therefore as an affirmative action effort, LBL accepts factors 4 and 5 as final availability.
Final Availability Factor						40%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII - Laborers

JOB GROUP GO-1

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	13.0%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		0		0		Table 11A- US DOL Manpower Data 1979- 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		0		0		Table 5A and 5B US DOL Manpower 1979- 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18%		.5		.09		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu. % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	18%		.5		.09		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu. % rate.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level position. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13%		0		0		Assume population participation rate as recommended by OFCCP. National Plan Guidelines. LBL accepts factors 4 & 5 as as final availability as an affirmative action effort.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level position - no training necessary. Only minimum work experience. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
Final Availability Factor					.18 18%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII - Laborers

JOB GROUP GO-1

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	12%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		0		0		Table 11A- US DOL Manpower Data 1979- 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability
3. Percentage of minorities or females in total work force in the specific labor area	8.8%		0		0		Table 5A and 5B US DOL Manpower 1979- 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.3%		.5		.0815		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu.% rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16.3%		.5		.0815		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu.% rate.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level position. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	12%		0		0		Assume population participation rate as recommended by OFCCP. National Plan Guidelines. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level position. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
Final Availability Factor					16.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII Laborers

JOB GROUP GO-1

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	8.0%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		0		0		Table 11A- US DOL Manpower Data 1979- 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		0		0		Table 5A and 5B US DOL Manpower 1979- 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.7%		.5		5.35		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu. % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.7%		.5		5.35		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu. % rate.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level position. Skill availability is greater than population %. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8%		0		0		Assume population participation rate as recommended by OFCCP. National Plan Guidelines. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level position - no training necessary. Only minimum work experience. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final availability.
Final Availability Factor					10.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII-Laborers

JOB GROUP GO-2

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		0		0	Tables 5A and B US DOL-Manpower Data 1979-3co. Skill availability is greater than population percentage therefore as an affirmative action effort LBL accepts factors 4 and 5 as final availability.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		0		0	US DOL-Manpower Data 1979-3 co. Same as 1 (b).
3. Percentage of minorities o females in total work force in the specific labor area		39.8%		0		0	US DOL-Manpower Data 1979-3 co. Same as 1 (b).
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		40.0%		.5		20.0	US DOL-Manpower Data - 3 co. Operatives, Laborers and Service Workers. LBL assumes skill availability as final availability since it is greater total population percentage.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		40.0%		.5		20.0	US DOL Manpower Data 1979 - 3 co. Same as above factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Entry level position. Same as 1 (b).
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8%		0		0	Assume factor 1 (b) % rate as recommended by OFCCP. Same as 1 (b).
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females		0		0		0	Same as 1 (b).
Final Availability Factor						40.0%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII-Laborers

JOB GROUP GO-2

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	13%		0		0		Table 5A-US DOL-Manpower Data 1979-3 co. Skill availability is greater than population percentage therefore LBL as an affirm. action effort accepts factors 4 and 5 as final availability.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		0		0		Table 11a US DOL-Manpower Data 1979-3 co. Same as 1 (a)
3. Percentage of minorities o females in total work force in the specific labor area	11.4%		0		0		Tables 5A and 5B US DOL-Manpower Data 1979-3 co. Same as 11a
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18%		.5		9.0		US DOL-Manpower Data 1979-3 co. Operatives, Service Workers and Laborers - LBL assumes skill availability as final availability since it is greater than total population percentage.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	18%		.5		9.0		US DOL-Manpower Data 1979-3 co. Operatives, Service Workers and Laborers. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level job Same as 1 (a)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13%		0		0		Assume population rate as recommended by OFCCP. Same as 1 (a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Entry level Same as 1 (a)
Final Availability Factor					18%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII-Laborers
JOB GROUP GO-2

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	12%		0		0		US DOL-Manpower Data 1979-3 co. Table 5A. Skill availability is greater than population percentage therefore as an Affirm. Action effort LBL accepts factors 4 and 5 as final availability.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		0		0		Table 5A and 5B US DOL-Manpower Data 1979-3 co. Same as 1 (a)
3. Percentage of minorities o females in total work force in the specific labor area	11.2%		0		0		Table 5A and 5B US DOL-Manpower Data 1979-3 co. Same as 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.3%		.5		8.15		US DOL-Manpower Data 1979-3 co. Operatives, Service Workers and Laborers, LBL assumes skill availability as final availability since it is greater than total population percentage.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16.3%		.5		8.15		US DOL-Manpower Data 1979-3 co. Operatives, Service Workers and Laborers. Same as factor 4.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level position. Same as 1 (a)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	12%		0		0		Assume population rate as recommended by OFCCP. Same as 1 (a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Same as 1 (a).
Final Availability Factor					16.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII-Laborers

JOB GROUP GO-2

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	8%		0		0		Table 5 US DOL Manpower Data 1979-3 co. Skill availability is greater than population percentage therefore as an Affirm. Action effort LBL accepts factors 4 and 5 as final availability.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		0		0		Table 11a US DOL-Manpower Data 1979 - 3 co. Same as 1 (a)
3. Percentage of minorities o females in total work force in the specific labor area	7.5%		0		0		Table 5A and 5B US DOL-Manpower Data 1979 - 3 co. Same as 1 (a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.7%		.5		5.35		US DOL-Manpower Data 1979-3 co. Operatives, Service Workers and Laborers. LBL assumes skill availability-final availability since it is greater than total population percentages.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.7%		.5		5.35		US DOL-Manpower Data 1979- 3 co. Operatives, Service Workers and Laborers Same as factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level position Same as 1 (a)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8%		0		0		Assume population rate as recommended by OFCCP. Same as 1 (a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities of females	0		0		0		Entry level position Same as 1 (a)
Final Availability Factor					10.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII-Laborers
JOB GROUP GO-3

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		0		0	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population %. Therefore, as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		0		0	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		0		0	Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population %. Therefore, as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		40.0%		.5		20	Table 26A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		40.0%		.5		20	Table 26A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers, laborers. same as 1(a).
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Entry level position. Skill availability is greater than population %. Therefore, as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8%		0		0	Assume factor 1(b)% rate as recommended by OFCCP. Skill availability is greater than population %. Therefore, as an affirmative action effort LBL accepts factors 4 & 5 as final availability
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Entry level position. Skill availability is greater than population %. Therefore, as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
Final Availability Factor						40%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII - Laborers
JOB GROUP GO-3

Please check:

Female ___ Hispanic ___
Black X Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	13%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population %. Therefore, as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		0		0		Table 11A US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population %. Therefore, as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		0		0		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population %. Therefore as an affirmative action effort LBL accepts factors 4 & 5 as final avail.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18.0%		.5		9.0		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu. % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	18.0%		.5		9.0		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu. % rate.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level position. Skill availability is greater than population percentage. Therefore, as an affirmative action effort, LBL accepts factors 4 and 5 as final availability.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13%		0		0		Assume population rate as recommended by OFCCP. Skill availability is greater than population %. Therefore, as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level position. Skill availability is greater than population percentage. Therefore, as an affirmative action effort, LBL accepts factors 4 and 5 as final availability.
Final Availability Factor					18%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII - Laborers

JOB GROUP GO-3

Please check:

Female ___ Hispanic X
Black ___ Asian ___
Native American ___

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	12%		0		0		Table 5A US DOL Manpower Data - 3 counties. Skill availability is greater than population percentage. Therefore as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		0		0		Table 11A US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population percentage. Therefore as an affirmative action effort LBL accepts factors 4 & 5 as final avail.
3. Percentage of minorities or females in total work force in the specific labor area	11.2%		0		0		Tables 5A and 5B US DOL Manpower Data 1979 - 3 counties. LBL assumes skill availability as final availability since it is greater than total population %.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16.3%		.5		8.15		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu. % rate.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16.3%		.5		8.15		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total popu. % rate.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level position. Skill availability is greater than population %. Therefore as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	12%		0		0		Assume population rate as recommended by OFCCP. Skill availability is greater than population percentage. Therefore as an affirmative action effort LBL accepts factors 4 & 5 as final avail.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level position. Skill availability is greater than population %. Therefore as an affirmative action effort LBL accepts factors 4 & 5 as final availability.
Final Availability Factor					16.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT VIII - Laborers

JOB GROUP GO-3

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	8%		0		0		Table 5A US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population percentage. Therefore, as an affirmative action effort, LBL accepts factors 4 and 5 as final availability.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		0		0		Table 11A US DOL Manpower Data 1979 - 3 counties. Skill availability is greater than population percentage. Therefore, as an affirmative action effort, LBL accepts factors 4 and 5 as final availability.
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		0		0		Table 5A and 5B US DOL Manpower Data 1979 - 3 counties. LBL assumes skill availability as final availability since it is greater than total population percentage.
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	10.7%		.5		5.35		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total population percentage.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	10.7%		.5		5.35		Table 8A US DOL Manpower Data 1979 - 3 counties. Operatives, service workers & laborers. LBL assumes skill availability as final availability since it is greater than total population percentage.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level position. Skill availability is greater than population. percentage. Therefore, as an affirmative action effort, LBL accepts factors 4 and 5 as final availability.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8%		0		0		Assume population rate rate as recommended by OFCCP. Skill availability is greater than population percentage. Therefore as an affirmative action effort, LBL accepts factors 4 & 5 as final avail.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level position. Skill availability is greater than population percentage. Therefore, as an affirmative action effort, LBL accepts factors 4 and 5 as final availability.
Final Availability Factor					10.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 1

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		.1		3.98	US Dept of Labor/Manpower Admin. - Tables 5A & 5B (3 Co's) 1979 Value given as an affirmative action effort to open opportunities to women in non-traditional jobs.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		.1		4.00	Table 11A--US DOL Manpower Data 1979--3 Co's Same as 1(b)
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		.1		3.98	Table 5A & 5B--US DOL Manpower Data 1979--3 Co's Same as 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		5.3%		.3		1.59	Table 26A--US DOL Manpower Data--1979--Protective Service workers--Alameda, Contra Costa, SF--3 Co's. Greater value given because job requires specific skills.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		5.3%		.3		1.59	Table 26A--US DOL Manpower Data 1979--Protective Service workers--3 Co's. Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0				0	Entry level job which requires specific skills
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8%		.1		3.98	Assume % in Factor 3 as recommended by OFCCP Same as 1(b)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0				0	Entry level job which requires specific skills
	Final Availability Factor					19.1%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 1

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	13.0%		.1		1.30		US Dept of Labor/Manpower Admin.--Table 5A (3 Counties) 1979. Value given as an affirmative action effort.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		.1		1.91		Table 11A US DOL Manpower Data 1979--3 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		.1		1.14		Table 5A & 5B--US DOL Manpower Data 1979--3 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.3%		.3		2.49		Table 8A--US DOL Manpower Data--Protective Service workers--Alameda, Contra Costa, SF. Greater value given because job requires specific skills.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.3%		.3		2.49		Same as above Factor 4 Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level job which requires specific skills
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	11.4%		.1		1.14		Assume % in Factor 3 as recommended by OFCCP Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level job which requires specific skills
Final Availability Factor					10.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 1

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	12.0%		.1		1.2		US Dept of Labor/Manpower Admin. - Table 5A (3 Counties) 1979. Value given as an affirmative action effort.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		.1		1.31		Table 11A--US DOL Manpower Data 1979--3 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	11.2%		.1		1.12		Tables 5A & 5B--US DOL Manpower Data 1979--3 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	9.9%		.3		2.97		Table 8A--US DOL Manpower Data Protective Service Workers--Alameda, Contra Costa, SF. Greater value given because job requires specific skills.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.9%		.3		2.97		Same as above Factor 4 Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level job which requires specific skills
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	11.2%		.1		1.12		Assume % in Factor 3 as recommended by OFCCP Same as 1(a).
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level job which requires specific skills
Final Availability Factor					10.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 1

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	8.0%		.1		.80		US Dept of Labor/Manpower Admin. - Table 5A (3 Counties) 1979. Value given as an affirmative action effort
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		.1		.57		Table 11A--US DOL Manpower Data 1979--3 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		.1		.75		Table 5A & 5B US DOL Manpower Data 1979--3 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.1%		.3		.63		Table 8A--US DOL Manpower Data 1979 Protective Service Workers Alameda, Contra Costa, SF. Greater value given because job requires specific skills
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.1%		.3		.63		Same as above Factor 4 Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level job which requires specific skills
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	7.5%		.1		.75		Assume % in Factor 3 as recommended by OFCCP Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level job which requires specific skills
Final Availability Factor					4.1%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 2

Please check:

Female x Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area							
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		.1		3.98	US Dept of Labor/Manpower Admin. - Table 5A & 5B (3 Counties) 1979 As an affirmative action effort to overcome residual effects of bias in society.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		.1		4.00	Table 11A--US DOL Manpower Data 1979--3 Co's Same as 1(b)
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		.1		3.98	Tables 5A & 5B--US DOL Manpower Data 1979--3 Co's Same as 1(b)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		5.3%		.3		1.59	Table 26A--US DOL Manpower Data--Protective Service Workers-Alameda, Contra Costa, SF--Greater emphasis since special skills are required.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		5.3%		.3		1.59	Same as above Factor 4 Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Entry level job which requires previous experience in skill.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		39.8%		.1		3.98	Assume % of Factor 3 as recommended by OFCCP Same as 1(b)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Entry level job which requires previous experience in skill.
Final Availability Factor						19.1%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 2

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	13.0%		.1		1.3		US DOL Manpower Admin. - Table 5A--3 Co's 1979. As an affirmative action effort to overcome residual effects of bias in society.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		.1		1.91		Table 11A - US DOL Manpower Data 1979 - 3 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		.1		1.14		Table 5A & 5B - US DOL Manpower Data 1979 - 3 Co's. Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	8.3%		.3		2.49		Table 8A - US DOL Manpower Data - Protective Service Workers Alameda, Contra Costa, SF. Greater value since special skills are required.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	8.3%		.3		2.49		Same as above Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level job which requires experience in skill
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	11.4%		.1		1.14		Assume % in Factor 3 as recommended by OFCCP Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level job which requires experience in skill.
Final Availability Factor					10.5%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers
JOB GROUP HO 2

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	12.0%		.1		1.2		US DOL Manpower Admin. - Table 5A (3 Co's) 1979. As an affirmative action effort to overcome residual effects of bias in society.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		.1		1.31		Table 11A - US DOL Manpower Data 1979 - 3 Co's. Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	11.2%		.1		1.12		Tables 5A & 5B - US DOL Manpower Data 1979- 3 Co's. Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	9.9%		.3		2.97		Table 8A - US DOL Manpower Data 1979 - Protective Service Workers - Alameda, Contra Costa, SF - 3 Co's Greater value given since special skills are required.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.9%		.3		2.97		Same as above Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level job which requires previous experience in skill.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	11.2%		.1		1.12		Assume % in Factor 3 as recommended by OFCCP. Same as 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level job which requires previous experience in skill.
Final Availability Factor					10.7%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 2

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	8.0%		.1		.80		US DOL Manpower Admin. - Table 5A (3 Co's) 1979. As an affirmative action effort to overcome residual effects of bias in society.
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		.1		.57		Table 11A - US DOL Manpower Data 1979 - 3 Co's Same as 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		.1		.75		Table 5A & 5B - US DOL Manpower Data 1979 - 3 Co's Same as 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	2.1%		.3		.21		Table 8A - US DOL Manpower Data 1979 - Protective Service Workers Alameda, Contra Costa, SF. Greater value given due to required special skills.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	2.1		.3		.21		Same as Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0		0		Entry level job which requires experience in skill.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	7.5		.1		.75		Assume % in Factor 3 as recommended by OFCCP. Same as Factor 1(a)
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0		0		Entry level job which requires experience in skill.
Final Availability Factor					3.3%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 3

Please check:

Female X Hispanic ____
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area							
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor		39.8%		.2		.0796	US Dept of Labor/Manpower Admin. - Tables 5A & 5B (3 Co's) 1979. Value given because this job group consists of entry level job. No skills required.
2. Percentage of unemployment in the specified labor or recruitment area		40.0%		.2		.0800	Table 11A - US DOL Manpower Data 1979 - 3 Co's. Same as Factor 1
3. Percentage of minorities or females in total work force in the specific labor area		39.8%		.2		.0796	Tables 5A & 5B - US DOL Manpower Data 1979 - 3 Co's Same as Factor 1
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area		38.0%		.15		.0570	Table 26A - US DOL Manpower Data 1979 - Operatives Laborers/Cleaning Services - Alameda, Contra Costa, SF. Same as below Factor 5
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit		38.0%		.15		.0570	Experienced workers availability is lower than Factors 1, 2 & 3 Same as above
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area		0		0		0	Entry level job.
7. Estimate of existence of training institutions for the requisite skills required for minorities or females		51.0%		.1		.0510	Assume % in population as recommended by OFCCP. The assumption of this % makes it less reliable than other above factors.
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females		0		0		0	Entry level job
Final Availability Factor						.4042 = 40.4%	

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT 1X Service Workers

JOB GROUP HO 3 _____.

Please check:

Female ____ Hispanic ____
Black X Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
* 1(a) Percentage of population in the specified labor or recruitment area	13.0%		0				US DOL Manpower Admin. - Table 5A (3 Co's) 1979. LBL assumes skill availability which is higher than population as final availability
** 1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	19.1%		0				Table 11A - US DOL Manpower Data 1979 - 3 Co's Same as Factor 1
3. Percentage of minorities or females in total work force in the specific labor area	11.4%		0				Tables 5A & 5B - US DOL Manpower Data 1979 - 3 Co's Same as Factor 1
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	19.0%		.5		.0950		Table 8A - US DOL Manpower Data 1979 - Operatives/Laborers/ Cleaning Services - Alameda, Contra Costa, SF - 3 Co's Greater emphasis on skill availability
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	19.0%		.5		.0950		Same as above
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0				Entry level job. Same as Factor 1
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	13.0%		0				Assume population % as recommended by OFCCP Same as Factor 1
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0				Entry level job. Same as Factor 1
Final Availability Factor					.1900 19%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 3

Please check:

Female ____ Hispanic X
Black ____ Asian ____
Native American ____

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	12.0%		0				US DOL Manpower Admin. - Table 5A (3 Co's) 1979. LBL assumes skill availability as final availability since it maximizes employment opportunities of all minorities.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	13.1%		0				Table 11A - US DOL Manpower Data 1979 - 3 Co's. Same as Factor 1(a)
3. Percentage of minorities or females in total work force in the specific labor area	11.2%		0				Tables 5A & 5B - US DOL Manpower Data 1979 - 3 Co's. Same as Factor 1(a)
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18.6%		.5		.09		Table 8A - US DOL Manpower Data 1979 - Operatives/Laborers/ Cleaning Services - Alameda, Contra Costa, SF - 3 Co's. Emphasis on skill availability since it maximizes opportunities.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	18.6%		.5		.09		Same as above.
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0				Entry level job Same as Factor 1(a)
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	12.0%		0				Assume population % as recommended by OFCCP. Same as Factor 1
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0				Entry level job. Same as Factor 1(a)
Final Availability Factor					.18		
					18%		

*To be used for Minority computations
**To be used for Female computations

LAWRENCE BERKELEY LABORATORY
AVAILABILITY FACTOR COMPUTATION FORM
(Revised Order 4)

EEO-1 CAT IX Service Workers

JOB GROUP HO 3

Please check:

Female ____ Hispanic ____
Black ____ Asian X
Native American X

	Raw Statistics		Value Weight		Weighted Factor		Source and Reason for Statistic and Weighting Factor
	Min	Fem	Min	Fem	Min	Fem	
*1(a) Percentage of population in the specified labor or recruitment area	8.0%		0				US Dept of Labor/Manpower Admin. - Table 5A (3 Counties) 1979 LBL assumes skill availability as final availability.
**1(b) The availability of women seeking employment in the labor or recruitment area of the contractor							
2. Percentage of unemployment in the specified labor or recruitment area	5.7%		0				Table 11A - US DOL Manpower Data 1979 - 3 Co's. Same as Factor 1
3. Percentage of minorities or females in total work force in the specific labor area	7.5%		0				Tables 5A & 5B - US DOL Manpower Data 1979 - 3 Co's Same as Factor 1
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	9.7%		.5		4.85		Table 8A - US DOL Manpower Data 1979 - Operatives/ Laborers/ Cleaning Services - Alameda, Contra Costa, SF - 3 Co's. Emphasis on skill availability, it maximizes opportunities
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	9.7%		.5		4.85		Same as above Factor 4
6. Percentage of minorities or females promotable and transferable within the contractor's organization in the specified labor area	0		0				Entry level job
7. Estimate of existence of training institutions for the requisite skills required for minorities or females	8.0%		0				Assume population % as recommended by OFCCP. Same as Factor 1
8. Estimate of training efforts the contractor is reasonably able to undertake to make the job group available to minorities or females	0		0				Entry level job
Final Availability Factor					9.7%		

*To be used for Minority computations
**To be used for Female computations

SECTION D - IDENTIFICATION OF UNDERUTILIZATION AND GOALS & TIMETABLES

METHODOLOGY

In Part 1 of this section, the Laboratory provides a full description of how each of the data conclusions that appear in Items 1 through 10 of the Personnel Activity Analysis For Goals form was developed. The data base, the standards and the affirmative action judgments utilized in reaching such conclusions are included where relevant. In Part 2, the Laboratory summarizes the data conclusions found in Part 1 and summarized the allocation of goals by major organizational units.

Part 1 - Personnel Activity Analysis for Goals

Item 1 - Number of Employees at Start of Period

July 1, 1979 is the data base period established by Lawrence Berkeley Laboratory. The Laboratory's employment profile as of June 30, 1979 for each job group by sex and ethnicity is the information contained in Item 1. The Lawrence Berkeley Laboratory's 551-166 report dated July 9, 1979 is the data source utilized.

Item 2 - Percent of Female/Minority in Job Group

The percent of participation of females and minorities in each job group was reached by dividing the number of women/minorites by the total employee population in the group. The percent was rounded to the tenth decimal.

Item 3 - Job Group Availability Rate

This item contains the FY '80 final availability conclusions reached as a result of the eight-factor availability computation system highly recommended by the Office of Federal Contract Compliance Programs.

Item 4 - Underutilized. Requires Yes, No

Underutilization was determined by comparing the percent of participation of women/minorities in each job group with the relevant FY'80 availability conclusion. Where the protected group percent of participation in the relevant job group was less than the established availability conclusion, an identification of underutilization was made. However, in those job groups where the percent of participation was lower than the availability conclusion, but the goal needed to meet availability was less than a .5 person goal, the Laboratory followed U. C. Systemwide policy which in such instances does not acknowledge underutilization.

Item 5 - Ultimate % Goal Date----For Females/Minorities

The Laboratory, in setting its ultimate goal conclusions for each job group, followed the Office of Federal Contract Compliance Programs policies which are found in Chapter 2-190.3 of the official Contract Compliance Manual issued October 1, 1979. These policies equate the ultimate goal percent with the availability conclusion. Thus, the timetable for meeting the yearly availability conclusion and the ultimate percent goal is the same.

In establishing the timetable to accomplish the ultimate goal, the Laboratory took into consideration such criteria as: projected job opportunities, attrition rates, change in research projects priorities by the Department of Energy, and finally the amount and level of training the Laboratory can offer within budgetary constraints to make job opportunities available to minorities and women. Furthermore, the established accomplishment date is to be interpreted as the timetable for meeting the most difficult goals within each job group. Those less difficult goals will be accomplished in a shorter period.

Item 6 - Annual Placement Rate

Annual placement percentages were determined by multiplying the availability conclusions for each job group by the number of projected openings for the Affirmative Action Compliance Program year. Where no openings were projected, contingent goals were set and the placement rate was addressed to meeting such contingent goals.

On the issue of whether the placement rates set for each protected group to correct underutilization in each job group are to remain valid after utilization has been met, the Laboratory takes the position that when a particular protected group utilization is reached, the placement rate for that protected group will change to be equal to the percent of their availability as shown in Item 3. However, if a loss in personnel occurs in the job group or the total population increases creating again a condition of underutilization, the Laboratory will reestablish the placement rate set in Item 6 until full utilization is again reached.

Item 7 - Number of Anticipated Openings at Start

The data for Item 7 was obtained from the Divisions. In developing this information, they took into consideration such factors as (a) the Department of Energy's FY '80 priorities for research projects, (b) previous year's attrition rates, and (c) FY '80 budget allocations.

Item 8 - Desired Numerical Net Changes, Minorities/Females

This item reflects the numerical goals set for the FY '80 AACP year. To reach these goals, the Laboratory first determined the number of persons from each protected group which would be necessary to reach the ultimate goal. We obtained these figures by multiplying the total number of incumbents in a specific job group by the percent of the availability conclusion for each protected group. After this, the projected opportunities for the job group in question were correlated with the personal goal needs for each protected group. Based on these needs, numerical goals were then allocated. In those job groups with no projected opportunities or where the total projection was not sufficient to meet all the goal needs, contingent numerical goals were set.

Item 9 - Anticipated Number of Employees at End of Period

The Laboratory reached these data conclusions by first determining how many of the projected openings for each job group would expand the 7/1/79 job group population. Where expansion was identified, it was added to the 7/1/79 figures. Where no expansion was identified, Item 9 reflected no changes in the job group population.

For the protected groups, Item 9 indicates their numerical increase if all projected goals (permanent and contingent) are met during the FY '80 AACP.

Item 10 - Anticipated Percent of Minorities/Females

This item shows by job group the expected percent of participation for each protected group if the goals that appear on Item 8 are met during the FY'80 AACP year. This data was obtained by dividing the total in Item 9 for each protected group by the total job group population in the same group.

DISPLAY OF PERSONNEL ACTIVITY ANALYSIS FOR GOALS

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-1	Job Group AO-1		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	16	16	0	1	1	0	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	6.2%	6.2%	0	0	0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	15.5%	10.2%	6.2%	1.6%		2.4%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date 1985	/ / / / / / /	/ / / / / / / / / /	15.5%	10.2%	6.2%	1.6%		2.4%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	33%					
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1(C)	+1(C)				
9 Anticipated # of Employees at End of Period	16	15	1	2	1	0		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	6.2%	12.5%	6.2%	0		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-1	Job Group AO-2		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	13	13	0	1	1	0	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	0%	7.7%	7.7%	0	0	0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	17.8%	12.9%	6.5%	2.%	0	4.4%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	Yes	Yes	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1984	/ / / / / / /	/ / / / / / / / /	17.8%	12.9%	6.5%	2.%		4.4%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /	50%					50%
7 Number of Anticipated Openings at Start		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / / /	/ / / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /	+1(C)					+1(C)
9 Anticipated # of Employees at End of Period	13	12	1	1	1	0	0	1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	7.7%		6.5%	0		7.7%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-1	Job Group AO-3		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	23	19	4	5	2	1	0	2
2 Percent of Female/Minority in Job Group			17.4%	21.7%	8.7%	4.3%	0	8.7%
3 Job Group Availability Rate			30.9%	14.%	7.2%	2.6%		4.2%
4 Underutilized Requires Yes or No			Yes	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1983			30.9%	20.1%	7.2%	2.6%		4.2%
6 Annual Placement Rate %			50%					
7 Number of Anticipated Openings at Start	1							
8 Desired Numerical Net Changes - Minorities/Females			+1					
9 Anticipated # of Employees at End of Period	23	18	5	5	2	1		2
10 Anticipated % of Minorities/ Females			21.7%	21.7%	8.7%	4.3%		8.7%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-1	Job Group A0-4		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	136	120	16	13	4	5	1	3
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	11.8%	9.6%	2.9%	4.4%		2.2%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	39.4%	30.1%	11.6%	5.9%		12.6%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / / /	39.4%	31.1%	11.6%	5.9%		12.6%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	25%		25%	25%		25%
7 Number of Anticipated Openings at Start	4	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1		+1	+1		+1
9 Anticipated # of Employees at End of Period	136	119	17		5	7		4
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	12.5%		3.7%	5.2%		2.9%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-1 | Job Group AO-5 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	24	22	2	5	3	0		2
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	8.3%	20.8%	12.5%	0		8.3%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	42.6%	24.3%	9.1%	5.4%		9.8%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	No	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date 1985	/ / / / / / /	/ / / / / / / / / /	42.6%	24.3%	9.1%	5.4%		9.8%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	50%			50%		
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+2(C)	+1(C)		+1(C)		
9 Anticipated # of Employees at End of Period	24	20	4	6	3	1		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	16.7%	25.%	12.5%	4.2%		8.3%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-1 | Job Group AO-6 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	0	0	0	0	0	0	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0%	0%	0%	0%	0%	0%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	14.5%	27.5%	8.6%	4.9%		14.0%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	N/A	N/A	N/A	N/A		N/A
5 Ultimate % Goal for Females/Minorities Ach Date 1985	/ / / / / / /	/ / / / / / / / / /	14.5%	27.5%	8.6%	6%		14%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	25%		15%	10%		20%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	0	0	0	0		0
9 Anticipated # of Employees at End of Period	0	0	0	0	0	0		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	0	0	0	0		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-1		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	146	145	1	9	1	5	0	3
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	.68%	6.1%	0.6%	3.4%	0	2.1%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /						
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /						
5 Ultimate % Goal for Females/Minorities Ach Date----	/ / / / / / /	/ / / / / / / / /						
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /						
7 Number of Anticipated Openings at Start		/ / / / / / / / /	/ / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /						
9 Anticipated # of Employees at End of Period								
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /						
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-1	Job Group BO-2		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	21	12	9	6	0	5	0	1
2 Percent of Female/Minority in Job Group			43%	29%	0	24%	0	5%
3 Job Group Availability Rate			36.7%	31.7%	2.2%	23.6%		5.9%
4 Underutilized Requires Yes or No			No	Yes	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980			36.7%	31.7%	2.2%	23.6%		5.9%
6 Annual Placement Rate %				50%	50%			
7 Number of Anticipated Openings at Start	2							
8 Desired Numerical Net Changes - Minorities/Females			0	+1	+1			
9 Anticipated # of Employees at End of Period	22	13	9	7	1	5		1
10 Anticipated % of Minorities/ Females			43%	33.3%	4.6%	24%		4.6%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-1	Job Group BO-3		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	10	9	1	2	1	1	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	10.0%	20.0%	10%	10%	0	0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	14.1%	19%	5.0%	6.8%	0	7.2%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1981	/ / / / / / /	/ / / / / / / / / /	14.1%	19%	5.0%	6.8%		7.2%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						50%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+1(C)				+1(C)
9 Anticipated # of Employees at End of Period	10	9	1	3	1	1		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	10%	33.3%	10%	10%		10%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-1 | Job Group 80-4 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	19	9	10	1	0	0	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	52.6%	5.3%	0	0	0	5.3%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	47.4%	15.1%	5.7%	6.3%		3.1%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	Yes	Yes	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date-1982	/ / / / / / /	/ / / / / / / / / /	47.4%	15.1%	5.7%	6.3%		3.1%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /			50%	50%		
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	-(1)	2	+1(C)	+1(C)		
9 Anticipated # of Employees at End of Period	19	10	9	3	1	1		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	47.4%	15.8%	5.3%	5.3%		5.3%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-5		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	32	27	5	5	1	4	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	15.6%	15.6%	3.1%	12.5%	0	0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	15.8%	15.5%	6.0%	8.1%		1.4%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	No	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	15.8%	15.5%	6.0%	8.1%		1.4%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /			25%			
7 Number of Anticipated Openings at Start	4	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+1	+1			
9 Anticipated # of Employees at End of Period	32	27	5	5	2	4		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	15.6%	8.7%	6.3%	12.5%		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-6		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	45	39	6	7	0	7	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	13.3%	15.5%	0	15.5%	0	0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	17.7%	11.5%	4.6%	4.2%		2.7%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date--1980	/ / / / / / /	/ / / / / / / / / /	17.7%	11.5%	4.6%	4.2%		2.7%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	20%	30%	20%			10%
7 Number of Anticipated Openings at Start	13	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+2	+3	+2(1F)			+1
9 Anticipated # of Employees at End of Period	45	37	8	10	2	7		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	17.8%	22.2%	4.5%	15.5%		2.2%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B0-7		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	63	50	13	8	1	6	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	20.6%	12.7%	1.6%	9.5%	0	1.6%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	17.5%	16.6%	4.6%	9.3%	0	2.7%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	Yes	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	17.5%	16.6%	4.6%	9.3%		2.7%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /		40%	30%			10%
7 Number of Anticipated Openings at Start	10	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+3	+2(1F)			+1
9 Anticipated # of Employees at End of Period	65	52	13	11	3	6		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	20.6%	16.9%	4.6%	9.2%		3.1%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B0-8		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	16	16	0	0	0	0		0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	0	0	0		0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	18.0%	11.9%	3.7%	6.0%		2.2%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date 1985	/ / / / / / /	/ / / / / / / / / /	18.0%	11.9%	3.7%	6.0%		2.2%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	25%	50%	25%	25%		
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1(C)	+2(C)	+1(C)	+1(C)		
9 Anticipated # of Employees at End of Period	16	15	1	2	1	1		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	6.3%	12.5%	6.3%	6.3%		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-9		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	60	59	1	9	2	4	0	3
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	1.7%	15.0%	3.3%	6.6%	0	5.0%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	9.5%	6.7%	2.4%	2.6%		1.7%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	Yes	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / /	9.5%	6.7%	2.4%	2.6%		1.7%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /						
7 Number of Anticipated Openings at Start	17	/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /	+5					
9 Anticipated # of Employees at End of Period	61	57	6	9	2	4		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	9.8%	14.8%	3.3%	6.6%		4.9%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-10		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	123	121	2	18	1	15	0	2
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	1.6%	13.8%	.8%	12.2%	0	1.6%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	9.1%	11.2%	3.2%	4.6%		3.4%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / / /	9.1%	11.2%	3.2%	4.6%		3.4%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%	30%	20%			10%
7 Number of Anticipated Openings at Start	13	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	5	+3	+2(1F)			+1
9 Anticipated # of Employees at End of Period	127	120	7	21	3	15		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	5.5%	16.5%	2.4%	11.8%		2.4%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2 | Job Group BO-11 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	50	48	2	2	0	1	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	4%	4%	0	2%		2%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	7.9%	10.6%	2.1%	6.7%		1.8%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date-1983	/ / / / / / /	/ / / / / / / / / /	7.9%	10.6%	2.1%	6.7%		1.8%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	50%		25%	25%		
7 Number of Anticipated Openings at Start	2	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1	+2	+1	+1(C)		
9 Anticipated # of Employees at End of Period	51	48	3	4	1	2		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	5.9%	8%	2%	3.9%		2%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-12		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	14	12	2	4	0	3	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	14.2%	28.5%	0%	21.4%	0	7.1%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	37.1%	25.8%	5.5%	10.2%		10.1%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1984	/ / / / / / /	/ / / / / / / / / /	37.1%	25.8%	5.5%	10.2%		10.1%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%	60%	50%			10%
7 Number of Anticipated Openings at Start	1	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1(C)	+2	+1			+1(C)
9 Anticipated # of Employees at End of Period	15	12	3	6	1	3		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	20%	40%	6.7%	20%		13.3%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-13		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	29	21	8	7	1	6	0	0
2 Percent of Female/Minority in Job Group			27.6%	24.1%	3.4%	20.6%	0	0
3 Job Group Availability Rate			33.1%	23.3%	12.6%	5.1%		5.6%
4 Underutilized Requires Yes or No			Yes	No	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1983			33.1%	23.3%	12.6%	5.1%		5.6%
6 Annual Placement Rate %			20%		30%			50%
7 Number of Anticipated Openings at Start	4							
8 Desired Numerical Net Changes - Minorities/Females			+1	+3	+1			+2
9 Anticipated # of Employees at End of Period	29	20	9	10	2	6		2
10 Anticipated % of Minorities/ Females			34.5%	31.%	6.9%	20.6%		6.9%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-14		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79.	84	56	28	11	0	10	0	1
2 Percent of Female/Minority in Job Group			33.3%	13.1%	0%	11.9%	0%	1.2%
3 Job Group Availability Rate			27.3%	15.6%	3.7%	10.7%		1.2%
4 Underutilized Requires Yes or No			No	Yes	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date 1983			27.3%	15.6%	3.7%	10.7%		1.2%
6 Annual Placement Rate %					66%			
7 Number of Anticipated Openings at Start	3							
8 Desired Numerical Net Changes - Minorities/Females				+2	+2			
9 Anticipated # of Employees at End of Period	84	56	28	13	2	10		1
10 Anticipated % of Minorities/ Females			33.3%	15.5%	2.4%	11.9%		1.2%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-15		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	54	47	7	3	0	3	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	12.7%	5.5%	0	5.5%	0%	0%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	29.4%	11.5%	3.3%	6.8%		1.4%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	Yes	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / /	29.4%	11.5%	3.3%	6.8%		1.4%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /	30%	70%	25%	20%		25%
7 Number of Anticipated Openings at Start	3	/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /	+1	+3	+1	+1(C)		+1
9 Anticipated # of Employees at End of Period	54	46	8	6	1	4		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	14.8%	11%	1.9%	7.4%		1.9%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-16		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	9	8	1	0	0	0	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	11.1%	0%	0%	0%	0%	0%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	5.5%	6.5%	2.5%	2.2%		1.8%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	Yes	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1982	/ / / / / / /	/ / / / / / / / / /	5.5%	6.5%	2.5%	2.2%		1.8%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /			50%			
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+1(C)	+1(C)			
9 Anticipated # of Employees at End of Period	9	8	1	1	1	0		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	11.1%	11.1%	11.1%	0		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EO-2	Job Group BO-17		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period	87	87	0	11	1	10	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0%	12.6%	1.1%	11.5%	0%	0%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	9.8%	6.5%	2.5%	2.2%		1.8%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1985	/ / / / / / /	/ / / / / / / / / /	9.8%	6.5%	2.5%	2.2%		1.8%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	50%	50%	25%			25%
7 Number of Anticipated Openings at Start	1	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1	+2(C)	+1(C)			+1(C)
9 Anticipated # of Employees at End of Period	87	86	1	13	2	10		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	1.2%	14.9%	2.3%	11.5%		1.2%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B0-18		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	18	18	0	1	0	1	0	0
2 Percent of Female/Minority in Job Group			0%	5.5%	0%	5.6%	0%	0%
3 Job Group Availability Rate			5.5%	10.2%	2.2%	6.3%		1.7%
4 Underutilized Requires Yes or No			Yes	Yes	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1983			5.5%	10.2%	2.2%	6.3%		1.7%
6 Annual Placement Rate %			25%					
7 Number of Anticipated Openings at Start	0							
8 Desired Numerical Net Changes - Minorities/Females			+1(C)	+1(C)	+1(C)			
9 Anticipated # of Employees at End of Period	18	17	1	2	1	1		
10 Anticipated % of Minorities/ Females			5.6%	11.1%	5.6%	5.6%		
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-19		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	18	18	0	6	0	5	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	33.3%	0	27.7%	0	5.6%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	5.0%	5.5%	2.1%	1.7%		1.7%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	5.0%	5.5%	2.1%	1.7%		1.7%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	60%					
7 Number of Anticipated Openings at Start	1	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1					
9 Anticipated # of Employees at End of Period	18	17	1	6	0	5		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	5.6%	33.3%	0	27.7%		5.6%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2 | Job Group BO-20 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	82	80	2	13	2	10	0	1
2 Percent of Female/Minority in Job Group			2.4%	15.8%	2.4%	12.2%		1.2%
3 Job Group Availability Rate			5.0%	20.3%	2.1%	14.7%		3.5%
4 Underutilized Requires Yes or No			Yes	Yes	No	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1982			5.0%	20.3%	2.1%	14.7%		3.5%
6 Annual Placement Rate %			50%	40%		20%		20%
7 Number of Anticipated Openings at Start	6							
8 Desired Numerical Net Changes - Minorities/Females			+3	+2		+1(F)		+1
9 Anticipated # of Employees at End of Period	86	82	5	15	2	11		2
10 Anticipated % of Minorities/ Females			5.8%	17.4%	2.3%	12.8%		2.3%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group BO-21		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	6	6	0	2	0	1	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	33.3%	0	16.7%		16.7%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	5.6%	11%	2.5%	6.9%		1.6%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1984	/ / / / / / /	/ / / / / / / / / /	5.6%	11%	2.5%	6.9%		1.6%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /						
9 Anticipated # of Employees at End of Period	6	5	0	2	0	1		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	0	33.3%	0	16.7%		16.7%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2 | Job Group BO-22 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	25	24	1	6	0	5	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	4%	24%	0	20%	0	4%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	7.0%	21.6%	2.0%	17.7%		1.9%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	7.0%	21.6%	2.0%	17.7%		1.9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	30%	30%	30%			
7 Number of Anticipated Openings at Start	7	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1	+1	1			
9 Anticipated # of Employees at End of Period	25	24	2	7	1	5		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	8%	28%	4%	20%		4%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B023		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	38	34	4	9	3	3	0	3
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	10.5%	23.6%	7.9%	7.9%		7.9%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	13.8%	19.5%	10.7%	2.8%		6.0%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date 1980	/ / / / / / /	/ / / / / / / / / /	13.8%	19.5%	10.7%	2.8%		6.0%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	50%	20%	20%			
7 Number of Anticipated Openings at Start	5	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1	+1	+1			
9 Anticipated # of Employees at End of Period	40	34	5	5	4	3		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	12.5%	25%	10%	7.5%		7.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B024		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	23	22	1	4	0	4	0	0
2 Percent of Female/Minority in Job Group			4.3%	17.3%	0	17.3%	0	0
3 Job Group Availability Rate			11.0%	13.9%	2.0%	10.4%		1.5%
4 Underutilized Requires Yes or No			Yes	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date---- 1980			11.0%	13.9%	2.0	10.4%		1.5%
6 Annual Placement Rate %			25%					
7 Number of Anticipated Openings at Start	5							
8 Desired Numerical Net Changes - Minorities/Females			+2					
9 Anticipated # of Employees at End of Period	23	20	3		0	4		0
10 Anticipated % of Minorities/ Females			13.%	17.3%	0	17.3%		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B025		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	31	23	8	1	0	1	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	25.8%	3.3%	0	3.3%	0	0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	25.9%	4.0%	1.6%	0.9%		1.5%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	No	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date 1980	/ / / / / / /	/ / / / / / / / /	25.9%	4.0%	1.6%	0.9%		1.5%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /			50%			
7 Number of Anticipated Openings at Start	2	/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /						
9 Anticipated # of Employees at End of Period	32	24	8	1	0	1		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	25.%	3.1%	0	3.1%		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B026		Job Titles Included (see attached)			Time Period Covered From: 7/11/79 To 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	13	12	1	2	0	1	0	1
2 Percent of Female/Minority in Job Group			7.7%	15.3%	0	7.7%	0	7.7%
3 Job Group Availability Rate			6.1%	11.0%	2.5%	6.3%	N/A	2.2%
4 Underutilized Requires Yes or No			No	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1982			6.1%	11.0%	2.5%	6.3%		2.2%
6 Annual Placement Rate %			50%					
7 Number of Anticipated Openings at Start	2							
8 Desired Numerical Net Changes - Minorities/Females								
9 Anticipated # of Employees at End of Period	13	11	1	2	0	1		1
10 Anticipated % of Minorities/ Females			7.7%	15.3%	0	7.7%		7.7%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2 | Job Group B027 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	16	12	4	1	0	1	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	25%	6.3%	0	6.3%	0	0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	38.9%	13.5%	9.0%	1.6%		2.9%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date 1983	/ / / / / / /	/ / / / / / / / / /	38.9%	13.5%	9.0%	1.6%		2.9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%	40%	20%			
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1(C)	+1(C)	+1(C)			
9 Anticipated # of Employees at End of Period	16	11	5	2	1	1		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	31.3%	12.6%	6.3%	6.3%		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B028		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	3	2	1	0	0	0		0
2 Percent of Female/Minority in Job Group			33.3%	0	0	0		0
3 Job Group Availability Rate			6.1%	11.5%	2.6%	6.7%		2.2%
4 Underutilized Requires Yes or No			No	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1979			6.1%	11.5%	2.6%	6.7%		2.2%
6 Annual Placement Rate %								
7 Number of Anticipated Openings at Start	0							
8 Desired Numerical Net Changes - Minorities/Females								
9 Anticipated # of Employees at End of Period	3	2	1	0	0	0		0
10 Anticipated % of Minorities/ Females			33.3%	0	0	0		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B029		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	22	8	14	3	1	1		1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	63.6%	13.6%	4.6%	4.6%		4.6%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	34.6%	20%	6.7%	6.2%		7.1%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	Yes	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	34.6%	20%	6.7%	6.2%		7.1%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						50%
7 Number of Anticipated Openings at Start	2	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	-(2)	+1				+1
9 Anticipated # of Employees at End of Period	22	10	12	4	1	1		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	54.5%	18.2%	4.6%	4.6%		9.1%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B030		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	13	4	9	3	1	1	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	69.2%	23.1%	7.7%	7.7%		7.7%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	66.5%	28.1%	13.2%	6.8%		8.1%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	Yes	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	66.5%	28.1%	13.2%	6.8%		8.1%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /			33%			
7 Number of Anticipated Openings at Start	3	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+1	+1			
9 Anticipated # of Employees at End of Period	13	6	7	4	2	1		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	53.9%	30.8%	15.4%	7.7%		7.7%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EE02 | Job Group B031 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	57	20	37	16	4	10	1	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	64.9%	28.1%	7.%	17.5%	1.8%	1.8%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	34.1%	14.7%	7.0%	4.8%		2.9%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /		14.7%	7.0%	4.8%		2.9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						15%
7 Number of Anticipated Openings at Start	10	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+1				+1
9 Anticipated # of Employees at End of Period	60	26	34	17	4	11		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	56.7%	28.3%	7.0%	18.3%		3.3%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category FE02 | Job Group B032 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	10	0	10	2	0	2	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	100%	20%	0	20%	0	0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	93.4%	24.8%	9.2%	7.7%		7.9%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	No	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date--1982	/ / / / / / /	/ / / / / / / / / /	93.4%	24.8%	9.2%	7.7%		7.9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /			40%			60%
7 Number of Anticipated Openings at Start	1	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	-2	+2	+1			+1(C)
9 Anticipated # of Employees at End of Period	10	2	8	4	1	2		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	80%	40%	10%	20%		10%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B033		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	39	39	0	11	0	9	0	2
2 Percent of Female/Minority in Job Group			0%	23.7%	0	23.1%		5.1%
3 Job Group Availability Rate			17.3%	23.4%	4.6%	9.2%		9.6%
4 Underutilized Requires Yes or No			Yes	No	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1985			17.3%	23.4%	4.6%	9.2%		9.6%
6 Annual Placement Rate %			40%	50%	25%			25%
7 Number of Anticipated Openings at Start	0							
8 Desired Numerical Net Changes - Minorities/Females			+1(C)	+2(C)	+1(C)			+1(C)
9 Anticipated # of Employees at End of Period	39	38	1	13	1	9		3
10 Anticipated % of Minorities/ Females			2.6%	33.3%	2.6%	23.1%		7.7%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B034		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	89	26	63	24	9	6	0	9
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	70.8%	26.9%	10.1	6.7		10.1
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	65.1%	28.2%	12.4%	7.2%		8.6%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	Yes	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	65.1%	28.2%	12.4%	7.2%		8.6%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /			33%			
7 Number of Anticipated Openings at Start	6	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+2	+2			
9 Anticipated # of Employees at End of Period	91	30	61	26	11	6		9
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	67%	28.6%	12.1%	6.7%		10.1%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B035		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	34	22	12	6	4	1	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	35.3%	17.6%	11.8%	2.9%	0	2.9%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	53.5%	24.2%	8.7%	6.4%		9.1
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	No	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date---- 1983	/ / / / / / /	/ / / / / / / / / /	53.5%	24.2%	8.7%	6.4%		9.1%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	90%	60%		30%		30%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+3(C)	+2(C)(F)		+1(C)F		+1(C)F
9 Anticipated # of Employees at End of Period	34	19	15	8	4	2		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	44.1%	23.6%	11.8%	5.9%		5.9%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2 | Job Group B036 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	6	4	2	5	2	3	0	0
2 Percent of Female/Minority in Job Group			33.3%	83%	33.3%	50%	0	0
3 Job Group Availability Rate			23.9%	21.1%	8.2%	8.2%	N/A	4.7%
4 Underutilized Requires Yes or No			No	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1980			23.9%	No	8.2%	8.2%		4.7%
6 Annual Placement Rate %								60%
7 Number of Anticipated Openings at Start	1							
8 Desired Numerical Net Changes - Minorities/Females				+1				+1
9 Anticipated # of Employees at End of Period	7	4	3	6	2	3		1
10 Anticipated % of Minorities/ Females			42.9%	85.8%	28.6%	42.9%		41.3%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-2	Job Group B037		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	8	8	0	0	0	0		0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	0	0	0		0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	9.3%	10.5%	2.3%	6.1%		2.1%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	No	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date--1983	/ / / / / / /	/ / / / / / / / / /	9.3%	10.5%	2.3%	6.1%		2.1%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / /	/ / / / / /	/ / / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1(C)	+1		+1(C)		
9 Anticipated # of Employees at End of Period	8	7	1	1	0	0		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	12.5%	12.5%	0	0		0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / /	/ / / / / /	/ / / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group B038 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period	25	25	0	2	1	0	1	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	8.0%	4.0%	4.%		0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	19.5%	26.1%	5.2%	11.0%		9.9%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	No	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1983	/ / / / / / /	/ / / / / / / / / /	19.5%	26.1%	5.2%	11.%		9.9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	50%			25%		50%
7 Number of Anticipated Openings at Start	4	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+2	+2		+1		+1
9 Anticipated # of Employees at End of Period	25	23	2	4	1	2		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	8%	16%	4.%	8%		4%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-1 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period	85	49	36	39	22	7		10
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	42.4%	45.9%	25.9%	8.2%		11.8%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	40.6%	34.5%	13.4%	11.2%		9.9%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	No	No	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date--1981	/ / / / / / /	/ / / / / / / / / /	40.6%	34.5%	13.4%	11.2%		9.9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /				66%		
7 Number of Anticipated Openings at Start	3	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	(-1)			+2(1F)		
9 Anticipated # of Employees at End of Period	85	50	35	39	22	9		10
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	41.2%	45.9%	25.9%	10.6%		11.8%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3	Job Group C02		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	32	20	12	12	7	2	1	2
2 Percent of Female/Minority in Job Group			37.5%	37.5%	21.9%	9.4%		6.3%
3 Job Group Availability Rate			45.3%	45.3%	17.3%	9.7%		16.5%
4 Underutilized Requires Yes or No			Yes	Yes	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date--1982			45.3%	45.3%	17.3%	9.7%		16.5%
6 Annual Placement Rate %			25%					60%
7 Number of Anticipated Openings at Start	0							
8 Desired Numerical Net Changes - Minorities/Females			+2(C)	2				2(C)F
9 Anticipated # of Employees at End of Period	32	18	14	14	7	3		4
10 Anticipated % of Minorities/ Females			43.8%	44%	21.9%	9.4%		12.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3	Job Group C0-3		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	61	60	1	7	3	1	1	2
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	1.6%	11.4%	4.9%	3.3%		3.3%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	29.7%	28.7%	8.5%	10.2%		10.0%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	Yes	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1985	/ / / / / / /	/ / / / / / / / /	29.7%	33.2%	8.5%	10.2%		10.0%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /	55%		15%	15%		15%
7 Number of Anticipated Openings at Start	1	/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /	+1		+1(C)	+1(C)		+1(C)
9 Anticipated # of Employees at End of Period	61	59	2	10	4	3		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	3.4%	16%	6.6%	4.9%		4.9%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-4 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	55	55	0	4	0	4	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	7.3%	0	7.3%		0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	21.5%	29.6%	7.7%	13.0%		8.9%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date--1985	/ / / / / / /	/ / / / / / / / / /	21.5%	29.6%	7.7%	13%		8.9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	55%		15%	15%		15%
7 Number of Anticipated Openings at Start	1	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1	+3(C)	+1(C)	+1(C)		+1(C)
9 Anticipated # of Employees at End of Period	55	54	1	7	1	5		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	1.8%	12.7%	1.8%	9.1%		1.8%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-5 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	45	29	16	20	8	8		4
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	37.2%	46.5%	18.6%	18.6%		9.3%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	45.6%	46.4%	19%	11.2%		16.2%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1984	/ / / / / / /	/ / / / / / / / / /	45.6%	46.4%	19%	11.2%		16.2%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	30%		19%			20%
7 Number of Anticipated Openings at Start	21	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+6	+4	+1			3(1F)
9 Anticipated # of Employees at End of Period	45		22	24	9	8		7
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	44.%	53.3%	20%	16%		15.6%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-6 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	38	37	1	9	1	6		2
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	2.6%	23.7%	2.6%	15.8%		5.3%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	28.8%	33.3%	12.3%	9.5%		10.5%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / / /	28.8%	33.3%	13.3%	9.5%		10.5%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	33%		33%			33%
7 Number of Anticipated Openings at Start	3	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1	+2	+1			+1
9 Anticipated # of Employees at End of Period	38	34	2	11	2	6		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	5.3%	30.5%	5.3%	15.8%		7.9%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3	Job Group CO-7		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	40	40	0	6	0	4	0	2
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	0%	15%	)%	10%	0	5%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	18.6%	25.1%	7.7%	7.8%		9.6%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	Yes	Yes	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / /	18.6%	25.1%	7.7%	7.8%		9.6%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /	33%		33%			33%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /	+1(C)	+2(C)	+1(C)			+1(C)
9 Anticipated # of Employees at End of Period	40	39	1	8	1	4		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	2.5%	20%	2.5%	10%		7.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-8 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	62	61	1	11	0	7		4
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	1.6%	23.3%	0	11.3%		6.5%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	15.%	26.2%	10.%	7.9%		8.3%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / / /	15%	26.2%	10%	7.9%		8.3%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	33%		33%			33%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1(C)	+2(C)	+1(C)			+1(C)
9 Anticipated # of Employees at End of Period	62	60	2	9	1	7		5
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	3.2%	22.9%	1.6%	11.3%		8.1%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-9 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	21	17	4	5	3	1		1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	19.1%	23.8%	14.3%	4.8%		4.8%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	15%	24.6%	8.5%	6.8%		9.3%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	15%	24.6%	8.5%	6.8%		9.3%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						60%
7 Number of Anticipated Openings at Start	1	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+1				+1
9 Anticipated # of Employees at End of Period	21	16	4	6	3	1		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	19.1%	28.6%	14.3%	4.8%		9.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-10 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	33	24	9	13	5	4	0	4
2 Percent of Female/Minority in Job Group			28.1%	40.6%	15.6%	12.5%	0%	12.5%
3 Job Group Availability Rate			28.8%	33.7%	14.1%	9.2%		10.4%
4 Underutilized Requires Yes or No			Yes	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980			28.8%	33.7%	14.1%	9.2%		10.4%
6 Annual Placement Rate %			50%					50%
7 Number of Anticipated Openings at Start	5							
8 Desired Numerical Net Changes - Minorities/Females			+1					
9 Anticipated # of Employees at End of Period	34	24	10	13	5	4		4
10 Anticipated % of Minorities/ Females			29.4%	40.6%	14.7%	11.8%		11.8%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3	Job Group CO-11		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	96	88	8	17	9	4	0	4
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	8.2%	17.7%	9.3%	4.1%	0%	4.2%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	26.2%	38.1%	16.2%	10.1%	N/A	11.8%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / / /	26.2%	38.1%	16.2%	10.1%		11.8%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	60%		20%	20%		30%
7 Number of Anticipated Openings at Start	7	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+3	+3	+1	+1		+1
9 Anticipated # of Employees at End of Period	99	88	11	20	10	5		5
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	11.1%	20%	10.1%	5.1%		5.1%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-12 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	55	55	0	10	1	8	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0%	18.2%	1.8%	14.5%	0%	1.8%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	16.8%	25.0%	8.2%	7.8%		9.%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1985	/ / / / / / /	/ / / / / / / / / /	16.8%	25.0%	8.2%	7.8%		9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	25%		25%			25%
7 Number of Anticipated Openings at Start	7	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+2	+4	+2			+2
9 Anticipated # of Employees at End of Period	55	52	2	14	3	8		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	3.6%	21.7%	5.5%	14.5%		5.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-13 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	48	31	17	8	3	4	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	39.5%	18.6%	7%	9.3%	0%	2.3%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	19.7%	31.8%	9.1%	13.3%		9.4%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / / /	19.7%	31.8%	9.1%	13.3%		9.4%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	25%		25%	25%		25%
7 Number of Anticipated Openings at Start	1	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	-(1)	+3	+1(C)	+1(C)		+(1)
9 Anticipated # of Employees at End of Period	48	32	16	11	4	5		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	33.3%	25.6%	9.3%	11.6%		4.7%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3	Job Group CO-14		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	18	17	1	1	1	0	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	5.6%	5.6%	5.6%	0%	0%	0%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	33.4%	35.4%	14.3%	11%	N/A	10.1%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / / /	33.4%	35.4%	14.3%	11%		10.1%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	25%		25%	25%		25%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1(C)	+3(C)	+1(C)	+1(C)		+1(C)
9 Anticipated # of Employees at End of Period	18	16	2	4	2	1		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	11.1%	22.2%	11.1%	5.6%		5.6%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-15 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	26	26	0	10	4	2	1	3
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0%	38.5%	15.4%	11.5%		11.5%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	23.4%	32.8%	13.6%	5.3%		13.9%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1983	/ / / / / / /	/ / / / / / / / / /	23.4%	32.8%	13.6%	5.3%		13.9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	80%		20%			20%
7 Number of Anticipated Openings at Start	7	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+6	+1(F)				+1F
9 Anticipated # of Employees at End of Period	32	26	6	11	4	3		4
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	18.7%	34.4%	12.5%	11.5%		12.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3	Job Group CO-16		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	23	23	0	3	1	0	0	2
2 Percent of Female/Minority in Job Group			0%	13%	4.3%	0%	0%	8.7%
3 Job Group Availability Rate			20.4%	34%	10.8%	8.3%	N/A	14.9%
4 Underutilized Requires Yes or No			Yes	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985			20.4%	34%	10.8%	8.3%		14.9%
6 Annual Placement Rate %			50%		15%	10%		15%
7 Number of Anticipated Openings at Start	1							
8 Desired Numerical Net Changes - Minorities/Females			+1	+3(C)	+1(C)	+1(C)		+1(C)
9 Anticipated # of Employees at End of Period	23	22	1	6	2	1		3
10 Anticipated % of Minorities/ Females			4.4%	26.1%	8.7%	4.4%		13%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-17 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	61	44	17	21	11	8	1	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	27.9%	34.4%	18%	14.8%		1.6%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	24.5%	47.4%	18.4%	18.5%		10.5%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	Yes	No	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1983	/ / / / / / /	/ / / / / / / / / /	24.5%	47.4%	18.4%	18.5%		10.5%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%			20%		40%
7 Number of Anticipated Openings at Start	5	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+2	+3		+1F		+2(1F)
9 Anticipated # of Employees at End of Period	63	44	19	24	11	10		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	30.2%	38.1%	17.5%	15.9%		4.8%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-18 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	17	2	15	9	4	1	1	3
2 Percent of Female/Minority in Job Group			88.2%	52.9%	23.5%	11.8%		17.6%
3 Job Group Availability Rate			70.6%	27.6%	8.9%	7.6%		11.1%
4 Underutilized Requires Yes or No			No	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1979			45.4%	27.6%	8.9%	7.6%		11.1%
6 Annual Placement Rate %								
7 Number of Anticipated Openings at Start	1							
8 Desired Numerical Net Changes - Minorities/Females			(-1)					
9 Anticipated # of Employees at End of Period	17	3	14	9	4	2		3
10 Anticipated % of Minorities/ Females			14	52.9%	23.5%	11.8%		17.6%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-3 | Job Group CO-19 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	11	10	1	4	3	0	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	9.1%	40%	27.3%	0%		9.1%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	22.5%	28.2%	6.5%	10.2%	N/A	11.5%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	No	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date-1982	/ / / / / / /	/ / / / / / / / / /	22.5%	28.2%	6.5%	10.2%		11.5%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	60%			20%		
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1(C)	+1		+1(C)		
9 Anticipated # of Employees at End of Period	11	8	2	5	3	1		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	18.2%	45.5%	27.3%	9.1%		9.1%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-5	Job Group DO-1		Job Titles Included (see attached)					Time Period Covered From: 7/1/79 To: 6/30/80
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	34	2	32	22	11	6	2	3
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	94.1%	64.7%	32.4%	22.9%		8.6%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	73.8%	31.4%	11.7%	8.7%		11.0%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	39.8%	31.4%	11.7%	8.7%		11.0%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						20%
7 Number of Anticipated Openings at Start	5	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+1				+1
9 Anticipated # of Employees at End of Period	35	4	31	23	11	8		4
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	88.6%	65.7%	32.4%	22.9%		11.4%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-5	Job Group DO-2		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	216	6	210	83	44	21	2	16
2 Percent of Female/Minority in Job Group			97.2%	38.4%	20.4%	10.6%		7.4%
3 Job Group Availability Rate			93.3%	47.5%	19.7%	16%		11.8%
4 Underutilized Requires Yes or No			No	Yes	No	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date--1982			51%	49.7%	19.7%	16%		11.8%
6 Annual Placement Rate %				70%		35%		35%
7 Number of Anticipated Openings at Start	29							
8 Desired Numerical Net Changes - Minorities/Females				+18		+9		+9
9 Anticipated # of Employees at End of Period	222	12	210	101	44	23		25
10 Anticipated % of Minorities/ Females			94.6%	45.5%	19.8%	10.4%		11.3%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-5 | Job Group DO-3 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	26	4	22	7	3	1	0	3
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	84.6%	26.8%	11.5%	3.8%	0%	11.5%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	88%	33.1%	14.9%	7.8%		10.4%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No *	Yes	Yes	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	51%	33.1%	14.9%	7.8%		10.4%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /		30%	15%	15%		
7 Number of Anticipated Openings at Start	7	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+2	+1	+1		
9 Anticipated # of Employees at End of Period	26	6	20	9	4	2		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	76.9%	34.6%	15.4%	7.7%		11.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-6	Job Group EO-1		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	5	5	0	2	1	1		0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0%	40%	20%	20%		0%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	17.4%	32.7%	10.5%	5.6%		16.6%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1983	/ / / / / / /	/ / / / / / / / / /	17.4%	32.7%	10.5%	5.6%		16.6%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	60%					30%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1(C)	+1(C)				+1(C)
9 Anticipated # of Employees at End of Period	5	4	1	3	1	1		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	20%	60%	20%	20%		20%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-6 | Job Group EO-2 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	34	32	2	14	7	3	3	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	5.9%	41%	20.6%	17.6%		2.9%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	18.6%	36.2%	14.9%	7.2%		14.1%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1983	/ / / / / / /	/ / / / / / / / / /	18.6%	36.2%	14.9%	7.2%		14.1%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%					40%
7 Number of Anticipated Openings at Start	5	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+2	+2				+2(1F)
9 Anticipated # of Employees at End of Period	39	35	4	16	7	6		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	10.3%	41%	18%	15.4%		7.7%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-6	Job Group EO-3		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	26	26	0	3	1	0	0	2
2 Percent of Female/Minority in Job Group			0%	11.5%	3.8%	0%	0%	7.7%
3 Job Group Availability Rate			16.8%	37.7%	14.1%	9.6%	N/A	14%
4 Underutilized Requires Yes or No			Yes	Yes	Yes	Yes	N/A	Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985			16.8%	37.7%	14.1%	9.6%		14%
6 Annual Placement Rate %			60%		15%	10%		15%
7 Number of Anticipated Openings at Start	1							
8 Desired Numerical Net Changes - Minorities/Females			+1	+3 (C)	+1(C)	+1(C)		+1(C)
9 Anticipated # of Employees at End of Period	27	26	1	6	2	1		3
10 Anticipated % of Minorities/ Females			3.7%	22.9%	7.7%	3.7%		11.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

a. Fill out items 1 through 10 at the start of the AACP
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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

Temp. Plant Mechs.

PERSONNEL ACTIVITY ANALYSIS FOR GOALS 800's - 811.1, 838.1, 859.1, 871.1
823.1-2, 847.1-2, 814.1, 883.1

EEO-1 Category EEO-6 | Job Group E0-4 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	0	0	0	0	0	0	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	0	0	0	0	0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	16.4%	26.9%	8.4%	4.1%		14.4%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	N/A	N/A	N/A	N/A		N/A
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / / /	16.4%	29.4%	8.4%	4.1%		14.4%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	25%	35%	10%	10%		15%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	0	0	0	0	0	0
9 Anticipated # of Employees at End of Period	0	0	0	0	0	0	0	0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	0	0	0	0	0	0
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-6	Job Group E05		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	11	11	0	5	2	1	0	2
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0%	45.5%	18.2%	9.9%	0%	18.2%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	45.9%	44.8%	17.9%	9.3%		17.6%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date 1982	/ / / / / / /	/ / / / / / / / / /	45.9%	44.8%	17.9%	9.3%		17.6%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	75%		25%			
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+3 (C)					
9 Anticipated # of Employees at End of Period	11	9	3	5	2	1		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	33%	45.5%	18.2%	9.9%		18.2%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-6	Job Group E06		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	55	55	0	9	2	3	0	4
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0%	16.4%	3.6%	5.5%	0%	7.3%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	17.4%	33.9%	8.6%	7.4%	N/A	17.9%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date-1985	/ / / / / / /	/ / / / / / / / / /	17.4%	34.3%	8.6%	7.4%		17.9%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	75%		25%	25%		25%
7 Number of Anticipated Openings at Start	4	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+3	+3	+1	+1F		+1F
9 Anticipated # of Employees at End of Period	55	51	3	12	3	4		5
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	5.5%		5.5%	7.3%		9.1%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-6	Job Group E07		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	23	22	1	6	2	0	0	4
2 Percent of Female/Minority in Job Group			4.3%	26.1%	8.7%	0%	0%	17.4%
3 Job Group Availability Rate			22.7%	39.9%	17%	7.7%		15.2%
4 Underutilized Requires Yes or No			Yes	Yes	Yes	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date 1985			22.7%	39.9%	17%	7.7%		15.2%
6 Annual Placement Rate %			50%		25%	25%		
7 Number of Anticipated Openings at Start	2							
8 Desired Numerical Net Changes - Minorities/Females			+2	+2	+1F	1 (C)		
9 Anticipated # of Employees at End of Period	23	21	3	8	3	1		4
10 Anticipated % of Minorities/ Females			13.0%	34.8%	13.0%	4.4%		17.4%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-6	Job Group E08		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	19	9	10	7	5	2	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	52.6%	41.2%	26.3%	10.5%	0%	0%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	16.4%	29.0%	9.6%	4.6%		14.8%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	No	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1982	/ / / / / / /	/ / / / / / / / /	16.4%	30.4%	9.6%	4.6%		14.8%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /						60%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /	-1	+1 (C)				+1 (C)
9 Anticipated # of Employees at End of Period	19	10	9	8	5	2		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	47.4%	47.1%	26.3%	10.5%		5.9%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

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b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-7	Job Group F01		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	48	40	8	25	16	2	3	4
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	16.6%	52%	33.3%	10.4%		8.3%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	38.9%	45%	18%	10.7%		16.3%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	Yes	No	No	No		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1983	/ / / / / / /	/ / / / / / / / /	38.9%	45%	18%	10.7%		16.3%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /	70%					17%
7 Number of Anticipated Openings at Start	6	/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /	+6	+2F				+2F
9 Anticipated # of Employees at End of Period	48	36	14	27		5		6
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	29.1%	56.2%		10.4%		12.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-7	Job Group F02		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	22	14	8	14	14	0	0	0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	38.1%	63.6%	63.6%	0%	0%	0%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	36.5%	36.2%	14.5%	6.4%	N/A	15.3%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	No	No	No	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1982	/ / / / / / /	/ / / / / / / / / /	36.5%	36.2%	14.5%	6.4%		15.3%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /				33.3%		33.3%
7 Number of Anticipated Openings at Start	3	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /		+2		+1		+1
9 Anticipated # of Employees at End of Period	22	14	8	16	11	1		1
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	38.1%	73%	50%	4.6%		4.8%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

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LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-7	Job Group F03		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	21	21	0	7	4	0	0	3
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0%	33%	19%	0%	0%	14.3%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	33.3%	49%	27.6%	5.2%		16.2%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	Yes		No
5 Ultimate % Goal for Females/Minorities Ach Date 1985	/ / / / / / /	/ / / / / / / / / /	33.3%	49%	27.6%	5.2%		16.2%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	50%		30%	20%		
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1 (C)	+2 (C)	+1 (C)	+1 (C)		
9 Anticipated # of Employees at End of Period	21	20	1	9	5	1		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	4.8%	42.9%	23.8%	4.8%		14.3%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-7	Job Group F04		Job Titles Included (see attached)			Time Period Covered From: To		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period	0	0	0	0	0	0		0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	0	0	0		0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	40%	45%	18%	10.7%	N/A	16.3%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	N/A	N/A	N/A	N/A		N/A
5 Ultimate % Goal for Females/Minorities Ach Date----	/ / / / / / /	/ / / / / / / / / /	40%	45%	18%	10.7%		16.3%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%	45%	18%	11%		17%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	N/A	N/A	N/A	N/A		N/A
9 Anticipated # of Employees at End of Period	0	0	0	0	0	0		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /						
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-5	Job Group F05		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	13	12	1	2	1	0	0	1
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	7.7%	15.4%	7.7%	0%	0%	7.7%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	40%	49.6%	22.2%	11.1%	N/A	16.3%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	Yes	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1985	/ / / / / / /	/ / / / / / / / / /	40%	49.6%	22.2%	11.1%		16.3%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%		23%	12%		17%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1 (C)	+3 (C)	+1 (C)	+1 (C)		+1 (C)
9 Anticipated # of Employees at End of Period	13	11	2	5	2	1		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	15.4%	38.5%	15.4%	7.7%		15.4%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-8 | Job Group G01 | Job Titles Included (see attached) | Time Period Covered From: 7/1/79 To: 6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	16	15	1	6	4	0	0	2
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	6.3%	37.5%	25%	0%	0%	12.5%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	40%	45%	18%	10.7%		16.3%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	Yes	No	Yes		Yes
5 Ultimate % Goal for Females/Minorities Ach Date 1981	/ / / / / / /	/ / / / / / / / / /	40%	45%	18%	10.7%		16.3%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%			20%		20%
7 Number of Anticipated Openings at Start	7	/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+4	+2		+1		+1F
9 Anticipated # of Employees at End of Period	23	19	5	8	4	1		3
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	21.7%		17.4%	4.4%		13%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-8	Job Group G02		Job Titles Included (see attached)			Time Period Covered From: To:		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period	0	0	0	0	0	0		0
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	0	0	0	0		0
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	40%	45%	18%	10.7%		16.3%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	N/A	N/A	N/A	N/A		N/A
5 Ultimate % Goal for Females/Minorities Ach Date----	/ / / / / / /	/ / / / / / / / / /	40%	45%	18%	10.7%		16.3%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%	45%	18%	10.7%		16.3%
7 Number of Anticipated Openings at Start	0	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	N/A	N/A	N/A	N/A		N/A
9 Anticipated # of Employees at End of Period	0		0	0	0	0		0
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /						
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-8	Job Group G03		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period	12	7	5	11	5	4	0	2
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	41.7%	91.7%	41.7%	33.3%		16.7%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	40%	45%	18%	10.7%		16.3%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	No	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date 1979	/ / / / / / /	/ / / / / / / / /	40%	45.0%	18%	10.7%		16.3%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /						
7 Number of Anticipated Openings at Start	0	/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /						
9 Anticipated # of Employees at End of Period	12	7	5	11	5	4		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	41.7%	91.7%	41.7%	33.3%		16.7%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-9	Job Group H01		Job Titles Included (see attached)			Time Period Covered From:7/1/79 To:6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	12	12	0	4	3	0	0	1
2 Percent of Female/Minority in Job Group			0%	33.3%	25%	0%	0%	8.3%
3 Job Group Availability Rate			19.1%	25.3%	10.5%	4.1%		10.7%
4 Underutilized Requires Yes or No			Yes	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date 1983			19.1%	25.3%	10.5%	4.1%		10.7%
6 Annual Placement Rate %			60%					
7 Number of Anticipated Openings at Start	1							
8 Desired Numerical Net Changes - Minorities/Females			+1					
9 Anticipated # of Employees at End of Period	12	11	1	4	3	0		1
10 Anticipated % of Minorities/ Females			8.3%	33.3%	25%	0		8.3%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period								
14 Actual # of Openings During the Period								
15 Actual Placement Rate %								

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-9 | Job Group H02 | Job Titles Included (see attached) | Time Period Covered From:7/1/79 To:6/30/80

Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	21	18	3	9	4	3	0	2
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / / /	14.3%	42.9%	19%	14.3%	0%	9.5%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / / /	19.1%	24.5%	10.5%	3.3%		10.7%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / / /	Yes	No	No	No		No
5 Ultimate % Goal for Females/Minorities Ach Date-1980	/ / / / / / /	/ / / / / / / / / /	19.1%	33%	13%	8%		10.7%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / / /	40%					25%
7 Number of Anticipated Openings at Start	5	/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / / /	+1					
9 Anticipated # of Employees at End of Period	21	16	4	9	4	3		2
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / / /	19.1%	42.9%	19%	14.3%		9.5%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
UTILIZATION ANALYSIS
(By Job Groups for Total Workforce/60.2.11(b))

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-1 Category EEO-9	Job Group H03		Job Titles Included (see attached)			Time Period Covered From: 7/1/79 To: 6/30/80		
Items	Total	Total Male	Total Female	Total Min.	Black	Asian	Nat. Am.	Hisp.
1 Number of employees at start of period 7/1/79	37	31	6	22	6	1	2	13
2 Percent of Female/Minority in Job Group	/ / / / / / /	/ / / / / / / / /	16.2%	59.5%	16.2%	8.1%		35.1%
3 Job Group Availability Rate	/ / / / / / /	/ / / / / / / / /	40.4%	46.7%	19.0%	9.7%		18.0%
4 Underutilized Requires Yes or No	/ / / / / / /	/ / / / / / / / /	Yes	No	Yes	No		No
5 Ultimate % Goal for Females/Minorities Ach Date 1983	/ / / / / / /	/ / / / / / / / /	40.4%	46.7%	19.0%	9.7%		18.0%
6 Annual Placement Rate %	/ / / / / / /	/ / / / / / / / /	100%		25%			
7 Number of Anticipated Openings at Start	4	/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
8 Desired Numerical Net Changes - Minorities/Females	/ / / / / / /	/ / / / / / / / /	+4	+1	+1F			
9 Anticipated # of Employees at End of Period	41	31	10	20	7	3		13
10 Anticipated % of Minorities/ Females	/ / / / / / /	/ / / / / / / / /	24.4%		17.1%	7.3%		35.1%
11 Actual # of Employees at End of Period								
12 Net Increase (+) % Net Decrease (-) %								
13 Actual % of Female/Minority in Job Group at End of Period	/ / / / / / /	/ / / / / / / / /						
14 Actual # of Openings During the Period		/ / / / / / / / /	/ / / / / / / / /	/ / / / / / / /	/ / / / /	/ / / / / /	/ / / / / / /	/ / / /
15 Actual Placement Rate %	/ / / / / / /	/ / / / / / / / /						

a. Fill out items 1 through 10 at the start of the AACP
b. Fill out items 11 through 15 at the end of the AACP year, Audit results, and write a summary.

DISPLAY OF WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division ACCELERATOR AND FUSION

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2	1														
AO 3															
AO 4	9														
AO 5	2														
TOTALS															
EEO-2															
BO 1	2														
BO 2															
BO 3															
BO 4															
BO 5															
BO 6															
BO 7															
BO 8															
BO 9	4			1											
BO 10	32		(3)	1		1		2			(1)				
BO 11	15							1							
BO 12															
BO 13															
BO 14	1														
BO 15															
BO 16															
BO 17	3														
BO 18															
BO 19															
BO 20															
BO 21															
BO 22															
BO 23															
BO 24															
BO 25															
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division ACCELERATOR & FUSION

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31															
BO 32															
BO 33															
BO 34															
BO 35		1													
BO 36															
BO 37															
BO 38	24		(2)	1			(1)	1	(1)						
TOTALS															
EEO-3															
CO 1															
CO 2															
CO 3	4														
CO 4	6							1							
CO 5															
CO 6															
CO 7															
CO 8	1							1							
CO 9	1														
CO 10															
CO 11															
CO 12															
CO 13	1														
CO 14	7		1(C)	1											
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5															
DO 1		2								1				1	
DO 2		6								3			(1)		(1)
DO 3		2												1	
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division ACCELERATOR & FUSION

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division ADMINISTRATION

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2	4														
AO 3	4					1									
AO 4	7	1		1								1			
AO 5	5	1	1(C)			1		1	1(C)						
TOTALS															
EEO-2															
BO 1															
BO 2															
BO 3															
BO 4															
BO 5															
BO 6															
BO 7															
BO 8															
BO 9															
BO 10															
BO 11															
BO 12															
BO 13		1			(1)									1	
BO 14		3													
BO 15		1													
BO 16															
BO 17															
BO 18															
BO 19															
BO 20															
BO 21															
BO 22															
BO 23															
BO 24															
BO 25															
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division ADMINISTRATION

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31															
BO 32															
BO 33															
BO 34	23	19		2		3		3		2		3		1	
BO 35	15	1	1(C)			1							1(C)		
BO 36															
BO 37															
BO 38															
TOTALS															
EEO-3															
CO 1	2					1									
CO 2															
CO 3															
CO 4															
CO 5															
CO 6															
CO 7															
CO 8															
CO 9															
CO 10															
CO 11															
CO 12															
CO 13															
CO 14															
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5															
DO 1		13								4		1		3	
DO 2	1	38		1						10		3	(1)	7	
DO 3	4	5										1			
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division ADMINISTRATION

	Male		Female	Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1	5		1(C)	1			1(C)	1							
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1	33	8	(4)	6		4		5		4			(2)	1	
FO 2	14	8		8			(1)		(1)	6					
FO 3	19		1(C)	3	1(C)	3			1 (C						
FO 4															
FO 5	12	1	1(C)	1	1(C)	1	1(C)		1(C)						
TOTALS															
EEO-8 GO 1	1														
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2	18	3	(1)	4		2		3							
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division BIOLOGY & MEDICINE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2															
AO 3	1														
AO 4	3	6													
AO 5	3														
TOTALS															
EEO-2															
BO 1	11	1													
BO 2	4	3			(1)			1						2	
BO 3	7			1			1(C)	1							
BO 4	6	7			1(C)	1			1(C)						
BO 5	23	4			(1)			4		1					
BO 6															
BO 7	1			1											
BO 8	1														
BO 9	1							1							
BO 10	5				(1)			1							
BO 11															
BO 12															
BO 13	1	2												2	
BO 14															
BO 15															
BO 16															
BO 17															
BO 18															
BO 19															
BO 20															
BO 21															
BO 22															
BO 23															
BO 24															
BO 25															
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division BIOLOGY & MEDICINE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29		1													
BO 30															
BO 31	13	34		2			(1)	4		2				6	
BO 32		6												1	
BO 33															
BO 34															
BO 35		1													
BO 36															
BO 37															
BO 38															
TOTALS															
EEO-3															
CO 1															
CO 2	3	1		3											
CO 3															
CO 4															
CO 5	3	5		1						3				1	
CO 6															
CO 7															
CO 8															
CO 9															
CO 10															
CO 11															
CO 12															
CO 13	1	1								1					
CO 14															
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5															
DO 1		1													
DO 2	1	17									2(C)		1(C)	3	
DO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division BIOLOGY & MEDICINE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division CHEMICAL BIODYNAMICS

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1															
AO 2	1														
AO 3	1														
AO 4															
AO 5															
TOTALS															
EEO-2															
BO 1	6														
BO 2	3	5						1							
BO 3															
BO 4		1													
BO 5	1														
BO 6	4	2													
BO 7	4	2						1							
BO 8	2														
BO 9															
BO 10															
BO 11	1														
BO 12															
BO 13															
BO 14															
BO 15															
BO 16															
BO 17															
BO 18															
BO 19															
BO 20															
BO 21															
BO 22															
BO 23															
BO 24															
BO 25															
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division CHEMICAL BIODYNAMICS

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31		2													
BO 32															
BO 33															
BO 34		1													
BO 35															
BO 36															
BO 37															
BO 38															
TOTALS															
EEO-3															
CO 1															
CO 2		1													
CO 3															
CO 4		1													
CO 5	1	5					(1)	1		2		1			
CO 6															
CO 7															
CO 8															
CO 9															
CO 10															
CO 11															
CO 12															
CO 13		1												1	
CO 14															
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5															
DO 1															
DO 2		3													
DO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division CHEMICAL BIODYNAMICS

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division DIRECTOR'S OFFICE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	3		1(C)												
AO 2			1(C)				1(C)								
AO 3															
AO 4															
AO 5															
TOTALS															
EEO-2															
BO 1															
BO 2															
BO 3															
BO 4															
BO 5															
BO 6															
BO 7															
BO 8															
BO 9															
BO 10															
BO 11															
BO 12															
BO 13															
BO 14															
BO 15															
BO 16															
BO 17															
BO 18															
BO 19															
BO 20															
BO 21															
BO 22															
BO 23															
BO 24															
BO 25															
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division DIRECTOR'S OFFICE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31															
BO 32															
BO 33															
BO 34		1										1			
BO 35															
BO 36															
BO 37															
BO 38															
TOTALS															
EEO-3 CO 1															
CO 2															
CO 3															
CO 4															
CO 5															
CO 6															
CO 7															
CO 8															
CO 9															
CO 10															
CO 11															
CO 12															
CO 13															
CO 14															
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5 DO 1															
DO 2		2										1			
DO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division DIRECTOR'S OFFICE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division EARTH SCIENCES

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2	1														
AO 3															
AO 4		1						1							
AO 5															
TOTALS															
EEO-2															
BO 1	1														
BO 2															
BO 3															
BO 4	1														
BO 5															
BO 6	3														
BO 7	7						(1)	1							
BO 8	2														
BO 9	2														
BO 10	6					1		2							
BO 11															
BO 12	5	1	1(C)		(1)			1							
BO 13															
BO 14															
BO 15															
BO 16															
BO 17															
BO 18															
BO 19															
BO 20	3							1							
BO 21															
BO 22															
BO 23	4	1			(1)										
BO 24															
BO 25	23	7			(1)		(1)	1							
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division EARTH SCIENCES

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30		1													
BO 31															
BO 32															
BO 33															
BO 34		3													
BO 35	1														
BO 36															
BO 37	4		1(C)						1(C)						
BO 38															
TOTALS															
EEO-3															
CO 1	2							1							
CO 2															
CO 3															
CO 4															
CO 5	5	1				1		1							
CO 6															
CO 7															
CO 8															
CO 9															
CO 10															
CO 11															
CO 12															
CO 13	7	3						2							
CO 14															
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5															
DO 1		1													
DO 2		19								3	(1)	1	(2)	1	(1)
DO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division EARTH SCIENCES

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division EMPLOYEE & INFORMATION SERVICES

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2	2			1											
AO 3	7	1	(1)	2		1									
AO 4	5	6						1							
AO 5		1													
TOTALS															
EEO-2															
BO 1															
BO 2															
BO 3															
BO 4															
BO 5															
BO 6															
BO 7															
BO 8	1														
BO 9															
BO 10															
BO 11															
BO 12															
BO 13	1														
BO 14	2	1													
BO 15	1														
BO 16															
BO 17															
BO 18															
BO 19															
~~BO 20~~															
BO 21															
BO 22															
BO 23															
BO 24															
BO 25															
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division EMPLOYEE & INFORMATION SERVICE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29	8	12					(1)			1		1		1	
BO 30	4	8			(1)	1				1				1	
BO 31															
BO 32															
BO 33															
BO 34	3	10		1	(1)			1		3					
BO 35	3	5		1						1		1			1(C)
BO 36	4	2		2			(1)	3							
BO 37															
BO 38															
TOTALS															
EEO-3															
CO 1	3	4						1		2		1			
CO 2															
CO 3	1	1													
CO 4															
CO 5															
CO 6															
CO 7	1														
CO 8															
CO 9															
CO 10															
CO 11															
CO 12															
CO 13															
CO 14															
CO 15	1														
CO 16															
CO 17	5	5				1									
CO 18	1	13				1				3		1		1	
CO 19	10	1	1(C)	3		1			1(C)						
TOTALS															
EEO-5															
DO 1	1	5		2									(1)	2	
DO 2	2	33								3	(3)	4		8	
DO 3		1													
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division EMPLOYEE & INFORMATION SERVICE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8	9	10		3			1(C)	2		2					
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division ENERGY & ENVIRONMENT

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2	1														
AO 3		1													
AO 4															
AO 5															
TOTALS															
EEO-2															
BO 1	7														
BO 2	4														
BO 3															
BO 4	1														
BO 5	2	1													
BO 6	4	1													
BO 7	15	4			(1)	1		2							
BO 8	3														
BO 9	4														
BO 10	24		(1)				(1)				(1)				
BO 11	6														
BO 12	3					1									
BO 13	5							1							
BO 14					(1)										
BO 15	2														
BO 16															
BO 17															
BO 18															
BO 19	5														
BO 20	8		(2)				(1)								(1)
BO 21															
BO 22	21	1			(1)	1		1							
BO 23	7	1								1					
BO 24															
BO 25	2	1													
BO 26															
BO 27	13	3	1(C)		1(C)									1	
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division ENERGY & ENVIRONMENT

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31	1					1									
BO 32															
BO 33															
BO 34	1	6								1					
BO 35															
BO 36															
BO 37															
BO 38	2														
TOTALS															
EEO-3															
CO 1	1	2				1									
CO 2															
CO 3	1														
CO 4	1														
CO 5	3	1												1	
CO 6															
CO 7															
CO 8															
CO 9	1														
CO 10															
CO 11															
CO 12	1							1							
CO 13	6	3			1(C)									1	
CO 14		1													
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5															
DO 1		2								1		1			
DO 2		19								3		2	(1)	1	(2)
DO 3		3								2					
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division ENERGY & ENVIRONMENT

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division ENGINEERING & TECHNICAL SERVICES

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2	2														
AO 3	2	1													
AO 4	87	1	(1)	1	(1)	1	(1)	4	(1)						
AO 5	3		1(C)			1									
TOTALS															
EEO-2															
BO 1	3														
BO 2															
BO 3															
BO 4															
BO 5															
BO 6															
BO 7	2														
BO 8															
BO 9	4														
BO 10	6							1							
BO 11															
BO 12															
BO 13	10	5					(1)	1						1	
BO 14	24	6						3							
BO 15	31	5			(1)		(1)	1							
BO 16	5	1			1(C)										
BO 17	42		(1)		1(C)		1(C)								
BO 18	7		1(C)		1(C)			1							
BO 19	11														
BO 20	66	1		2		2		7							
BO 21	6		1(C)		1(C)			1							
BO 22	7														
BO 23	26	2	(1)	2				3				1			
BO 24	3														
BO 25															
BO 26	12	1	(1)		(1)			1							
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division ENGINEERING & TECHNICAL SERVICES

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31															
BO 32		4			(1)		1(C)							1	
BO 33	39		1(C)		1(C)	2	1(C)	9							
BO 34		9			(1)					1					
BO 35	2														
BO 36	1			1											
BO 37	1														
BO 38															
TOTALS															
EEO-3															
CO 1	36	23		10		5		5	(1)	7		1		1	(1)
CO 2	16	11				2		1		4				1	
CO 3	50	1	(1)	3	1(C)	2	1(C)	2	1(C)						
CO 4	32		(1)		1(C)		1(C)	2	1(C)						
CO 5	2	1		1		1				1					
CO 6	37	1	(1)	1	(1)	2	(1)	6							
CO 7	40		1(C)		1(C)	2	1(C)	4							
CO 8	60	1	1(C)		1(C)	4	1(C)	6						1	
CO 9	15	4		3		1	(1)	1							
CO 10	25	8		5		4		4		1		1			
CO 11	88	8	(3)	7	(1)	4	(1)	5	(1)	1					
CO 12	53		(2)	1	(2)	1	(2)	7							
CO 13	1	1		1											
CO 14															
CO 15	25		(5)	4		3		2					(1)		
CO 16	23		(1)	1	1(C)	2	1(C)		1(C)						
CO 17	39	12		8			(1)	8		3			(1)	1	(1)
CO 18	1	3		1						1				1	
CO 19															
TOTALS															
EEO-5															
DO 1		6								2		1		1	
DO 2		27								7		4			(3)
DO 3		2									(1)				
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division ENGINEERING & TECHNICAL SERVICES

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2	32	2	(2)	6		1	(1)	5		1			(1)		
EO 3	26		(1)	1	1(C)	2	1(C)		1(C)						
EO 4															
EO 5	11		3(C)	2		2		1							
EO 6	55		(1)	2	(1)	4		5					(1)		(1)
EO 7	22	1	(1)			5			1(C)		(1)				
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1	15	1	(3)	4		2			(1)				(1)		
GO 2															
GO 3	3	1		1				2		1					
TOTALS															
EEO-9 HO 1	12		(1)	3		1									
HO 2															
HO 3	31	5	(3)	4		12		2		2	(1)	1			
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division MATERIALS & MOLECULAR RESEARCH DIVISION

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2	1														
AO 3	1														
AO 4															
AO 5	1														
TOTALS															
EEO-2															
BO 1	40			1				2							
BO 2															
BO 3															
BO 4															
BO 5															
BO 6	23	3	(1)		(1)		(1)	6			(1)				
BO 7	11	2						1							
BO 8	4								1(C)						
BO 9	5							1							
BO 10	4	1						2							
BO 11															
BO 12															
BO 13															
BO 14															
BO 15															
BO 16															
BO 17															
BO 18															
BO 19	1		(1)												
BO 20															
BO 21															
BO 22	9		(1)					2							
BO 23															
BO 24	20		(2)					4							
BO 25															
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division MATERIALS & MOLELECULAR RESEARCH DIVISION

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31															
BO 32															
BO 33															
BO 34		1													
BO 35		2													
BO 36															
BO 37															
BO 38															
TOTALS															
EEO-3															
CO 1															
CO 2															
CO 3	2														
CO 4	1														
CO 5	8	1	(2)		(1)			1					(1)		
CO 6															
CO 7															
CO 8															
CO 9															
CO 10			(1)												
CO 11															
CO 12															
CO 13	4	1							1(C)						
CO 14															
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5															
DO 1															
DO 2	1	12								3			(1)	1	(1)
DO 3		1													(1)
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division MATERIALS & MOLECULAR RESEARCH DIVISION

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division NATIONAL RESOURCE FOR COMPUTATION IN CHEMISTRY

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1			1											
AO 2															
AO 3															
AO 4															
AO 5	1			1											
TOTALS															
EEO-2															
BO 1															
BO 2															
BO 3															
BO 4															
BO 5															
BO 6	1														
BO 7	6									(1)					
BO 8															
BO 9															
BO 10															
BO 11															
BO 12															
BO 13															
BO 14															
BO 15															
BO 16															
BO 17															
BO 18															
BO 19															
BO 20															
BO 21															
BO 22															
BO 23															
BO 24															
BO 25														—	
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division NATIONAL RESOURCE FOR COMPUTATION IN CHEMISTRY

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31															
BO 32															
BO 33															
BO 34															
BO 35															
BO 36															
BO 37															
BO 38															
TOTALS															
EEO-3 CO 1															
CO 2															
CO 3															
CO 4															
CO 5															
CO 6															
CO 7															
CO 8															
CO 9															
CO 10															
CO 11															
CO 12															
CO 13															
CO 14															
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5 DO 1	1			1											
DO 2		2								1					
DO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division NATIONAL RESOURCE FOR COMPUTATION IN CHEMISTRY

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS
BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR
MAJOR ORGANIZATIONAL UNITS

Division NUCLEAR SCIENCE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2															
AO 3															
AO 4															
AO 5															
TOTALS															
EEO-2															
BO 1	3														
BO 2															
BO 3															
BO 4															
BO 5															
BO 6	2														
BO 7	4	5												1	
BO 8	4		1(C)		1(C)										
BO 9	18		(1)	1		1		1							
BO 10	15					1		3							
BO 11	10		(1)		(1)										
BO 12															
BO 13	1														
BO 14	2	1													
BO 15															
BO 16															
BO 17	3														
BO 18															
BO 19															
BO 20															
BO 21															
BO 22															
BO 23															
BO 24															
BO 25															
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division NUCLEAR SCIENCE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31															
BO 32															
BO 33															
BO 34		1													
BO 35															
BO 36															
BO 37															
BO 38	3														
TOTALS															
EEO-3															
CO 1															
CO 2															
CO 3															
CO 4															
CO 5															
CO 6															
CO 7															
CO 8															
CO 9															
CO 10															
CO 11															
CO 12															
CO 13	2	3												1	
CO 14															
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5															
DO 1															
DO 2		3											(1)	1	
DO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division NUCLEAR SCIENCE

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division PHYSICS

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-1															
AO 1	1														
AO 2															
AO 3	1														
AO 4	3	1													
AO 5															
TOTALS															
EEO-2															
BO 1	30					1		1							
BO 2															
BO 3															
BO 4	1														
BO 5															
BO 6															
BO 7															
BO 8															
BO 9	23	1	(4)	1		1		1							
BO 10	24	1						1							
BO 11	14	2							1(C)						
BO 12	11	1					1(C)	1							
BO 13	2		(1)	1			(1)								
BO 14	24	18			(1)			4				1		3	
BO 15	11	2	(1)					1	1(C)						
BO 16															
BO 17	1														
BO 18															
BO 19															
BO 20	1														
BO 21															
BO 22															
BO 23															
BO 24															
BO 25															
BO 26															
BO 27															
BO 28															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division PHYSICS

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
BO 29															
BO 30															
BO 31	3														
BO 32															
BO 33															
BO 34	1	3										1			
BO 35	1	1													
BO 36															
BO 37															
BO 38															
TOTALS															
EEO-3															
CO 1	4	6													
CO 2															
CO 3	1														
CO 4	2														
CO 5	3	2	(2)				(1)	1							
CO 6															
CO 7															
CO 8	1														
CO 9															
CO 10															
CO 11															
CO 12															
CO 13	10	5				1	(1)								
CO 14	4				1(C)				1(C)						
CO 15															
CO 16															
CO 17															
CO 18															
CO 19															
TOTALS															
EEO-5															
DO 1		2												1	
DO 2		11								1		1	(1)	1	(1)
DO 3		4										1			
TOTALS															

WORK FORCE PROFILE AND AFFIRMATIVE ACTION GOALS BY JOB GROUPS WITHIN EEO-1 CATEGORIES FOR MAJOR ORGANIZATIONAL UNITS

Division PHYSICS

	Male	Female		Male						Female					
				Black		Hispanic		Asian & Others		Black		Hispanic		Asian & Others	
	Pop.	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal	Pop.	FY 80 Goal
EEO-6 EO 1															
EO 2															
EO 3															
EO 4															
EO 5															
EO 6															
EO 7															
EO 8															
TOTALS															
EEO-7 FO 1															
FO 2															
FO 3															
FO 4															
FO 5															
TOTALS															
EEO-8 GO 1															
GO 2															
GO 3															
TOTALS															
EEO-9 HO 1															
HO 2															
HO 3															
TOTALS															

CHAPTER 8

IDENTIFICATION OF PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

METHODOLOGY

I. Analysis of Personnel Actions

To determine whether its EEO policy has been fully implemented, the Laboratory conducted statistical studies by Federal Occupational Categories (FOC) of all hires, promotions, and terminations for the twelve-month period of July 1, 1978 to June 30, 1979.

The method used to reach the findings and conclusions for the protected groups in each Federal Occupational Category (FOC) was to identify the selection rate of Men, Women, Caucasians, Blacks, Hispanics, Asians, Native Americans, and total minorities by dividing the number of selectees from each of the aforementioned groups by the total candidates or the total work force participation of the specified group. The highest selection rate--in the case of terminations--became the standard selection rate for the group. All other selection rates were then divided by this standard to determine deviations from the 80% rule as established in 41 CFR 60-3.

In those instances where deviations from the 80% rule were identified, further statistical studies were conducted using the following tests: P-Fisher Exact Probability, X=Chi Square with Yates Correlation where fe is less than 2, and the $Z=\bar{z}$ formula for Significance of Difference in Uncorrelated Proportions using the correction for small samples when np or nq product is 5 to 10. In situations where a no violation and/or a violation of the statistical rule was identified but the sample was too small to meet the criteria of 41 CFR 60-3 for valid samples, the Laboratory concluded that there was no statistically significant adverse impact. Thus no further action was necessary.

However, in those FOCs where a violation of both the 80% and the statistical rules was identified and the sample, although small, met the criteria of 41 CFR 60-3, or where a violation of the 80% rule showed and no violation of the statistical rule occurred although the sample was large, the Laboratory identified such situations as indicators of a statistically significant adverse impact. The Laboratory has established a plan of action to: (a) determine whether denial of equal opportunity has resulted from the identified statistically valid adverse impact, (b) identify any adversely affected groups, if any, and (c) determine the corrective measures the Laboratory will undertake in FY '80 to make equal employment opportunity a reality for all applicants and employees.

A. Candidates vs. Hires

1. Women

The statistical studies showed deviations from the 80% rule in the categories of Officials and Managers, Professionals, Administrative Support Services, and Service Workers. A violation of the statistical rules occurred in the Professionals category and because the Administrative Support Services sample was large, it also posted similiar concerns as the Professionals category. The Laboratory concludes that with the exception of the Professionals and the Administrative Support Services categories, the 80% rule deviations in the other FOCs are not valid indicators of adverse impact because samples are too small. Therefore, they do not meet the 41 CFR 60-3 criteria for valid samples. Concerning the adverse impact indicator in the Administrative Support Services category the Laboratory concludes that this is not an area of concern that merits further analysis. Women are not underutilized because they represent over 65% of the employees in this category.

Consequently, we can reach the conclusion that the Laboratory's affirmative action efforts to hire males in traditionally female jobs is the cause of the invalid indicator.

The Laboratory conducted anaylsis by FOC to determine the impact of hires on women in the selection process. While statistical studies gave some indication of adverse impact, statistical studies showed that the number of women in most FOCs was too small to be a valid sample as defined by the criteria in 41 CFR 60-3. The Laboratory did identify women in the Professionals category as an area of concern. Special efforts will be made in this category to increase the number of women. Special action items include outreach recruitment and advertising with women's professional organizations.

2. Total Minorities

Deviations from the 80% rule were identified in the categories of Officials and Managers, Professionals, Administrative Support Services, and Operatives. A violation of the statistical rules was identified in the Professionals and Administrative Support Services. Excepting these two categories, the Laboratory concludes that the 80% rule deviations are not indicators of statistically significant adverse impact because the samples are too small. Thus they do not meet the 41 CFR 60-3 criteria for valid samples.

A study of total minority hires showed samples too small to be a concern statistically. Statistical studies did show minorities in the categories of Professionals and Administrative Support Services as areas requiring special attention. The Laboratory will monitor the recruitment process to determine where more outreach is necessary. Any undertaking of recruitment outreach will be to increase the number of qualified minorities in the selection pools.

3. Specific Minority Groups

a. Blacks

Deviations from the 80% rule were identified in the categories of Officials and Managers, Professionals, Technicians, Administrative Support Services, Crafts Workers, and Operatives. Violations of the statistical rules were found in the Professionals and Administrative Support Services categories. Excepting these two categories, the Laboratory concludes that the other 80% rule deviations are not statistically significant because the samples are too small; consequently, they do not meet the 41 CFR 60-3 criteria for small samples.

Blacks in the categories of Professionals and Administrative Support Services need special consideration in the area of hires. Statistical analysis indicate a need for an increase in Blacks. The Laboratory will make every good faith effort to recruit qualified Blacks through outreach recruiting.

b. Hispanics

Deviations from the 80% rule were identified in the categories of Officials and Managers, Administrative Support Services, and Laborers. No violation of the statistical rules were found. Samples did not meet the criteria of 41 CFR 60-3 for valid samples. The Laboratory concludes that there is no statistically significant adverse impact against Hispanics in its hiring selection process. While no violations of the statistical rules were found, the Laboratory recognizes that Hispanics are a growing community and will make special efforts to attract qualified candidates for all job categories.

c. Asians/Others

Deviations from the 80% rule were identified in the categories of Officials and Managers, Professionals, Administrative Support Services, Craft Workers, and Service Workers. A violation of the statistical rules was found in the Professionals category only. The Laboratory concludes that with the exception of this category, there is no other statistically significant adverse impact against Asians/Others in its hiring selection process because the samples do not meet the criteria of 41 CFR 60-3 for valid samples.

While several FOC categories showed violations of the 80% rule, only the Professionals category showed a violation of statistical rules. Increased efforts to identify Asians will be undertaken by the Laboratory. Advertising and outreach recruitment will be a major effort.

Summary

The Laboratory has used statistical tests to gauge its efforts in and to determine its need for equal employment opportunity and affirmative action. Specific areas of concern are in the categories of Professionals and Administrative Support Services. An analysis of the selection process showed a need to increase the number of qualified minorities and women in the applicant pools. Affirmative Action will monitor the selection process in an effort to broaden the opportunities for women and minorities. Affirmative Action will interface with Personnel and the Laboratory departments when a requisition is submitted in order to develop effective recruitment strategy.

Analysis of Solutions

The Laboratory has identified statistically significant adverse impact indicators potentially affecting minorities and women. To meet the 41 CFR 60-3 requirements the Laboratory will analyze the total hiring and termination processes in those FOC's where the statistically significant indicators were identified. The steps listed below will be followed in conducting the required studies and providing remedial actions, if any.

Selection Process

The Laboratory will conduct 80% rule deviation studies for women, Asians, Blacks and total minorities for each job group within the Professionals

category. Similiar studies for Blacks and total minorities will be conducted for job groups in the Administrative Support Services category.

The Laboratory will monitor each step of the selection process. In those steps where violations of the 80% rule are found, the Laboratory will examine the qualifications of all candidates (interviewed and not interviewed) including the qualifications of individual protected class members to determine if the best qualified person was hired. The Laboratory will also review all steps in the selection process to determine if equal employment opportunity exists. It is incumbent upon the Laboratory to provide remedial relief to protected class members who have been denied full participation in the selection process.

To insure that the selection process is based on requirements that are job related, the Laboratory will begin a review of its current requirements for jobs in the Professionals and Administrative Services categories.

B. Intracategory Promotions vs. Work Force Participation

1. Women

The statistical analyses showed an 80% rule deviation only in the Service Workers category. No violation of the statistical rules was identified. Thus, the Laboratory concludes that the selection system for intracategory promotions of women is in compliance with 41 CFR 60-3.

2. Total Minorities

The statistical analysis showed an 80% rule deviation only in the Administrative Support Services category. No violation of the statistical rules was identified. Consequently, the Laboratory concludes that the selection system for intracategory promotions of total minorities is in compliance with 41 CFR 60-3.

3. Specific Minority Groups

a. Blacks

Deviations from the 80% rule were identified in the categories of Officials and Managers, Technicians, Administrative Services, and Skilled Workers. However, we found no violation of the statistical rules and the samples were

too small to meet the 41 CFR 60-3 criteria for valid samples. Therefore, the Laboratory concludes that the selection system for intracategory promotions as it relates to Blacks is in compliance with the aforementioned selection guidelines.

b. Hispanics

Deviations from the 80% rule were identified in the categories of Professionals and Service Workers. No violation of the statistical rules was found. Samples were too small to meet the 41 CFR 60-3 criteria for valid samples. Consequently, the Laboratory concludes that the selection system for intracategory promotions of Hispanics is in compliance with 41 CFR 60-3.

c. Asians/Others

Deviations from the 80% rule were identified in the categories of Professionals, Technicians, Administrative Support Services, Crafts Workers, Operatives, and Service Workers. No violation of the statistical rules was found. Samples were too small to meet the 41 CFR 60-3 criteria for valid samples. The Laboratory concludes that no statistically significant adverse impact exists. Consequently, the selection process for intracategory promotions of Asians/Others is in compliance with the above mentioned selection guidelines.

C. Intercategory Promotions vs. Work Force

1. Women

Deviations from the 80% rule were identified in the categories of Officials and Managers, Technicians, Operatives, Laborers, and Service Workers. No violation of the statistical rules was found. Samples did not meet the 41 CFR 60-3 criteria for valid samples. Consequently, the Laboratory concludes that no statistically valid adverse impact exists. The selection process for intercategory promotions of women is in compliance with the above mentioned selection guidelines.

2. Total Minorities

Deviations form the 80% rule occurred in the categories of Officials and Managers, Professionals, Crafts Workers, Operatives, and Laborers. No violation of the statistical rules was identified. Samples did not meet

the 41 CFR 60-3 criteria for valid samples. The Laboratory concludes that no statistically valid adverse impact exists. Therefore, the selection process for intercategory promotion of total minorities is in compliance with the relevant regulations.

3. Specific Minority Groups

a. Blacks

Deviations from the 80% rule occurred in the categories of Officials and Managers, Administrative Support Services, Crafts Workers, Operatives, Laborers, and Service Workers. No violation of the statistical rules was identified. Samples did not meet the criteria of 41 CFR 60-3 for valid samples because they were too small. The Laboratory concludes that no statistically valid adverse impact exists, hence the selection system for intercategory promotions of Blacks is in compliance with all relevant regulations.

b. Hispanics

Deviations from the 80% rule were identified in the categories of Officials and Managers, Professionals, Administrative Support Services, Laborers, and Service Workers. No violation of the statistical rules was found. Samples did not meet the 41 CFR 60-3 criteria for valid samples because they were too small. Therefore, the Laboratory concludes that there is no statistically significant adverse impact. The selection process of intercategory promotions of Hispanics is in compliance with the aforementioned selection guidelines.

c. Asians/Others

Deviations from the 80% rule occurred in the classification of Officials and Managers, Professionals, Technicians, Administrative Support Services, Crafts Workers, Operatives, and Service Workers. No violation of statistical rules was identified. Samples did not meet the 41 CFR 60-3 criteria for valid samples because they were too small. Therefore, the Laboratory concludes that there is no statistically significant adverse impact. Thus, the selection process for intercategory promotions of Asians/Others is in compliance with OFCCP regulations.

D. Terminations vs. Workforce Participation

1. Women

Deviations from the 80% rule occurred in the categories of Officials and Managers, Technicians, Crafts Workers, and Laborers. A violation of the statistical rules was identified in the Technicians category only. The Laboratory concludes that excepting the Technicians category, there is no statistically significant adverse impact in any of the other FOCs.

Studies were conducted to determine the impact of terminations on women. In most FOC categories the rate of terminations was not statistically significant. In the category of Technicians, these same studies did show termination at a disproportionate rate. The Laboratory will monitor and review regularly the termination of women technicians. These reviews will be used to determine and to develop remedial action to eliminate the causes of differences in termination rates.

2. Total Minorities

The anaylsis showed deviations from the 80% rule in the categories of Officials and Managers, Professionals, Crafts Workers, Laborers, and Service Workers. A violation of the statistical rules was only identified in the Professionals category. The Laboratory concludes that with the exception of the Professionals category, no other statistically significant adverse impact exists in the termination of total minorities.

An analysis of total minorities showed that any differences in the rate of termination to be generally insignificant statistically. These anaylses specifically showed a significant termination rate for total minorities in the Professionals category. The procedures for termination as it affects minorities will be monitored to determine the nature of the differences in termination rate and to ensure that terminations are conducted according to affirmative action and equal employment opportunity requirements.

3. Specific Minority Groups

a. Blacks

Deviations from the 80% rule were found in the categories of Officials and Managers, Administrative Support Services, Crafts Workers, and Laborers. No violation of the statistical rules was identified. The samples did not meet the 41 CFR 60-3 criteria for valid samples. The Laboratory concludes

that there is no statistically significant adverse impact against Blacks in its termination system. Consequently, it is in compliance with the selection guidelines.

b. Hispanics

Deviations from the 80% rule were identified in the categories of Officials and Managers, Crafts Workers, Operatives, Laborers, and Service Workers. No violation of the statistical rules was found. Samples did not meet the 41 CFR 60-3 criteria for valid samples. The Laboratory concludes that there is no statistically significant adverse impact against Hispanics in its termination system. Consequently, it is in compliance with the selection guidelines.

c. Asians/Others

Deviations from the 80% rule were found in the categories of Professionals, Technicians, Administrative Support Services, Operatives, and Service Workers. A violation of the statistical rules was identified in the Professionals category. The Laboratory concluded that there is no other statistically significant adverse impact against Asians/Others in its termination process.

A difference in the rate of termination was determined for Asians in the category of Professionals. The termination of Asians in other FOC categories did not occur at a significantly disproportionate rate. Having identified the Professionals category for consideration, the Laboratory will maintain a monitoring posture in an effort to measure the full impact of terminations on Asians in the Professionals category.

Analysis of Solutions

The Laboratory will conduct an adverse impact analysis for voluntary and involuntary terminations of women in the Technicians category and total minorities and Asians in the Professionals category.

Where involuntary terminations show significant statistical deviations potentially affecting the above identified protected groups, the Laboratory will further analyze the reasons for termination by conducting comparison studies of the job performance and performance evaluations of those terminated with those non-protected group employees similarly situated who were not terminated.

Where voluntary terminations show significant statistical deviations affecting the above identified minorities and women, the Laboratory will further analyze

the reasons for termination. An analysis of termination could include a review of the work environment at the Laboratory. An analysis could also be conducted to determine the extent to which termination is a result of job opportunities taken with other employers.

The Laboratory will strengthen its current exit interview practices to require, as a minimum, an exit interview of minorities and women who terminate from job group where they are underutilized.

II. Recruitment Efforts

The Laboratory looks to organized recruitment efforts as a means of increasing the numbers of women and minorities in the workforce. As recruitment is a coordinated effort of the hiring Division and the Personnel and Affirmative Action Departments a concerted effort will be made to continue to respond to the achievement of specific goals. The Laboratory sees an increased recruitment effort as an increased affirmative action effort.

The Laboratory will be working on a recruitment program in which efforts will be made to:

1. Develop and implement a well-integrated job referral linkage system between the Divisions, the Personnel Department, and the Affirmative Action Department's recruitment unit.

2. Develop and implement an outreach recruitment plan geared to meeting the FY'80 goals.

3. Develop and implement a records system which will contain documentation on the specific affirmative action efforts that were exercised in reaching goals that were not met.

4. Develop and maintain a list of community recruitment sources with persons to contact.

5. Develop and maintain an active diversified file of minority and women applicant recruitment pools for each of the FY'80 goals.

6. Develop and implement a well organized plan of action to recruit incumbent minority and women candidates for apprenticeship training and other goals.

7. Develop and implement a plan to strengthen the present community job information system by providing greater personal interfacing between the Laboratory's Affirmative Action Department staff and the various job referral organizations.

III. Other Affirmative Action Efforts

A. The Laboratory is adding two (2) new positions to its current apprenticeship program. These new opportunities will involve a cost of approximately $40,000.00 for the first year of training and will be used to increase the minority and women apprenticeship participation.

B. The Laboratory is in the process of developing and implementing, with the cooperation of the high schools in the recruitment area, a special science and engineering training program. Those students participating in the project will take, during their last years of high school, specially selected science and technical courses. The on-the-job training component will include a two-summer internship at any of LBL's engineering and technical services programs. The project's goal is to assist minority and women high school students to qualify for employment in LBL's various science, engineering, and other technology programs. This project will cost approximately $88,500.00.

C. The Laboratory will implement an affirmative action information program. This program will include written notice to community organizations advising them about employment opportunities, speaking engagements by LBL's staff and a series of open house days with community group tours of LBL's facilities.

D. The Laboratory will continue its current Lab Co-op Program and will endeavor to increase the present minority and women participation.

E. The Laboratory will increase its active participation in the Associated Western Universities (AWU) Summer Student, Summer Faculty, and Thesis Parts Participants Program.

F. The Laboratory will continue its Affirmative Action Department's Summer College Program as a vehicle for developing a potential pool of qualified minorities and women for permanent Laboratory employment. This project cost will be approximately $80,000.00.

G. The Laboratory will continue its support of the National Consortium for Graduate Degrees for Minorities in Engineering Project by increasing its current levels of minority participation.

H. The Laboratory will continue its support of the University of California's Graduate Students Research Assistants Program as a means of increasing its minority and women employment pools.

I. The Laboratory will continue its enthusiastic support of the Minority Business Enterprise Program. This program will be given high priority within LBL's Supply Department. A contract award goal of $2,000,000.00 has been set for FY '80.

J. As a long-range affirmative action effort, the Laboratory's Personnel and Affirmative Action Departments prepared "A Proposal For A Response to the Presidential Memorandum on Support for Historically Black Institutions by the Department of Energy". This proposal endeavors to increase the participation of Black institutions in DOE's research programs by recommending DOE funding of mini-research laboratories at selected Black institutions. These proposed mini-research centers would perform scientific and public policy research of mutual benefit to both parties and thus ultimately to the nation. The Laboratory's leadership in developing and submitting this proposal to DOE is a further example of its dedication to the cause of equal opportunity in the field of education.

K. A second long-range affirmative action program planned by the Laboratory to commence in its second quarter is "Project Partnership". This is a pilot project designed to offer scholastic motivation to junior high and high school students who are members of the protected groups and who show interest and potential to pursue careers in any of the various professional disciplines at the Laboratory. Those professionals on the LBL staff who choose to participate in "Project Partnership" will commit a minimum of one hour of their time per week to interface personally with a participating youth. The underlining motivation of this project is similar to the Big Brothers and Big Sisters Programs. In these programs, youths in need of an adult role model meet this need by establishing friendship partnerships with adults willing and able to enter into such relationships. The Laboratory's goal for FY '80 is to organize at least 10 motivational partnerships.

IV. Internal Audit System

Since the transfer of Affirmative Action Compliance responsibilities from the U.S. Department of Energy (DOE) to the U.S. Department of Labor/Office of Federal Contract Programs (DOL/OFCCP) in October of 1978, the Laboratory has

re-examined its internal audit system vis-a-vis the new guidelines. We have discovered that while our audit system met the full approval of DOE, this system needed to be revised to meet DOL/OFCCP standards.

The overall purpose of the Laboratory's Internal Audit System is to provide its management and personnel with a tool which allows them to measure the successes and accomplishments of affirmative action goals and commitments, to provide an early warning system of potential problem areas, and to provide creative alternatives that will facilitate an expeditious compliance with the letter, spirit, and intent of Affirmative Action/Equal Employment Opportunity laws and regulations.

The Laboratory is revising its EEO internal audit and reporting system. This restructured system will increase our capability of verifying areas of concern and aid in developing effective proactive measures. A new automated system, scheduled for FY '80, will incorporate applicant flow data. This data capacity will aid the Affirmative Action Department in monitoring the success of outreach recruitment efforts.

The Internal Audit System for the Lawrence Berkeley Laboratory will have three phases: The Data Gathering Phase, the Data Analysis Phase, and the Reporting Phase.

A. The Data Gathering Phase

Data shall be gathered on a personnel actions including, but not limited to, data on recruitment efforts, applicants, candidates, hires, promotions, transfers, terminations, and training.

All data shall be compiled by race, sex, and ethnic origin and will be classified by job groups within each of the EEO-1 categories. The yearly data base cut-off date will be June 30 of each fiscal year. This will allow the Laboratory Affirmative Action Department the necessary three months to prepare the Affirmative Action Compliance Program scheduled to commence on October 1, the beginning of each fiscal year. Further, the Laboratory has established quarterly data base cut-off dates which are comprised of the periods July 1-September 30, October 1-December 31, January 1-March 31, and April 1-June 30, respectively. This quarterly date will be used in the Data Analysis and Reporting phases of the Internal Audit System.

B. The Data Analysis Phase

Under the Laboratory's Internal Audit System, data analysis will be conducted on a quarterly and yearly basis.

The quarterly analyses will consist of adverse impact anaylses on all personnel actions, workforce profile analyses, selected job requirements analyses, recruitment efforts analyses, and analyses of accomplishments of goals and other commitments by division and job group within organizational units.

The yearly analyses will be comprised of, but not limited to, analyses of the workforce profile, selected wage determination studies, twelve-month adverse impact analyses and analysis of the results of the previous Affirmative Action Compliance Program's implementation by job groups and organizational units within Divisions.

C. The Reporting Phase

Our Internal Audit System provides for quarterly, semi-annual, and annual reports.

Quarterly reports shall be comprised of a work force update report, a personnel actions status report, placement patterns profile report, wage comparison analyses report, a report on the results of job requirements studies, a report on the results of recruitment efforts, a report on the Affirmative Action Compliance Program's implementation and accomplishments of goals and other commitments by job groups and organizational units within Divisions, and a report on recommendations for improving the implementation of the Affirmative Action Compliance Program's implementation.

The Laboratory's Audit System also provides for a semi-annual report, the DOE 252 Report, containing a workforce profile and a narrative on the implementation of the Affirmative Action Compliance Program.

Yearly reports will provide a summary of the results of the previous twelve months of the Affirmative Action Compliance Program's implementation, which will be included in the Program for the next fiscal year. These reports will also include a report on the Affirmative Action Department's mission accomplishments and joint projects and efforts with other units of the Laboratory, a report on the Affirmative Action Department's staff utilization, and a report on planned projects and the departmental staff utilization anticipated in the forthcoming Affirmative Action Compliance program year.

CHAPTER 9

AFFIRMATIVE ACTION PROGRAMS

LBL Apprenticeship Program

Lawrence Berkeley Laboratory is making good faith efforts to increase the number of women and minorities in the crafts and trades. The apprenticeship program provides upward mobility training. Entrance into the Program is through open recruitment, with preference given to Laboratory employees. Recruitment efforts include seeking women and minorities. Training is four years and combines on-site work experience and classroom instruction. Those who successfully complete the Program are normally hired into Laboratory jobs. The Program is administered by a Unilateral Apprenticeship Committee. The Laboratory intends to maintain this program at its present level and to increase it as funds become available.

The Lab Co-op Program

The Laboratory participates in a Lab Co-op Program which has three parts. The first is the Summer Faculty Program. Faculty members from colleges and universities with large minority enrollments are assigned to research groups for periods of up to ten weeks. They attend lectures and seminars with the summer students and, when appropriate, participate in seminars which are designed to explore how their respective universities can participate in the Energy Program.

The second part of the Program involves year-round undergraduate students. They work half-time and attend classes, adjusting their work hours to their class schedules. These students are selected on the basis of scholarship, aptitude, and interest in energy-related research projects.

The third part of the Program involves summer undergraduate students. These students participate in various research programs for ten weeks. The students spend approximately 25% of their time in lectures, seminars, and related activities. They spend the remaining 75% of their time participating in on-going research programs in the various Divisions at the Laboratory.

The Associated Western Universities (AWU) Summer Student, Summer Faculty, and Thesis Parts Participants Program

The Laboratory participates in a Thesis Parts Participants, Summer Student, and Summer Faculty Program funded by the Associated Western Universities (AWU) and recruits qualified undergraduates, graduates and faculty from surrounding universities, with some emphasis on women and minorities. Through this program, we hope to increase the pool of qualified women and minorities in science and engineering.

The Affirmative Action Department Summer College Program

The Summer College Program, funded through the Affirmative Action Department, seeks to recruit qualified undergraduate and graduate students majoring in the sciences, engineering and mathematics. Recruitment emphasis is on attracting women and minorities. Participants work for 12 weeks in an area related to their educational interest. The objectives of the Program are: 1) to provide appropriate work/research experience and 2) to build a potential pool of qualified women and minorities for Laboratory employment.

The National Consortium for Graduate Degrees for Minorities in Engineering, Inc. (GEM)

Each year minority men and women take engineering as undergraduates. Of those who graduate a small percentage go on to graduate school in proportion to the graduating population as a whole. Job opportunities for engineering graduates with bachelor's degrees are sufficiently attractive. An advanced degree in engineering, however, can open new avenues to challenging and responsible employment and future success - avenues which are closed to those holding only the bachelor's degree.

The National Consortium for Graduate Degrees for Minorities in Engineering, Inc. (GEM), a national nonprofit corporation, was formed to encourage minority students to seriously consider advanced study in engineering.

The Program provides minority students practical engineering experience through summer work opportunities at the participating laboratories and companies and financial assistance for graduate work toward a master's degree in engineering.

Program Description

Selection of student participants is made in the spring of the year. During the summer those selected are employed by the participating industry or

governmental laboratory center for approximately 12 weeks.

Each employer assigns an experienced engineer as sponsor to each student providing one-on-one guidance, support, and assistance throughout the assignment. These sponsors are selected according to their interest and commitment to the objectives of the Program. At the end of the summer, both the sponsor and the student submit to the central office of the Consortium a report evaluating the effectiveness of the assignment and the quality of the student's work performance. These reports include recommendations on areas where the student should be placed during the next year of study. Copies of these reports are forwarded to the academic advisor during the upcoming school year. Such reports are also required during subsequent summer employment periods.

Seniors and recent graduates apply to participating graduate schools at or shortly after the time they submit an application to the Consortium. Juniors selected are requested to apply during their senior year for admission to one or more participating graduate schools.

The participating graduate schools assign an advisor to each student in the Program in order to provide one-on-one assistance during the school year. As with the employment sponsors, these advisors are selected according to their interest and commitment to the objectives of the Program and submit a written progress report to the Consortium's central office at the end of the semester. Copies of these reports are forwarded to the employment sponsors during the following summer.

Financial Support

While employed during the summer at a research laboratory or company, the student receives a salary commensurate with the salary of regular employees. The rate of pay normally increases with each successive summer employment period as the student takes on more responsible and challenging tasks.

No support is available from the Consortium during the senior year of undergraduate study.

While attending one of the participating universities for graduate study leading to a master's degree in engineering, the student receives a stipend of $4,000 per academic year for living expenses. In addition, the Program pays all tuition costs.

The Lawrence Berkeley Laboratory, as part of its support of community action programs, is a participating employer in the Consortium and looks forward to using the Consortium to aid in developing pools of minority applicants for engineering positions at the Laboratory.

The LBL/University of California Graduate Student Research Assistant (GSRA) Program

The Laboratory participates in a Graduate Student Research Assistant (GSRA) Program for graduate students registered at the University of California. These graduate students have theses based on scientific research that coincides with research activities and projects at the Laboratory. The Laboratory management has urged participating UC faculty to bring on qualified minority and female graduate students. The Affirmative Action Department currently uses the Summer College Program and the National Consortium for Graduate Degrees for Minorities in Engineering Program to prepare minority and female upper division undergraduates for graduate school. This preparation entails exposure to and involvement in research activities at the Laboratory. The Laboratory continues its cooperative effort with UC Berkeley campus departments that have a large representation at the Laboratory to increase the number of minorities and women in the UC Berkeley graduate division by offering scholarship programs at the Laboratory.

The Affirmative Action Department Science and Engineering Program

Students from local high schools and community colleges are eligible for the Science and Engineering Program. Students are selected by the Science and Engineering Program Coordinator according to their interest in engineering and science careers, and academic ability. The students are provided part-time work during the school year and full-time work during the summer, academic tutoring as necessary, and educational counseling to promote their progress toward a college degree. The Program is open to all qualified students, including minorities and women, to encourage their entry into scientific and engineering careers.

LBL Summer Youth Employment Program (SYEP)

The Laboratory provides a summer work experience for a number of disadvantaged young people through the Summer Youth Employment Program (SYEP) which is funded under CETA's Title I. Participants are recruited, using Federal poverty criteria, through Bay Area agencies such as the City of Berkeley, Spanish Speaking Unity Council and Contra Costa County. The objective is to continue the present number of Program positions.

All of the aforementioned programs have been implemented at the Laboratory in an effort to fulfill the institution's commitment to the support of community action programs as well as to assist the institution in achieving its long-range workforce goals.

Minority Business Enterprise Utilization

The Purchasing and Inventory Management groups at the Laboratory are actively participating in a program to increase opportunities for minority business enterprises to share in purchase order awards.

This program has been given high priority within the Laboratory's Supply Department. Participation for the past four years has been:

	Solicitations	Awards
FY Year 1975 (July - June)	$ 316,057	$ 142,330
1976 (July - June)	688,655	107,641
1977 (July - June)	1,032,292	348,643
1978 (July - June)	2,771,801	1,292,156

The Laboratory has been nominated by the Department of Energy/San Francisco Operations Office (DOE/SAN) to DOE Headquarters for exceeding the DOE-set goal by over 20% for Fiscal Year 1978. The Laboratory was 65% over the goal. An award will be forthcoming.

The goal for FY 1979 set by DOE/SAN is $1,626,000. LBL has made awards during the first three quarters of $2,317,036. Solicitations of $3,484,370 were made during the period. We expect FY '80 goal to be about $2,000,000.

The continually improving record of increased minority business participation is not the result of any quick and easy solution or discovery on the part of the Laboratory. Instead, this record is the result of individual hard work by buyers who made their own contributions in a variety of ways.

The following internal steps to enhance the program are in effect:

- Discuss subject at periodic Buyers Meetings.

- Route all incoming letters from minority firms to buyers to investigate as possible sources.

- Publish an internal listing of minority vendors with whom we have placed orders or received letters requesting consideration. This listing to be used by buyers for sources.

- Maintain an extensive library of minority vendor listings for buyers' use.

Some examples of individual buyers' efforts:

1. The Laboratory awarded a large purchase order to a minority-owned construction firm to furnish construction crafts persons on an hourly basis. The minority firm was awarded the order on the basis of the lowest proposal submitted out of over 25 local construction firms solicited. The Laboratory assisted the firm with pre-award details such as obtaining bonds and insurance, setting up a time reporting system, and meeting with local union representatives to assure there would be no problems.

2. The Laboratory conducted a survey and made a list of local machine shops. The Laboratory found several shops owned by minorities and has so identified them in the listing. Using this list, the buyers draw up the bid list for specific jobs and are able to include many more minority firms than in the past. The amount of business going to minority-owned machine shops has increased by several hundred percent this past fiscal year compared to previous fiscal years.

3. The Laboratory made an initial contact with a minority-owned firm that builds magnets. The firm was new, small, and had not had as much experience as their competitors. The engineering personnel at the Laboratory were reluctant to take a chance with a new firm for fabricating a complex magnet and requested the firm not be allowed to quote on the upcoming job. Through the efforts of LBL buyers several meetings and plant tours were arranged and the firm was established as being qualified, was given the opportunity to quote, and was subsequently awarded a $37,000 order.

Through such effort and programs, it is hoped that awards will continue to grow in the coming year.

CHAPTER 10

COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES

In keeping with its policy of equal employment opportunity, the Lawrence Berkeley Laboratory subscribes totally to the OFCCP sex discrimination guidelines set forth in 41 CFR 60-20. In addition to our policy statement, the Laboratory will continue to do the following:

1. Recruitment and Advertisement

   (a) Recruitment of men and women for all positions is based on qualifications.

   (b) "Help wanted" advertising will not express a sex preference for any job. Advertisements will not be placed in newspapers and other media columns headed "Males" or "Females". In newspapers that separate columns by sex, the Laboratory will advertise in both columns.

2. Job Policies and Practices

   (a) The Laboratory's personnel policies do not discriminate on the basis of sex.

   (b) Employees and applicants of both sexes are equally considered for all positions at the Laboratory for which they are qualified to perform.

   (c) The Laboratory will continue to administer employment opportunity, wages, hours, conditions of employment, pensions, recreational programs, and employee fringe benefits regardless of sex.

   (d) Married and unmarried men and women will be treated equally in all personnel actions, including all benefits. Number of children will not be a factor in job offers and equal treatment. Retirement age and benefits are equal for both sexes.

   (e) The Laboratory shall continue to provide appropriate physical facilities for employees and applicants of both sexes.

(f) Conflicting California State laws are superseded by Title VII of the Civil Rights Act. Such State laws will not be a factor in personnel decisions made at the Lawrence Berkeley Laboratory.

(g) Leaves of absence are the same for all employees at the Laboratory regardless of sex and marital status.

Maternity Leave - Women employees at the Lawrence Berkeley Laboratory are provided leave for childbearing. The employee is required to promptly inform the Medical Services Department of the expected date of childbirth when she learns she is pregnant. The Medical Services Department will specify any restriction on her employment that seems advisable in connection with her pregnancy.

Leave of absence for childbearing will normally begin by the eighth month of pregnancy, or as determined by the Medical Services Department. The employee may use accumulated sick leave immediately following the last day of work, limited to the period of time during which the Medical Services Department, in cooperation with the employees' personal physician, determines she should not be at work.

A leave without pay, normally not exceeding four months, is granted, upon request by the employee, following the use of accumulated sick leave benefits. Extensions because of continued disability or leave without pay for personal reasons may be granted by employee's department on the same basis as policies and criteria applying to all other employees, regardless of sex.

LBL leave without pay policies require that the employee's position be held open during the term of the leave without pay.

Leave for childbearing may also be granted, if requested, by an adoptive parent of any infant six months of age or under at the time of placement in the adoptive home.

Use of Sick Leave for Childbearing - Employees who terminate or take leave of absence to bear a child may use accumulated sick leave credit. Such use of sick leave shall precede the termination of the start of the leave of absence, and will be limited to the following:

a. The period of time during which the employee's personal physician determines she should not be at work.

b. The sick leave days shall be taken consecutively and immediately following the last day worked.

c. Full-time and indeterminate-hour employees may be allowed to use accumulated sick leave, based on the average number of hours per day the employee has worked during the preceding 12 months.

(h) The Laboratory's retirement policy is the same for all employees.

3. Seniority System

Sex is not a factor in the Laboratory's seniority system. The system is equal for all employees.

4. Discriminatory Wages

(a) Wage schedules at the Laboratory are the same for both sexes. There is equal pay for equal work.

(b) Job opportunities at the Laboratory are not restricted to one sex. The Laboratory will continue to seek women for all positions with special emphasis on those positions where women are not employed. Equal opportunity is provided to all Laboratory employees and applicants in all functions of this institution.

CHAPTER 11

COMPLIANCE WITH GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION OR NATIONAL ORIGIN

At Lawrence Berkeley Laboratory applicants are considered and employees' personnel actions are processed without regard to their religion or national origin. This includes, but is not limited to, the Laboratory's practices regarding employment, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or terminations, rates of pay or other forms of compensation, and selection for training and apprenticeship programs.

The Laboratory periodically undertakes a review of its employment practices to determine whether members of the various religious and/or ethnic groups are receiving fair consideration for job opportunities, especially in the upper and middle management/administrative levels. Where such reviews unveil areas of concern, efforts which are in compliance with 41 CFR 60-50.2 (b)1-8 shall be undertaken as necessary.

The Laboratory will make reasonable accommodations to the religious observances and practices of an employee or prospective employee who regularly observes Friday evening and Saturday or some other day of the week as his/her Sabbath and/or who observes certain religious holidays during the year and who is conscientiously opposed to performing work or engaging in similar activity on such days, when such accommodations can be made without undue hardship on the conduct of the employer's business. In all situations of accommodation, (a) business necessity, (b) financial costs and expenses, and (c) resulting personnel problems will be the factors taken into consideration.

In its supervisory and management seminars during the forthcoming year, the Laboratory shall inform site supervisors and managers that they are to maintain complete records of religious accommodation requests made and the total number granted during the course of the Affirmative Action Compliance Program year.

LAWRENCE BERKELEY LABORATORY
Room: 221 Bldg.: 931 Ext.: 6748

February 25, 1980

TO: Personnel Staff

FROM: Ric Villacara

SUBJECT: Applicant System Procedures

The attached document describes the day to day working of our new Applicant System. The system was established December 1, 1979. It allows us to keep track of our applicants throughout the pre-employment process. It also gives us an effective means of matching applicants with job requisitions. Finally, it meets our very considerable EEO-AA compliance reporting needs.

The system will be closely monitored during its first year. Minor modifications have already been made and I suspect we will see a few more. If you have any questions regarding the system, or if you would like additional copies of the procedure, please contact Suzanne Koehn.

Employment Manager

ARV:ldt

Distribution:

Employment Office Staff (10): Ric's File Copy

G. Adams
B. Birkett
A. Coleman
J. Coleman
W. Drinks
J. Finn
G. Gaskin
K. Handron
K. Henmi
R. Huffman
G. Kato
C. McIntyre
B. Mortiboy
J. Sarna
D. Smith
B. Stovel
H. Wilson

ERSITY OF CALIFORNIA (Letterhead for interdepartmental use)

LBL APPLICANT SYSTEM PROCEDURES

I. BACKGROUND

- Definition of the System ----------
- Working Definition of Applicant ----------

II. APPLICANT SEQUENCE:
WHAT HAPPENS AND WHO DOES WHAT ----------

III. COROLLARY PROCEDURES

- Routine Acknowledgement Letters----------
- Acknowledging Mailed-in Applicant Resumes ----------
- Multiple Applications ----------
- Re-Application ----------
- Use of Update Request Form ----------
- Application/Resume Retention ----------

IV. FORM SAMPLES

- Application ---------- Attachment (1)
- Log/Self ID ---------- Attachment (2)
- Form Letters #1 and #2 ---------- Attachment (3), (4)
  (Acknowledgement and Regret)
- Selectacard ---------- Attachment (5)
- MC/MP Code Selection Form ---------- Attachment (7)
- Update Request ---------- Attachment (8)
- Reasons for Rejection ---------- Attachment (9)
- EEO Tally ---------- Attachment (10)

2/80
SK:esy

LBL APPLICANT SYSTEM PROCEDURES

I. BACKGROUND

Definition of the System

The "Applicant System" is the procedures and forms used starting at the point when an inquiry about possible employment is received in the Employment Section of the Personnel Department to the point at which the person is considered an "applicant". Not all inquirers beome "applicants".

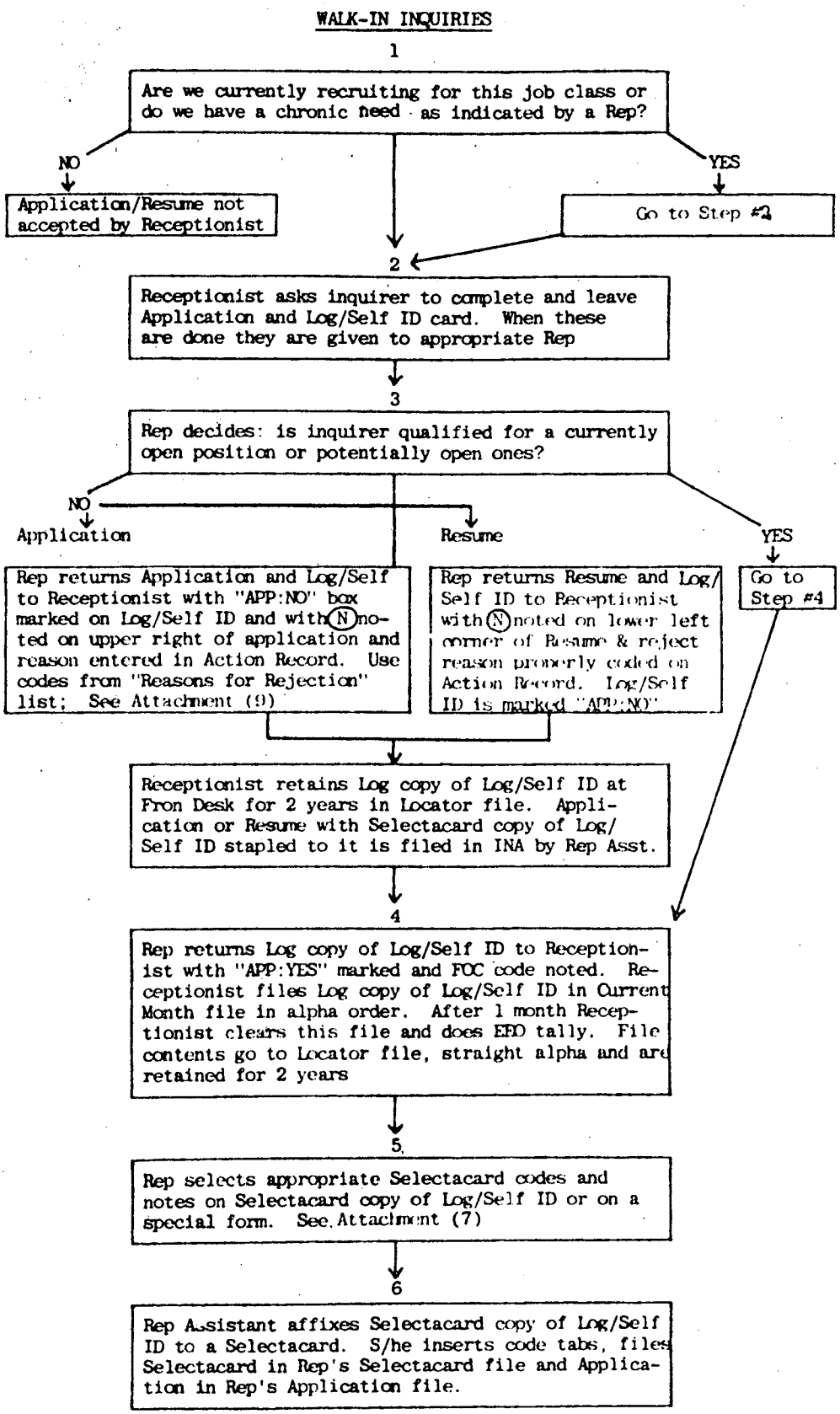
Working Definition of Applicant

An "applicant" is a person who files a formal application or resume which is accepted by the Personnel Department, indicating a desire to be considered for employment in a specific position or category of positions for which recruitment is being conducted. Ultimate responsibility for determining "applicant" status lies with the Employment Representatives. However, the Receptionist "screens" in that s/he only accepts inquiries for posted positions and/or those for which chronic need exists as defined in writing by the Employment Representatives with the approval of the Employment Manager. The above definition also applies to contract labor personnel.

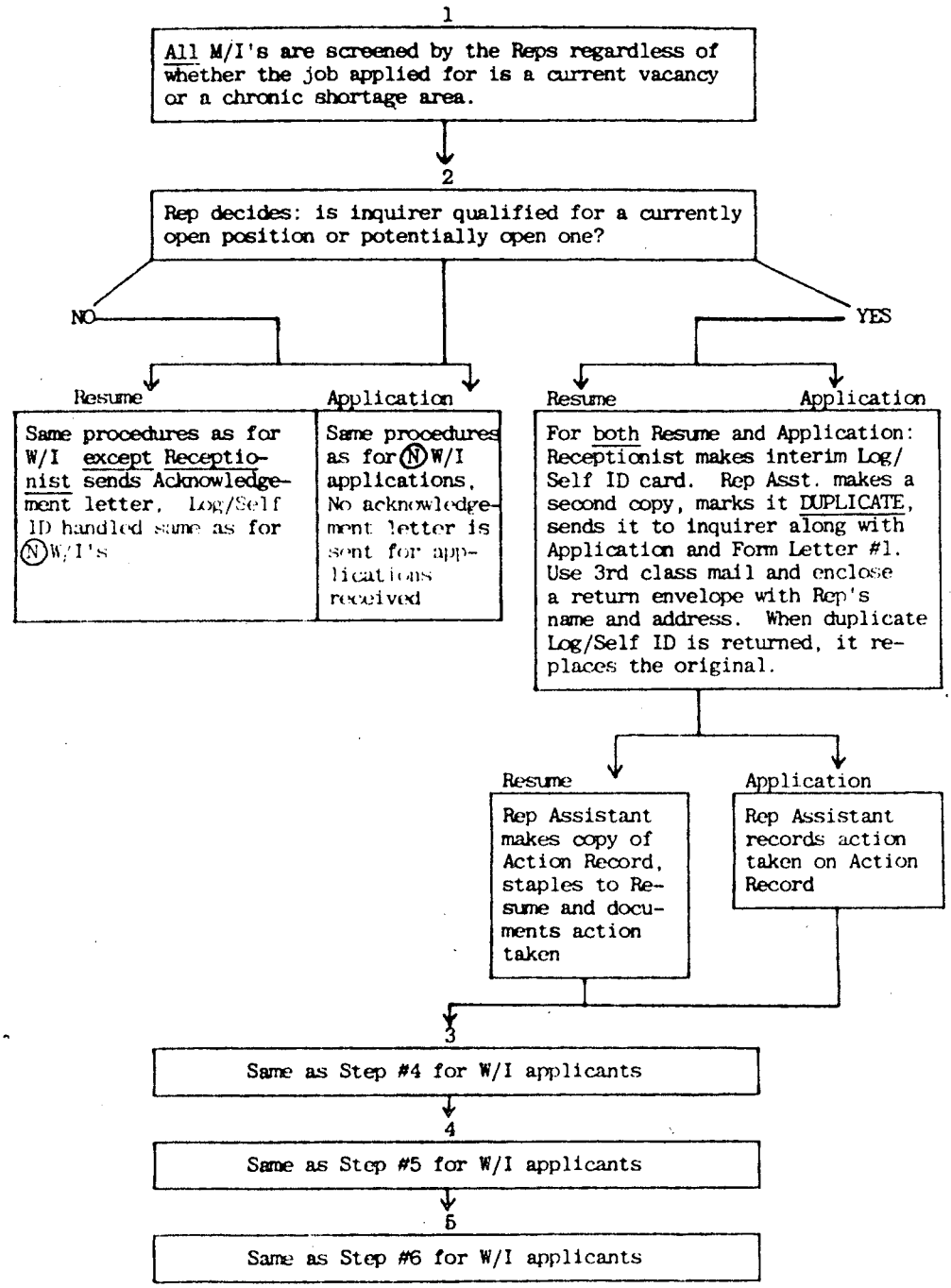
II. APPLICATION/RESUME SEQUENCE - WHO DOES WHAT

W/I - Walk-in
M/I - Mail-in

N = Not an applicant
INA = Inactive file



MAIL-IN INQUIRIES



III. COROLLARY OFFICE PROCEDURES

Routine and Special Inquiry Acknowledgement

There are form letters to handle routine written communication with inquirers and applicants. See Attachments (3) and (4). These letters are used as follows.

LETTER #	USES	TIMING	RESPONSIBLE
1 "Acknowledgement Letter" (Attachment 3)	To acknowledge initial receipt of "applicant" M/I resumes	After Rep review	Rep Assistant
	To acknowledge initial receipt of (N) M/I resumes	After Rep review	Receptionist
	To solicit additional info from inquirers	As needed	Rep Assistant
	To contact the inquirer for any other reason	As needed	Rep Assistant
2 "Regret Letter" (Attachment 4)	To send to inquirers who have been accepted as applicants, considered for a position, but not selected	After hire decisions are made	Rep Assistants

Acknowledging M/I Resumes Considered to be Applicants

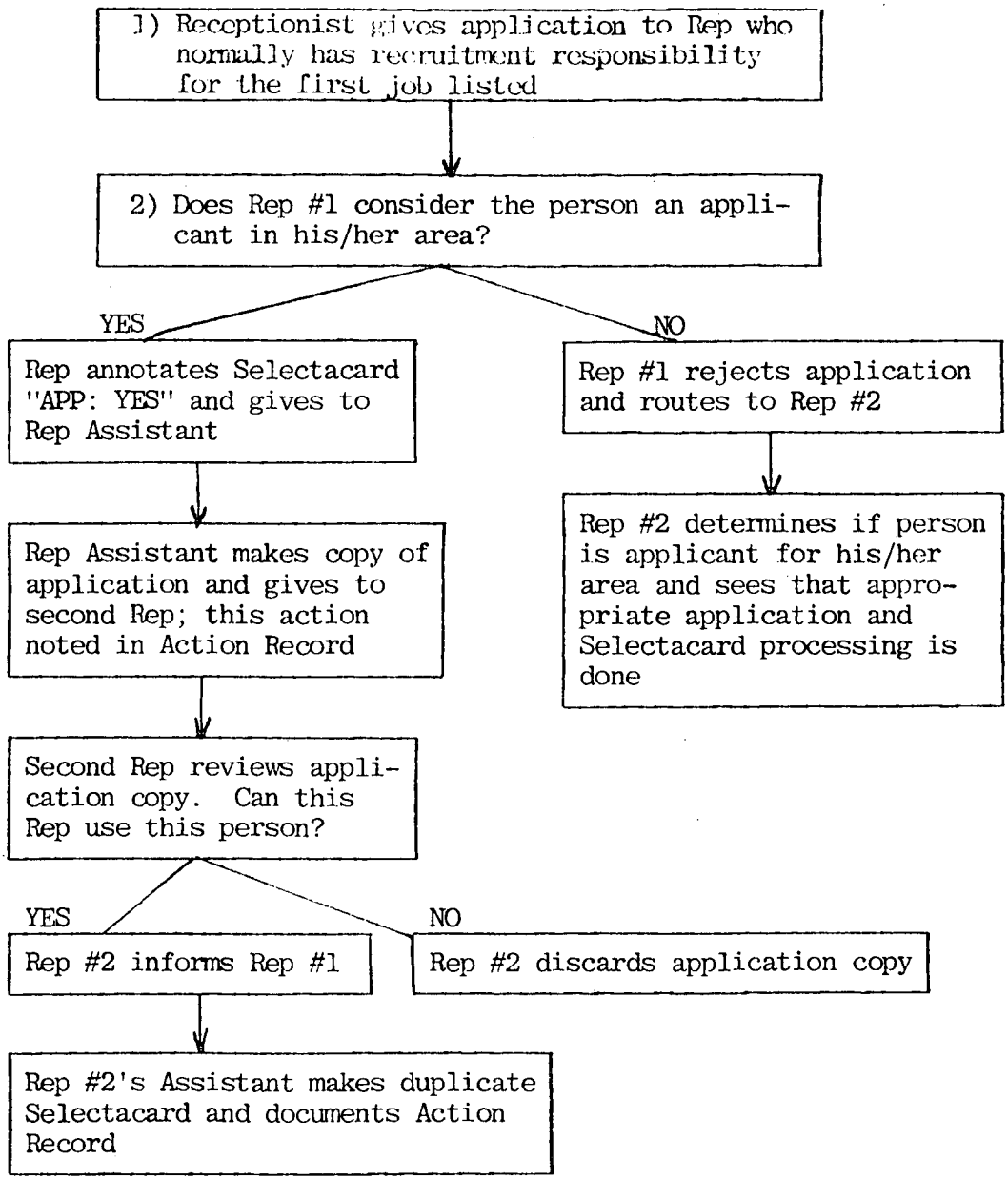
M/I resume applicant acknowledgement is handled two ways.

A. If the resume is directed towards a specific job - Rep refers resume to hiring department and Rep Assistant sends Form letter #1 along with an application and Log/Self ID form. This is done the same day the resume is received and is documented on a copy of the Action Record attached to the resume by the Rep Assistant. Material is sent by 3rd class mail and a manila return envelope marked with the Rep's name is enclosed.

B. If the resume is to be a general referral - Rep Assistant sends out same packet as in #1 above (Form letter #1, application, Log/Self ID, return envelope) and documents the same way. The Rep does not send a copy of the resume to the department until the application is returned.

Multiple Applications

We do not normally accept multiple original applications/resumes from an individual. In those few cases when a person applies for different positions in different job families, with different Employment Representatives, follow these procedures.



RE-APPLICATION

Re-application by an individual will normally be unnecessary unless the original application...

- has been lost
- was discarded because of an elapsed retention period
- is hopelessly outdated

USE OF APPLICATION UPDATE REQUEST FORM

The application Update Request Form allows an applicant to:

1) Apply for additional positions

2) Make updates and/or changes to an existing application

In cases where an applicant wishes to apply for one or more additional positions involving one Rep, these steps are taken:

1) Receptionist receives Update Request and gives it to the Rep who normally has recruitment responsibility for the first job listed

2) Rep reviews request and refers or not as appropriate and annotates referral or code reason for non-referral in Action Record section of application

3) Rep retains Update Form with application

In cases where an applicant wishes to apply for additional positions involving more than one Rep, these steps are taken:

1) Receptionist receives Update Request and gives it to the Rep who normally has recruitment responsibility for the first job listed

2) Rep reviews request and refers or not as appropriate, annotating application and initialing and dating the Update Form

3) Rep gives Update Form to second Rep to review along with copy of application. Update Form is retained with the original application.

APPLICATION/RESUME RETENTION PERIOD

Applications/resumes are retained for two years from the date of the application. The associated Log/Self ID card is also retained, stapled to the application/resume. Within the required retention period, files are reviewed at least annually in November by the Employment Representatives to determine which should be retired from active consideration and moved to the central alpha retention file (inactive or "INA" file).

APPLICATION FOR EMPLOYMENT
LAWRENCE BERKELEY LABORATORY
UNIVERSITY OF CALIFORNIA
BERKELEY, CALIFORNIA

To apply in person
2000 Hearst Ave.
Berkeley, CA 94720

To apply by mail
#1 Cyclotron Rd.
Berkeley, CA 94720

Last Name	First	Middle	Date:

	Street	City	State (Zip Code)	Telephone
Permanent Address				
Temporary Address				

Person to contact in emergency: Home Address: Telephone:

Name: Business Address: Telephone:

Other names used in employment:

Age: Under 18 ☐ Over 70 ☐ Neither ☐

Salary desired:

Will consider: Full time ☐ Part time ☐ Summer only ☐

Shift work ☐ Days only ☐

Title(s) of position(s) applied for:	Job No.(s)

Do you have relatives employed by LBL? If yes, please give names, relationships and work locations under remarks.	Yes	No	Remarks:
May we contact your present employer?	Yes	No	Remarks:
Have you ever had past employment as an LBL employee or as a contract labor agency employee assigned to LBL? If yes, give department and date under remarks.	Yes	No	Remarks:
Have you ever had past employment with the University of California or the State of California? If yes, please give department and dates under remarks.	Yes	No	Remarks:

Date available for employment:

U.S. Citizen Yes ☐ No ☐

Other Citizenship:

Type of Visa:

Current LBL employee? Yes ☐ Ext. No. No ☐

LBL Division/Department:

LBL job classification:

LBL immediate supervisor:

Education and Training: *(Circle highest grade completed)* 8 9 10 11 12 G.E.D. ☐ College 1 2 3 4 5 6 7 8

College, University or Other *(e.g., Military, Technical, etc.)*	From Mo/Yr	To Mo/Yr	No. of Units Completed	Degree Type/Yr	Major	Grade Average	Maximum Possible

Additional information pertinent to employment *(e.g., skills, hobbies, activities, licenses):*

EMPLOYMENT REFERENCES (LIST 3)
(Include name, title, organization, address, telephone)

1.

2.

3.

Have you ever been convicted by any court of an offense? Yes___ No ___. If your answer is "Yes" list circumstances, places, and dates in "Remarks" below. You may omit: (1) Traffic violations for which the fine imposed was $50 or less; (2) Any offense which was finally settled in a juvenile court or under a welfare youth offender law; (3) Any incident that has been sealed under Welfare and Institutions Code Section 781 or Penal Code Section 1203.45; and (4) Any conviction specified in Health and Safety Section 11361.5 (This section pertains to various marijuanna offenses). Remarks: _____

ATTACHMENT (1)

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FOR OFFICIAL USE ONLY – DO NOT WRITE ON THIS PAGE

– ACTION RECORD –

REFERRAL						FOLLOW-UP	
Date	Req. No.	Position Title	Division	Person To Whom Referred	Interview Date	Date	Remarks

807a

RECORD OF EMPLOYMENT AND EXPERIENCE

(Show all employment for past 10 years — begin with most recent — include military service)

If additional space is necessary, attach a supplement

Name of Company						Full Time ☐ Part Time ☐	Title and Duties in Detail:		
Street Address									
City and State				Phone					
From	Month	Yr	To	Month	Yr	Starting Salary $	Leaving Salary $	Supervisor	Reason Leaving
Name of Company						Full Time ☐ Part Time ☐	Title and Duties in Detail:		
Street Address									
City and State				Phone					
From	Month	Yr	To	Month	Yr	Starting Salary $	Leaving Salary $	Supervisor	Reason Leaving
Name of Company						Full Time ☐ Part Time ☐	Title and Duties in Detail:		
Street Address									
City and State				Phone					
From	Month	Yr	To	Month	Yr	Starting Salary $	Leaving Salary $	Supervisor	Reason Leaving
Name of Company						Full Time ☐ Part Time ☐	Title and Duties in Detail:		
Street Address									
City and State				Phone					
From	Month	Yr.	To	Month	Yr	Starting Salary $	Leaving Salary $		
Name of Company						Full Time ☐ Part Time ☐	Titles and Duties in Detail:		
Street Address									
City and State				Phone					
From	Month	Yr	To	Month	Yr	Starting Salary $	Leaving Salary $		

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NOTE: A ROUTINE INVESTIGATION WILL BE MADE OF STATEMENTS ON THIS APPLICATION

I HEREBY CERTIFY THAT ALL STATEMENTS ARE TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE AND BELIEF. IF EMPLOYED, I UNDERSTAND THAT ANY FALSIFICATION OF THE ABOVE RECORD MAY BE CONSIDERED CAUSE FOR TERMINATION.

ATTACHMENT (2) Page 2

Signature _____ Date _____

IMPORTANT INFORMATION TO APPLICANTS

APPLICANT REVIEW PROCEDURE

Because of the many applications received by the Personnel Office, it is not possible to respond to each inquiry. Please be assured that your qualifications will be reviewed in conjunction with our needs and in relation to other individuals who have expressed interest in the Laboratory. The Personnel Office will contact you only if your background and experience is needed at the Laboratory.

NON-DISCRIMINATION

The University of California, in compliance with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 (45CFR86), and Sections 503 and 504 of the Rehabilitation Act of 1973, does not discriminate on the basis of race, color, national origin, religion, sex, or handicap in any of its policies, procedures, or practices; nor does the University, in compliance with the Age Discrimination in Employment Act of 1967 and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, discriminate against any employee or person seeking employment on the basis of their age or because they are disabled veterans or veterans of the Vietnam era.

In conformance with University policy and pursuant to Executive Order 11246 as amended, Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, the University of California is an affirmative action/equal opportunity employer.

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PRIVACY NOTIFICATION

The State of California Information Practices Act of 1977 requires the Laboratory to provide the following information to individuals who are asked to supply personal information about themselves.

1. Information is requested on this form by the Laboratory's Personnel Department. Laboratory policies, and State and Federal regulations authorize the maintenance of this information.
2. The principal purpose for requesting the information on this form is for consideration of individuals seeking work at the Laboratory. Personnel matters associated with this process include but are not limited to, assessment of an individual's work experience and/or training, compensation/benefits administration, and reporting of data to University, Federal and State governments as required.
3. Furnishing all information requested on this form is mandatory . . . .failure to provide such information will delay or may even prevent completion of action for which the form is being filled out.
4. Individuals completing this form have the right to periodically review this document in accordance with Laboratory policies. Information on these policies can be obtained from the Personnel Department.
5. The officials responsible for maintaining the information presented on this form are the Laboratory's Personnel Director, Building 931, and the Head, Foreign Personnel and Visitor Arrangements Department, Building 65.

Please type or print heavily in black ballpoint pen

Lawrence Berkeley Laboratory
LOG SELF-IDENTIFICATION FORM

Date: _____

Last Name	First	Middle	Your Address: Street	City	State	Zip

SECTION I, of this form must be completed. All other information is strictly voluntary. Your declining to provide the information requested in SECTION II will not preclude, enhance, or detract from your employment at the Laboratory. Please refer to the back of this form for additional information.

SECTION I

Are you a current LBL employee? _____

Have you ever applied for employment with LBL? _____

If yes, give approximate date: _____

Referral Source: How did you happen to apply for work at LBL? Please check appropriate box. If community agency, please give name:

_____

If other please specify: _____

1. LBL Employee Referral . . . . . ☐
2. Job listing . . . . . ☐
3. Newspaper/magazine (list which) _____ ☐
4. State Employment Office . . . . . ☐
5. Special Program . . . . . ☐
6. Self-referred . . . . . ☐
7. College Placement Office . . . . . ☐
8. Community agency . . . . . ☐
9. Contract Labor Agency (list) _____ ☐
10. Other . . . . . ☐
11. Presently employed LBL . . . . . ☐

DO NOT WRITE BELOW DOUBLE LINE
FOR OFFICE USE ONLY

Rep.: _____ FOC Code _____

W/I ☐ Resume ☐ App. ☐ Yes

M/I ☐ ☐ No

Class Code: _____

SECTION II

RACE/ETHNIC HERITAGE

(If two or more categories are applicable, choose the one category with which you mostly identify).

☐ U . . . . . Decline disclosure or unknown
☐ C . . . . American Indian or Alaskan Native
☐ T . . . . . White, not of Hispanic origin
☐ P . . . . . Black, not of Hispanic origin

HISPANIC

☐ K1 . . . . . Latin-American/Latino
☐ K2 . . . . . Mexican/Mexican-American
☐ K3 . . . . Other Spanish/Spanish-American

ASIAN OR PACIFIC ISLANDER

☐ A1 . . . . . Chinese/Chinese-American
☐ A2 . . . . . Filipino/Philipino
☐ A3 . . . . . Japanese/Japanese-American
☐ A4 . . . . . Pakistani/East Indian
☐ A5 . . . . . Other

SEX

☐ U . . . . . Decline disclosure
☐ M . . . . . Male
☐ F . . . . . Female

HANDICAPPED

☐ U . . . . . Decline disclosure or unknown
☐ H Yes. Having a physical or mental disability which is a substantial barrier to employment
☐ No

Please specify handicap: _____

_____

DISABLED VETERAN

Must be either entitled to compensation for disability rated at 30% or more under laws administered by the Veterans Administration or discharged or released from active duty for a disability which occurred or was aggravated in the line of duty.

☐ U . . . . . Decline disclosure or unknown
☐ D Yes
☐ N No

VIETNAM ERA VETERAN

☐ U . . . . . Decline disclosure or unknown
☐ V Yes
☐ N No

Must have served on active duty for more than 180 days between August 4, 1964, and May 7, 1975.

ATTACHMENT (2)

NON-DISCRIMINATION

The University of California, in compliance with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 (45CFR86), and Sections 503 and 504 of the Rehabilitation Act of 1973, does not discriminate on the basis of race, color, national origin, religion, sex, or handicap in any of its policies, procedures, or practices; nor does the University, in compliance with the Age Discrimination in Employment Act of 1967 and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, discriminate against any employee or person seeking employment on the basis of their age or because they are disabled veterans or veterans of the Vietnam era.

In conformance with University policy and pursuant to Executive Order 11246 as amended, Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, the University of California is an affirmative action/equal opportunity employer.

PRIVACY NOTIFICATION

The State of California Information Practices Act of 1977 requires the Laboratory to provide the following information to individuals who are asked to supply personal information about themselves:

1. Information is requested on this form by the Personnel Department. Laboratory policies and state and federal regulations authorize the maintenance of this information.
2. The principal reason for requesting the information on this form is for statistical reporting purposes associated with the the Laboratory's Equal Employment Opportunity/Affirmative Action Program. This information may be used by various University departments and may be transmitted to federal and state governments as required.
3. Furnishing all information requested in Section I of this form is mandatory. Failure to provide such information will delay or may even prevent completion of action for which the form is being filled out.
4. Information supplied in Section II of this form is supplied voluntarily. There is no penalty for not completing this section. However, in case the individual declines disclosure, a Laboratory representative may complete this section.
5. Individuals on whom this information is collected have a right to review this record in accordance with Laboratory policies. Information on these policies can be obtained from the Personnel Department. The officials responsible for collecting and maintaining this information are the Laboratory's Personnel Director, Bldg. 931, and the Head, Foreign Personnel and Visitor Department, Bldg. 65.

RL-6384

Lawrence Berkeley Laboratory

University of California
Berkeley, California 94720
Telephone 415/486-
FTS: 451-4000

Dear

Thank you for your inquiry regarding employment with the Laboratory.

( ) Your qualifications will be reviewed in conjunction with our needs and in relation to other individuals who have expressed interest in the Laboratory. We shall contact you only if your background and experience is needed at the Laboratory.

( ) Please complete and return the enclosed application so that we may further evaluate your qualifications. We shall contact you again only when there is an indication that your background and experience is needed at the Laboratory.

( ) Please phone me at your earliest convenience.

Sincerely,

Employment Representative

ATTACHMENT (3)

Lawrence Berkeley Laboratory
University of California
Berkeley, California 94720
Telephone 415/843-2740

We have completed our review of candidates for the position in which you expressed interest.

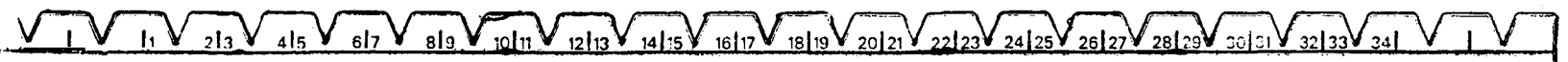
Although we were impressed with your qualifications, we have decided to select another person whose background more closely fits our needs.

I would like to take this opportunity to thank you for the interest you have expressed in this position and for your co-operation throughout our selection process.

Sincerely,

Employment Representative

ATTACHMENT (4)



ATTACHMENT (5)

ATTACHMENT (6)

2.01 HIRING PROCEDURES AND POLICIES

A. AFFIRMATIVE ACTION AND NON-DISCRIMINATION

1. Policy
   a. It is the policy of the Lawrence Berkeley Laboratory to ensure applicants and employees equal employment opportunities. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, sex, marital status, national origin, disability or handicap, or within the limits imposed by law, ERDA, or University regulations, because of age or citizenship. This applies to all personnel actions, including hiring, transfer, training, promotion, and termination.

   b. Positive efforts to further this Affirmative Action Program must be vigorously pursued, must conform to all current legal requirements as well as to the spirit of the law, must be consistent with Laboratory standards of quality and excellence, must be specific in identifying areas of under-utilization and in prescribing corrective measures, and must be consistent with the University of California Affirmative Action Personnel Program—Policy and Guidelines.

2. Responsibilities:
   a. The Director of the Laboratory has designated the Associate Director for Employee and Information Services as the Affirmative Action Officer, and has appointed an Affirmative Action Administrator who provides administrative support for the Affirmative Action Program.

   b. Associate Directors are responsible for the implementation of the Affirmative Action Program in the units for which they are responsible, with particular attention to hiring, promotion, and employee development and for evaluating managers and supervisors on their effectiveness, including their good faith efforts in implementing the Affirmative Action Program.

B. RECRUITMENT AND HIRING OF PERSONNEL

1. Personnel Function
   It is a function of the Personnel Department to recruit personnel and offer Laboratory employment to qualified U.S. citizens. Offers of employment to non-citizens, including permanent resident aliens, are made by the Visitor Arrangements Department.

2. Personnel Requisitions
   Action to hire personnel should be initiated by use of a Requisition for Personnel, Stock Form 55-140. This form should be filled out and transmitted to the Personnel Department after it has been properly approved by an authorized individual. The department head shall ensure that the requirements listed on the requisition are limited to those necessary for performing the duties of the particular position.

C. OFFERS AND OFFER RATES

1. Employment Offers
   Offers of employment and commitments as to positions, salary, travel expense, housing, and employment conditions *may be made to U.S. citizens only by the Personnel Department, or to non-citizens by the Visitor Arrangements Department.* Supervisors shall not imply any offer of employment in their contact with potential employees.

2. Employee Selection
   The final choice in selection of an employee will generally be made by the head of the requisitioning department (see Section 2.01 N 4).

3. Salary Approval
   Supervisors should refrain from discussing the salary to be offered unless this is specifically approved by the Personnel Department or the Visitor Arrangements Department. All salary offers will be screened by the authorized members of the Personnel Department. Certain salary proposals may be referred by Personnel or the Visitor Arrangements Department to the Director's Office for approval.

D. TERMS OF EMPLOYMENT

1. General

In general no definite duration is implied in employment. It should be understood in the hiring agreement that continued employment is subject to satisfactory job performance and to the availability of funds and work. In certain cases when specific terms of employment are necessary the terms will be arranged by the Personnel Department.

2. Probationary Period

a. All new career employees, except term appointments for two years or less, shall serve a probationary period of six months during which their work performance and general suitability for Laboratory employment are carefully evaluated. Employees who are rehired after a break in service, whether or not they previously completed a probationary period, shall serve a new probationary period, unless they are rehired in a classification that they previously held and for which they had completed a probationary period.

b. The supervisor shall conduct at least two written performance evaluations during the probationary period (see Section 2.17). The evaluation should take place:

(1) Not later than the midpoint of the probationary period, and
(2) Not later than 30 days prior to the completion of the probationary period.

In addition to these required evaluations, the supervisor should conduct an evaluation at any time there is a question concerning the employee's quality of performance or suitability for Laboratory employment.

c. If, at any time during the probationary period, the employee's performance or general suitability for Laboratory employment is found to be unsatisfactory, the employee shall be released as provided in Section 2.03 B 10.

d. An employee who satisfactorily completes the probationary period shall be informed in writing, by the supervisor, that regular employee status has been attained. Under unusual circumstance, the employee's probationary period may be extended with the concurrence of the Division Head and the Personnel Director. Such an extension shall be for a specific period of time not to exceed three months. The employee shall be informed in writing of the reasons for and the period of the extension.

E. RE-EMPLOYMENT OF FORMER UC EMPLOYEES

In order to avoid possible embarassing situations, supervisors should not independently approach former employees of the University regarding re-employment. In order that re-employment may be cleared through proper channels, contact should be made through the Personnel Department in situations involving U.S. citizens or the Visitor Arrangements Department for non-citizens.

F. EMPLOYMENT OF RELATIVES

1. Policy

All qualified candidates shall be considered when recruiting to fill vacant positions. Employment of near relatives to positions in which they would have a supervisory relationship with each other, in which they would have the same immediate supervisor or in which they would have close working relationships, requires the recommendation of the Personnel Department for U.S. citizens, or the Visitor Arrangements Department for non-citizens, and approval of the Director or his or her designee. Approval for such appointments may be granted when justified as being in the best interest of the Laboratory. This policy also applies when two employees become near relatives.

2. Near Relatives

Near relatives are defined as parents, children, spouses, brothers and sisters, including in-laws, and step-relatives in these relationships.

G. EMPLOYMENT OF ALIENS

1. General
   a. Employment of an alien must be in accordance with Federal Law and the regulations of the Immigration and Naturalization Service. Generally, aliens eligible for employment are those who hold a valid visa and are:
      (1) Immigrants;
      (2) Non-immigrants who have authorization to engage in such temporary employment by the Immigration and Naturalization Service, or
      (3) Non-immigrant students whose employment is in accord with Immigration and Naturalization Service regulations and have the approval of the Office of the Advisors to Foreign Students and Scholars as required by campus regulations.
   b. Non-immigrant aliens (including students) must have, or agree to acquire, minimum health insurance coverage.
   c. The Foreign Personnel and Visitor Arrangements Department should be consulted as early as possible when consideration is being given to employing an alien, so that a review can be made with regard to visa and proposed financial arrangements and so that any required administrative approvals can be obtained.
   d. Employment of aliens at sites other than Berkeley requires specific prior approval by DOE.

2. Safety Orientation
   a. It is a condition of employment for all new alien employees to attend a safety orientation meeting within their first month of employment and participate in periodic safety training as determined by their supervisor.
   b. The Foreign Personnel and Visitors Arrangements Department is responsible for ensuring that each new alien employee is notified of this requirement and scheduled for his/her first safety orientation meeting through the Environmental Health and Safety Department.
   c. Division Heads are responsible for implementation of this policy as it applies to supervisors and other employees in their respective divisions. Employees who do not comply with requirements of this policy are subject to disciplinary or corrective action as described in Section 2.03 B.

H. EMPLOYMENT OF MINORS

1. Work Permits
   Work permits are required by State law for all persons under age 18 who have not yet graduated from high school. Persons under age 16 will not be employed unless special approval is obtained by the Personnel Department.

2. Radiation Exposure
   Special precautions must be taken when a person under age 18 is hired or assigned to work in areas where he or she will be subject to more than the natural radiation exposure.

I. DEPARTMENTAL PERSONNEL CEILINGS

Each Laboratory department is limited to a specified number of persons it may employ. These personnel ceilings are based upon budgetary limitations. While departments should operate below their personnel ceilings when feasible, no upward revision in established departmental ceilings is permissible unless approved by the Director's Office.

J. INTERVIEWING APPLICANTS

Personal interviews between applicants and the hiring department should be arranged by the Personnel Department, which will furnish available information on each applicant to assist in the interview process. Departmental interviewers should make brief written comments on the referral form in order to aid other interested persons in evaluating the applicant.

K. REFERENCES

In order to verify the statements of the applicant, and to benefit from former employers' knowledge of the applicant, the Personnel Department follows the practice of obtaining employer and character references when possible. These references are also used in the pre-employment inquiry process. No actual or implied employment offers shall be made until the references have been checked. Such offers may then be made only by the Personnel Department.

L. TRAVEL EXPENSES OF APPLICANTS

Payment of travel costs of an applicant who is a U.S. Citizen for the purpose of a personal interview is permissible only when specifically arranged and approved in advance by the Personnel Department. Such travel costs for non-citizens are the responsibility of the Foreign Personnel and Visitor Arrangements Department. In general, this approval is granted only in cases involving potential supervisory, professional or technical personnel not readily available in the local labor market.

M. MOVING EXPENSE OF NEW EMPLOYEES

Reimbursement for travel and moving expense of employees joining the staff may be authorized (in accordance with provisions of Section 5) when it has been established that suitable applicants cannot be obtained in the local area. The written employment offer establishes the point of hire of the employee for the purpose of computing maximum allowances. All commitments for employment, travel, and transportation of U.S. Citizens will be made in writing by the Personnel Department, or, in the case of non-citizens, by the Foreign Personnel and Visitor Arrangements Department.

N. EMPLOYMENT PROCEDURES

1. Recruiting
   a. Prospective applicants, both current employees and persons from outside the Laboratory, should be informed of all employment opportunities. The Personnel Director shall make reasonable efforts to recruit qualified applicants from the various segments of the appropriate recruiting area and shall make special efforts to inform and recruit qualified applicants who might not otherwise seek Laboratory employment.
   b. The Laboratory department shall list with the Personnel Department all vacant positions except those to be filled by the transfer or demotion of a departmental employee within the department or those to be filled by a career employee on preferential rehire status or scheduled for layoff from the same department and classification. Vacant positions that may be filled by the promotion of a departmental employee to a clearly different position within the department shall be listed with the Personnel Department. Actions involving reclassification or reassignment of incumbent employees with no change in general job duties and responsibilities are not considered as promotions to vacant positions and do not require listing with the Personnel Department.
   c. The Personnel Director shall regularly post all job vacancies unless the position is to be filled by a person scheduled for layoff or on preferential rehire status. Appropriate media and organizations, both internal and external, shall be utilized to inform potential applicants of job vacancies and employment opportunities with the Laboratory. Posting of job vacancies shall be for a minimum period of two weeks. Individual exceptions to the posting requirement may be approved by the Personnel Director, with concurrence of the Affirmative Action Administrator. Professional research appointments of less than three months duration and other temporary positions of two months assignment or less are exempt from posting requirement. However, any change in status from temporary to permanent will be reviewed by the Personnel Department and be subject to the posting procedure and policy.
2. Referral of Applicants for Vacant Positions
   a. The Personnel Department first shall refer any person on preferential rehire status or career employee scheduled for layoff who is qualified for the vacant position and wishes to be considered.
   b. If no person on preferential rehire status or no career employee scheduled for layoff is selected, qualified applicants from inside and outside the University also shall be considered for referral. The Personnel Department shall refer those applicants whose qualifications are most appropriate for the particular position and shall make every reasonable effort to establish a diversified applicant pool from which a selection can be made.

3. Documentation of Referrals

Each application submitted for an open position will be accompanied by a referral sheet on which the supervisor conducting the interview will record pertinent information regarding the interview and state reasons for the decision to hire or reject the applicant. For applicants who are U.S. citizens the referral sheet must be returned to the Employment Office where it will become a part of the applicant's file record; for aliens, the referral form is forwarded to the Visitor Arrangements Department.

4. Selection

a. A regular status employee on preferential rehire status as provided in 2.06 B 8, or who has received written notice of layoff within the two calendar months prior to the effective date of layoff, shall be granted preference over other applicants for appointment to any active and vacant position in the Laboratory for which the employee is qualified when the position is at the same salary level or lower (as determined by the salary range maximum) and at the same or lesser percentage of time as the position held at the time of layoff. (See 2.06 B 8).

b. If no person on preferential rehire status or scheduled for indefinite layoff is available, the department head shall consider all qualified applicants from inside and outside the University who have been referred by the Personnel Department and shall select for the position the applicant who, in the department head's evaluation, is most qualified. No applicant may be denied employment nor shall any applicant be selected for appointment in preference to a more qualified applicant on the basis of ethnic background or sex.

c. In selecting from among applicants who are substantially equally well-qualified to perform the duties of the particular position, the department head shall be mindful of both affirmative action goals to eliminate any underutilization of minorities and women and the policy of encouraging promotion of Laboratory or University employees.

5. Tests

All employment tests shall be administered by a qualified test administrator as determined by the Personnel Director. Only those tests that have been approved by the Director of Personnel as being in accordance with law and University policy shall be used.

O. PROSELYTING

All inquiries or suggestions concerning the employment of LBL employees of organizations cooperating with the Laboratory, the University, ERDA, or other government supported contractors here and elsewhere, should be referred to the Personnel Department before any action is taken or commitment of any kind is made. A reciprocal arrangement with these various organizations has been in effect for several years, and it has been mutually agreed that no offer or commitment will be made until the current employer has had an opportunity to discuss with the employee his or her future with the employer. It is both embarassing and prejudicial to future relationships with these other organizations when this agreement is violated by Laboratory personnel.

P. PRE-EMPLOYMENT SECURITY EVALUATION

Before an employment offer is made to any applicant at Berkeley whose work will require a Q clearance, his or her application papers must be reviewed by the Laboratory Protection Department. This review is arranged by the Personnel Department and normally takes 7 to 10 working days after a prospective employee has properly completed the necessary papers and has been fingerprinted.

Q. EMPLOYEE START PROCEDURES

1. Physical Examinations

a. A physical examination is required of each new career or long-term employee, to be taken, if possible, before beginning employment. If it is not practicable to do the examination prior to employment, continued employment will be contingent upon satisfactorily meeting standards set forth by the Medical Services Department.

b. In some cases, the Medical Services Department may recommend restrictions on an employee's work assignment or activities and advise the Department Head and Personnel Department who will be jointly responsible for working out, if possible, an accommodation to the restrictions.

2. Start Papers

Each new employee must complete or sign a number of necessary documents in the Personnel Department (the Foreign Personnel and Visitor Arrangements Department for non-citizens) on or before the first day of employment before he or she may be placed on the payroll. Supervisors must not permit a new employee to begin work before these start documents have been properly completed in the Personnel or Foreign Personnel and Visitor Arrangements Department.

3. Safety Orientation

a. It is a condition of employment for all new employees that they attend a safety orientation presentation within their first month of employment and participate in periodic safety training as determined by their supervisor.

b. The Personnel Department and the Foreign Personnel and Visitor Arrangements Department are responsible for ensuring that each new employee is notified of this requirement and scheduled to attend the first safety orientation meeting given by the Environmental Health and Safety Department.

c. Division Heads are responsible for implementation of this policy as it applies to supervisors and other employees in their respective divisions. Employees who do not comply with requirements of this policy are subject to disciplinary or corrective action as described in Section 2.03 B.

R. UNIVERSITY POLICY REGARDING PATENTS

1. Policy

a. The University Policy Regarding Patents (Regulation 23) requires that all employees "shall make appropriate reports of any inventions they have conceived or developed to the Board of Patents." This policy also provides for the assignment of inventions to the Regents and for the sharing of royalties received by the Regents with the inventor or his assigns, successors, or heirs.

b. However, Contract 48 between the University and DOE requires that all Laboratory employees sign the Contract 48 Patent Agreement which, in brief, gives DOE the sole power to determine ownership and disposition of invention and discoveries conceived "in the course of or under the terms of this contract."

2. Procedure

a. The procedure for handling these matters at the Laboratory is for employees to report all novel ideas, discoveries, and inventions in which they participate to the Patent Department at the Laboratory. The Patent Department will in turn report inventions which DOE does not wish to patent to the University Board of Patents. The employee will be informed of the disposition of the invention when this has been determined.

b. Copies of the "University Policy Regarding Patents" and the Contract 48 Patent Agreement form may be obtained from the Personnel Department.

S. ADVERTISING FOR PERSONNEL

Advertising for personnel may be arranged only by the Personnel Department. When advertising seems necessary to aid in recruiting personnel, advertising copy should be prepared jointly by the hiring department and a Personnel Department representative.

T. TYPES OF EMPLOYEES

1. Career Employees

Career employees are individuals who are employed to work half-time or more for an indefinite period, or for a specific period of one year or longer. They are eligible for paid vacation leave, sick leave, holidays, court leave, and after one year, paid military leave. All are required to be members of UCRS or PERS.

2. Faculty
Some UC Faculty members have dual employment between a campus of the University and the Laboratory. They are eligible for all types of paid leave from the Laboratory in proportion to the percent of time scheduled for Laboratory work. They are required to be members of UCRS or PERS.

3. Term Appointees
Scientific staff appointees, appointed for a period of one or more years, renewable as provided in the LBL policy on Professional Research Staff.

4. Temporary Employees
   a. There are three types of temporary employees:
      (1) Miscellaneous employees hired for less than six months; they are eligible for sick leave and holiday pay but not other paid leave.
      (2) Miscellaneous employees hired for six months or more but less than one year; they are eligible for all paid leave except miliary leave.
      (3) Building Tradesmen hired for construction work; they are not eligible for any paid leave.
   b. Temporary employees are not required to become members of UCRS or PERS.

5. Co-op Students
Co-op students alternate periods of college attendance and Laboratory work. If scheduled for half-time or more they are eligible for paid sick leave, holidays, and court leave but not vacation leave or paid military leave. They are not required to become members of UCRS or PERS.

6. Graduate Student Research Assistants
GSRA's are paid a flat monthly salary for their obligation to Contract 48. They are not eligible for any specific paid leave. They are not required to be members of UCRS or PERS.

7. Indeterminate-Time Employees
These employees are hired to work an unspecified number of hours per pay period. They are eligible for vacation credit for those months in which they work half-time or more. They are not eligible for paid sick leave, holidays, or military leave. Membership in UCRS or PERS is not required except that previous current membership is required to be continued.

2.02 TRANSFERS, PROMOTIONS AND OTHER CHANGES IN STATUS

A. TRANSFER AND PROMOTION POLICY

1. Policy
   a. It is the policy of the University to maximize the opportunity for the promotion of qualified career employees to positions either within the current department or other departments and locations, and to encourage career employees to apply for transfer to positions that would further their career development.
   b. Any employee may apply for consideration for promotion or transfer to another Laboratory position. After the employee's supervisor is informed of the request, the Personnel Department will arrange an interview by the hiring department for any vacant position in which the employee indicates interest.
   c. Career employees who apply for transfer or promotion to another Laboratory or a campus of the University will receive the same consideration for referral and placement as employees at that location.

2. Personnel Department Function
It is the function of the Personnel Department to make suggestions and otherwise assist group leaders in identifying employees qualified for transfer or advancement to open positions within the Laboratory and to consult with employees concerning their career prospects and job opportunities. The Personnel Department will make available to department heads or their designated alternates information in the personnel folder of employees under consideration for upgrading or transfer.

3. Responsibility
   a. The division or department head shall assure that each supervisor, in accordance with Section 2.07, encourages the on-the-job development of all employees, reviews with them their career objectives in accordance with the Performance Evaluation policy (see Section 2.17) and identifies employees who are qualified for consideration for promotion or who may benefit from transfer. It is important that each supervisor emphasize the right of the employee to apply for transfer or promotion opportunities both in their own department or elsewhere in the Laboratory or University.
   b. The employee is, however, responsible for "self-nomination" for transfer or promotional opportunities to vacant positions in other departments or locations that have been announced by the Personnel Department.

B. TRANSFER PROCEDURE

1. Inquiry by Department Head
   a. When a department head is interested in transferring an employee to his or her department from some other department of the Laboratory or the University, there are certain procedural steps that should be followed. These steps are necessary to avoid possible embarassing situations or inadvisable transfers:
      (1) The inquiring department head should inform the Personnel Department of his or her need and interest in the potential transferee.
      (2) If Personnel agrees that the transfer appears appropriate it should next be discussed with the employee's department head to obtain his or her permission to talk to the employee about the proposed transfer.
      (3) When it has been determined that the employee appears qualified for the job opening available, and that he or she may be released from current duties by the department head, the inquiring department head may then discuss the job opportunity with the employee.
      (4) Departmental transfers of employees holding "Q" clearance require review by the Laboratory Protection Department. Such reviews will be arranged by the Personnel Department before transfers are effected.
      (5) Transfers of employees from one type of work to another may require review by the Medical Department to determine if the individual is medically suited for the proposed work. These reviews will be arranged by the Personnel Department before the transfers are effected.
      (6) When it has been determined that the transfer is acceptable to all parties concerned, the Personnel Department shall instruct the releasing department to initiate a Personnel Action Form to make the transfer official. Release of the employee should be as soon as possible, normally within ten working days.

2. Inquiry by Employee
   If an employee should voluntarily approach a supervisor other than his or her own department head regarding a transfer, the employee should be told to see his or her department head or the Personnel Department so that procedures similar to the above may be followed.

C. CHANGES IN JOB CLASSIFICATION OR PAY RATE

Changes in employee's job classification or pay rates must be authorized by the Compensation Administrator. The methods and forms used for requesting such changes vary according to the classifications involved and the actions contemplated. (See Section 4.)

D. CHANGES IN HOURS OR PAYROLL ACCOUNT

Intra-department changes in hours or payroll groups are initiated by use of a Personnel Action Form, which is completed and mailed to the Personnel Department for U.S. citizens or to the Visitor Arrangements Department for non-citizens. This form must be signed by a person shown on the Authorized List to approve personnel documents for the department involved. If a change in salary or wages is also requested, the PAF should be accompanied by a Salary Adjustment Request.

E. DEMOTIONS

Plans to downgrade an employee in job position or pay must be approved by the Personnel Department.

F. CHANGES IN NAMES, ADDRESS, OR PHONE NUMBER

Any change in an employee's name, address, or phone number should be promptly reported to the employee's departmental secretary or supervisor so that a Personnel Action Form may be completed. The form is mailed to the Personnel Department for U.S. citizens or to the Visitor Arrangements Department for non-citizens. It is very important that all such changes be reported promptly so that the correct information is available in the event of emergency, and so that retirement system notices, income tax W-2 forms, the LBL Newsmagazine, etc., may be correctly addressed for prompt delivery to the employee's home.

G. DATA REPORT ON SPOUSE

Any employee who becomes married shall promptly report this fact to the Personnel Department (Visitor Arrangements Department for non-citizens). If the employee has a Q clearance, AEC form 354 "Data Report on Spouse," must be completed and signed by the employee; these forms are supplied by and are returned to the Laboratory Protection Department.

H. CHANGES IN NUMBER OF DEPENDENTS

Changes in the number of dependents of an employee should be reported on a W-4 form for income tax purposes. These forms may be obtained from and returned to the Payroll Office, the Personnel Department, or the Visitor Arrangements Department (for non-citizens).

Sex: M F

Ethnicity: P K A C

Avail: SUM PT TEMP

Rep: SK RL CS

LANG

NO CONTRACT

Specialties: _____

Class: _____

Level: 1 2 3 4 5

Sp Hand: LBL PR VV DV H
OTHER _____

Clear Mo: _____

ATTACHMENT (7)

LAWRENCE BERKELEY LABORATORY
University of California
Berkeley, California

APPLICATION UPDATE REQUEST

NAME _____ TODAY'S DATE _____
(Last) (First) (Middle)

POSITION(S) APPLIED FOR PREVIOUSLY (Number(s) and Title(s)) _____

_____

_____ APPROXIMATE DATE(S) _____

_____

____ (1.) I AM NOW APPLYING FOR THIS/THESE ADDITIONAL POSITION(S):

JOB NUMBER(S)	JOB TITLE(S)
_____	_____
_____	_____
_____	_____
_____	_____

____ (2.) I AM SUBMITTING A NEW APPLICATION; PLEASE DESTROY THE OLD ONE.

____ (3.) PLEASE MAKE THE FOLLOWING UPDATE/CHANGE TO MY APPLICATION: _____

_____

_____

_____

_____

- PLEASE DO NOT WRITE BELOW THIS LINE -

OFFICE USE ONLY

ATTACHMENT (8)
SK:bs(9/79)1000

LAWRENCE BERKELEY LABORATORY

REASONS FOR REJECTION AT PERSONNEL DEPARTMENT LEVEL

Code	Reason
A.	No Job Available
B.	Job Closed/Cancelled
C.	Inquirer not available for employment
D.	Job On Hold
E.	Inquirer did not respond to request for information

(Non-comparative assessment)

F. Lacks related experience: _____

_____

G. Lacks required skills: _____

_____

H. Lacks required education: _____

_____

(Comparative assessment)

I. Less related experience than other individuals being considered: _____

_____

J. Less skills than other individuals being considered: _____

_____

K. Less relevant education than other individuals being considered: _____

_____

L. OTHER: Please explain: _____

_____

Notes:
1. Enter applicable code(s) on action record section of application and explain specific reason. For resume with no application attach copy of action record citing applicable code(s) and explain specific reasons.
2. These reasons apply to applicant/non-applicant designations, rejections from specific vacancy referrals, and final disposition reviews. Where appropriate, as in items F through L, reasons should be specifically related to established vacancy requirements.

ATTACHMENT (9)
Rev: 4/09/80

Month_____ Day_____ Year_____

APPLICANT LOG TALLY SHEET

Effective 12/01/79

FOC CLASSIFICATION	MALE													FEMALE											
	U	C	T	P	K1	K2	K3	A1	A2	A3	A4	A5	Total	U	C	T	P	K1	K2	K3	A1	A2	A3	A4	A5	Total
FOC-02 OFFICIALS & MGMT																										
FOC-04 PROFESSIONALS																										
FOC-06 TECHNICIANS																										
FOC-08 ADMIN. SERVICES																										
FOC-10 CRAFTS																										
FOC-12 OPERATIVES																										
FOC-14 LABORERS																										
FOC-16 SERVICE WORKERS																										
FOC-22 APPRENTICE																										
GRAND TOTALS																										

RACE/ETHNIC HERITAGE CODES:

U - Decline disclosure or unknown
C - American Indian or Alaskan Native
T - White, not of Hispanic origin
P - Black, not of Hispanic origin
K1 - Latin-American/Latino
K2 - Mexican/Mexican-American/Chicano
K3 - Other Spanish/Spanish-American
A1 - Chinese/Chinese-American
A2 - Filipino/Philipino
A3 - Japanese/Japanese-American
A4 - Pakistani/East Indian
A5 - Other Asian

Attahchment (10)

FOC CLASSIFICATION	HANDICAPPED			DISABLED VET			VIETNAM ERA VET			RECRUITING SOURCE											
	U	H	N	U	D	N	U	V	N	IBL Emp	CJO List	News/ Mag Ad	State EDD	Spec Prog	Self Ref	Coll Place	Commun Agency	Other	WI	MI	Total
FOC-02 OFFICIALS & MGMT																					
FOC-04 PROFESSIONALS																					
FOC-06 TECHNICIANS																					
FOC-08 ADMIN. SERVICES																					
FOC-10 CRAFTS																					
FOC-12 OPERATIVES																					
FOC-14 LABORERS																					
FOC-16 SERVICE WORKERS																					
FOC-22 APPRENTICE																					
GRAND TOTALS																					

HANDICAPPED: U - Decline disclosure or unknown
H - Yes
N - No

DISABLED VETERAN: U - Decline disclosure or unknown
D - Yes
N - No

VIETNAM ERA VETERAN: U - Decline disclosure
V - Yes
N - No

APPENDIX 2

LABORATORY DIRECTOR'S ADMINISTRATIVE MEMO ON THE USE OF CONTRACT LABOR

LAWRENCE BERKELEY LABORATORY
ADMINISTRATIVE MEMO

POLICY AND PROCEDURE

18 December 1978 Volume IV - No. 35

USE OF CONTRACTING AGENCIES FOR LABORATORY PERSONNEL

In order to slow the rapid growth that the Laboratory has recently been experiencing, management and supervisors throughout the Laboratory are urged to arrange for the filling of as many jobs as practicable through contracting agency sources rather than through adding personnel to the LBL payroll.

The following types of positions should, until further notice, be normally filled through contracting arrangement:

1. Positions requiring low skill levels
2. Positions which likely will not be of long duration or offer career opportunities because of limited duration of project or funding
3. Positions in which long periods of training or orientation are not necessary
4. Positions in which a strong identification with the Laboratory and its goals and objectives is not required

Questions have been raised as to the Laboratory's position with regard to benefits available for contractor personnel who have expectations for relatively long term assignments at the Laboratory. The benefits available to employees of contractors are based solely on the contractors' policies. These, in turn, are based on Department of Labor determinations as required by the Federal Service Contract Act, and may vary in application as direct benefits or pay in lieu of benefits.

I would also like to emphasize the need for immediate evaluation as to the quality of agency referrals. Our contracts provide that referrals which are evaluated as lacking desired qualifications can be sent back to the agency within four hours with no charge to the Laboratory.

Andrew M. Sessler

Andrew M. Sessler
Director

LAWRENCE BERKELEY LABORATORY
ADMINISTRATIVE MEMO

POLICY AND PROCEDURE

January 16, 1979 Volume V - No. 2

SUPPLEMENT TO POLICY AND PROCEDURE VOLUME IV - No. 35, DECEMBER 18, 1978, RE USE OF CONTRACTING AGENCIES FOR LABORATORY PERSONNEL

Because the Laboratory has not been successful in getting its work force ceiling raised above 3070 FTE for FY 1979 and because our current work force level is significantly higher, it is necessary to take steps at once to monitor all new job requisitions and job offers. Until further notice, the following procedures will apply:

1. All new job requisitions will be screened by the Personnel Department using the guidelines of my December 18 Policy and Procedure memo to identify those positions that can be filled with people from contract labor organizations. Such positions will not be posted. The Laboratory is letting new contracts to provide personnel in both technical and non-technical areas.

2. New job requisitions that cannot readily be filled by contract help may in some instances be filled by a procedure known as "payrolling." It is an arrangement which permits LBL to recruit people with special skills, but then allows us to have them added to the payroll of one of our labor contractors at an agreed upon salary and assigned to us. In our selection process affirmative action goals should be considered.

3. New requisitions for personnel for positions which the requesting Division believes to be exceptions to the December 18 guidelines will be reviewed on an individual basis by Ray Wakerling, Associate Director for Employee and Information Services. Those approved will be posted in the customary manner.

4. Positions currently posted for which no job offers have been made should be re-examined by Associate Directors concerned with the objective of reducing the list to the greatest extent possible by withdrawing all but the most urgently needed positions

which cannot be filled with contract personnel. The remaining positions will be reviewed as in No. 3 above.

5. Job offers for positions for which selections have already been made should be held up until the Division Heads concerned have reviewed the pending hires to consider whether the hires should be made in light of their Division needs and severe restriction on work force growth.

It is my hope that these measures will allow us to avoid the uneven effect of a work force freeze while at the same time permitting the filling of positions that are critical to meeting our program objectives.

Andrew M. Sessler

Andrew M. Sessler
Director

APPENDIX 3

LIST OF AGENCIES PROVIDING CONTRACT LABOR SERVICES

Input Code	Agency Name
AD	ACE DESIGN
AT	ADIA TECHNICAL SERVICES
BS	BUTLER SERVICE GROUP INC.
CA	W.C. CURTIS AGENCY
CC	CALIFORNIA CONSULTING ASSOCIATION INC.
CD	CONSULTANTS AND DESIGNERS INC.
CS	CONTRACT SERVICES CO.
IT	INDUSTRIAL TECHNICAL SERVICES
KS	KELLY SERVICES AGENCY
KM	KIRK-MAYER INC.
MS	MANAGEMENT SYSTEMS ASSOCIATES
MW	MARWEST ENGINEERING SERVICES
PS	PROFESSIONAL SECURITY AGENCY
SB	STAFF BUILDERS INC.
TT	THOMAS TEMPORARIES INC.
TB	TRANS-BAY ENGINEERS AND BUILDERS
WT	WESTERN TEMPORARY SERVICES INC.
PD	PROFESSIONAL DESIGN SERVICES
TF (now AT)	TASK FORCE INC. (THIS HAS BEEN CHANGED TO ADIA TECHNICAL SERVICES)

LAWRENCE BERKELEY LABORATORY

EEO WORK FORCE ANALYSIS
Work Force Array
(By Job Title Within Organizational Units/60.2.11(a))

PAGE____of____

FACILITY_____ORGANIZATIONAL UNIT_____As of _____19__
(date)

(1) Job Group No.	(2) Job Class Code No.	(3) Job Classification Informal Job Title If Any	Salary Wage Range (4) Minimum	(5) Maximum	(6) EEO-1 Category	Employees (7) Male	(8) Female	(9) Total	Minorities Male (10) B	(11) A	(12) AI	(13) H	Minorities Female (14) B	(15) A	(16) AI	(17) H	(18) Total Col.10-17
		TOTAL - THIS PAGE (18)															
		Grand Total Last Page (19)															

B-Black AI-American Indian or Alaskan Native
A-Asian or Pacific Islander H-Hispanic

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
101.1	PHYSICIAN POST DOC RA	1020.00	1716.00
101.2	PHYSICIAN DIV FELLOW	1530.00	4109.00
101.3	PHYSICIAN STAFF SCI 1	968.00	2173.00
101.4	PHYSICIAN STAFF SCI 2	1530.00	3141.00
101.5	PHYSICIAN STAFF SCI 3	1885.00	4109.00
101.6	PHYSICIAN STAFF SR SCI 1	1885.00	4109.00
101.7	PHYSICIAN STAFF SR SCI 2	***	***
101.8	PHYSICIAN ASSOCIATE FAC	***	***
101.9	PHYSICIAN FACULTY SR SCI	***	***
102.1	MED SCI POST DOC RA	1020.00	1716.00
102.2	MED SCI DIV FELLOW	1530.00	4109.00
102.3	MED SCI STAFF SCI 1	968.00	2173.00
102.4	MED SCI STAFF SCI 2	1530.00	3141.00
102.5	MED SCI STAFF SCI 3	1885.00	4109.00
102.6	MED SCI STAFF SR SCI 1	1885.00	4109.00
102.7	MED SCI STAFF SR SCI 2	***	***
102.8	MED SCI ASSOCIATE FAC	***	***
102.9	MED SCI FACULTY SR SCI	***	***
103.1	BIOCHEMIST POST DOC RA	1020.00	1716.00
103.2	BIOCHEMIST DIV FELLOW	1530.00	4109.00
103.3	BIOCHEMIST STAFF SCI 1	968.00	2173.00
103.4	BIOCHEMIST STAFF SCI 2	1530.00	3141.00
103.5	BIOCHEMIST STAFF SCI 3	1885.00	4109.00
103.6	BIOCHEMIST STAFF SR SCI 1	1885.00	4109.00
103.7	BIOCHEMIST STAFF SR SCI 2	***	***
103.8	BIOCHEMIST ASSOCIATE FAC	***	***
103.9	BIOCHEMIST FACULTY SR SCI	***	***
105.1	BIOLOGIST POST DOC RA	1020.00	1716.00
105.2	BIOLOGIST DIV FELLOW	1530.00	4109.00
105.3	BIOLOGIST STAFF SCI 1	968.00	2173.00
105.4	BIOLOGIST STAFF SCI 2	1530.00	3141.00
105.5	BIOLOGIST STAFF SCI 3	1885.00	4109.00
105.6	BIOLOGIST STAFF SR SCI 1	1885.00	4109.00
105.7	BIOLOGIST STAFF SR SCI 2	***	***
105.8	BIOLOGIST ASSOCIATE FAC	***	***
105.9	BIOLOGIST FACULTY SR SCI	***	***
107.1	BIOPHYSICIST POST DOC RA	1020.00	1716.00
107.2	BIOPHYSICIST DIV FELLOW	1530.00	4109.00
107.3	BIOPHYSICIST STAFF SCI 1	968.00	2173.00
107.4	BIOPHYSICIST STAFF SCI 2	1530.00	3141.00
107.5	BIOPHYSICIST STAFF SCI 3	1885.00	4109.00
107.6	BIOPHYSICIST STAFF SR SCI 1	1885.00	4109.00
107.7	BIOPHYSICIST STAFF SR SCI 2	***	***

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
107.8	BIOPHYSICIST ASSOCIATE FAC	***	***
107.9	BIOPHYSICIST FACULTY SR SCI	***	***
109.1	PHYSIOLOGIST POST DOC RA	1020.00	1716.00
109.2	PHYSIOLOGIST DIV FELLOW	1530.00	4109.00
109.3	PHYSIOLOGIST STAFF SCI 1	968.00	2173.00
109.4	PHYSIOLOGIST STAFF SCI 2	1530.00	3141.00
109.5	PHYSIOLOGIST STAFF SCI 3	1885.00	4109.00
109.6	PHYSIOLOGIST STAFF SR SCI 1	1885.00	4109.00
109.7	PHYSIOLOGIST STAFF SR SCI 2	***	***
109.8	PHYSIOLOGIST ASSOCIATE FAC	***	***
109.9	PHYSIOLOGIST FACULTY SR SCI	***	***
111.1	CHEMIST POST DOC RA	1020.00	1716.00
111.2	CHEMIST DIV FELLOW	1530.00	4109.00
111.3	CHEMIST STAFF SCI 1	968.00	2173.00
111.4	CHEMIST STAFF SCI 2	1530.00	3141.00
111.5	CHEMIST STAFF SCI 3	1885.00	4109.00
111.6	CHEMIST STAFF SR SCI 1	1885.00	4109.00
111.7	CHEMIST STAFF SR SCI 2	***	***
111.8	CHEMIST ASSOCIATE FAC	***	***
111.9	CHEMIST FACULTY SR SCI	***	***
113.1	PHYSICIST POST DOC RA	1020.00	1716.00
113.2	PHYSICIST DIV FELLOW	1530.00	4109.00
113.3	PHYSICIST STAFF SCI 1	968.00	2173.00
113.4	PHYSICIST STAFF SCI 2	1530.00	3141.00
113.5	PHYSICIST STAFF SCI 3	1885.00	4109.00
113.6	PHYSICIST STAFF SR SCI 1	1885.00	4109.00
113.7	PHYSICIST STAFF SR SCI 2	***	***
113.8	PHYSICIST ASSOCIATE FAC	***	***
113.9	PHYSICIST FACULTY SR SCI	***	***
116.1	MATHEMATICIAN POST DOC RA	1020.00	1716.00
116.2	MATHEMATICIAN DIV FELLOW	1530.00	4109.00
116.3	MATHEMATICIAN STAFF SCI 1	968.00	2173.00
116.4	MATHEMATICIAN STAFF SCI 2	1530.00	3141.00
116.5	MATHEMATICIAN STAFF SCI 3	1885.00	4109.00
116.6	MATHEMATICIAN STAFF SR SCI 1	1885.00	4109.00
116.7	MATHEMATICIAN STAFF SR SCI 2	***	***
116.8	MATHEMATICIAN ASSOCIATE FAC	***	***
116.9	MATHEMATICIAN FACULTY SR SCI	***	***
117.1	STATISTICIAN POST DOC RA	1020.00	1716.00
117.2	STATISTICIAN DIV FELLOW	1530.00	4109.00
117.3	STATISTICIAN STAFF SCI 1	968.00	2173.00
117.4	STATISTICIAN STAFF SCI 2	1530.00	3141.00

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
117.5	STATISTICIAN STAFF SCI 3	1885.00	4109.00
117.6	STATISTICIAN STAFF SR SCI 1	1885.00	4109.00
117.7	STATISTICIAN STAFF SR SCI 2	***	***
117.8	STATISTICIAN ASSOCIATE FAC	***	***
117.9	STATISTICIAN FACULTY SR SCI	***	***
118.1	CS/MATH PROG POST DOC RA	1020.00	1716.00
118.2	CS/MATH PROG DIV FELLOW	1530.00	4109.00
118.3	CS/MATH PROG STAFF SCI 1	968.00	2173.00
118.4	CS/MATH PROG STAFF SCI 2	1530.00	3141.00
118.5	CS/MATH PROG STAFF SCI 3	1885.00	4109.00
118.6	CS/MATH PROG STAFF SR SCI 1	1885.00	4109.00
118.7	CS/MATH PROG STAFF SR SCI 2	***	***
118.8	CS/MATH PROG ASSOC FAC	***	***
118.9	CS/MATH PROG FAC SR SCI	***	***
120.1	ELCTRNC ENGR POST DOC RA	1020.00	1716.00
120.2	ELCTRN ENG DIV FELLOW	1530.00	4109.00
120.3	ELCTRN ENG STAFF SCI 1	968.00	2173.00
120.4	ELCTRN ENG STAFF SCI 2	1530.00	3141.00
120.5	ELCTRN ENG STAFF SCI 3	1885.00	4109.00
120.6	ELCTRN ENG STAFF SR SCI 1	1885.00	4109.00
120.7	ELCTRN ENG STAFF SR SCI 2	***	***
120.8	ELCTRN ENG ASSOC FAC	***	***
120.9	ELCTRN ENG FACULTY SR SCI	***	***
121.1	ELECTRICAL ENGR POST DOC RA	1020.00	1716.00
121.2	ELECTRICAL ENGR DIV FELLOW	1530.00	4109.00
121.3	ELECTRICAL ENGR STAFF SCI 1	968.00	2173.00
121.4	ELECTRICAL ENGR STAFF SCI 2	1530.00	3141.00
121.5	ELECTRICAL ENGR STAFF SCI 3	1885.00	4109.00
121.6	ELECTRICAL ENGR STAFF SR SCI 1	1885.00	4109.00
121.7	ELECTRICAL ENGR STAFF SR SCI 2	***	***
121.8	ELECTRICAL ENGR ASSOCIATE FAC	***	***
121.9	ELECTRICAL ENGR FACULTY SR SCI	***	***
122.1	MECHANICAL ENGR POST DOC RA	1020.00	1716.00
122.2	MECHANICAL ENGR DIV FELLOW	1530.00	4109.00
122.3	MECHANICAL ENGR STAFF SCI 1	968.00	2173.00
122.4	MECHANICAL ENGR STAFF SCI 2	1530.00	3141.00
122.5	MECHANICAL ENGR STAFF SCI 3	1885.00	4109.00
122.6	MECHANICAL ENGR STAFF SR SCI 1	1885.00	4109.00
122.7	MECHANICAL ENGR STAFF SR SCI 2	***	***
122.8	MECHANICAL ENGR ASSOCIATE FAC	***	***
122.9	MECHANICAL ENGR FACULTY SR SCI	***	***
123.1	CHEMICAL ENGR POST DOC RA	1020.00	1716.00

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
123.2	CHEMICAL ENGR DIV FELLOW	1530.00	4109.00
123.3	CHEMICAL ENGR STAFF SCI 1	968.00	2173.00
123.4	CHEMICAL ENGR STAFF SCI 2	1530.00	3141.00
123.5	CHEMICAL ENGR STAFF SCI 3	1885.00	4109.00
123.6	CHEMICAL ENGR STAFF SR SCI 1	1885.00	4109.00
123.7	CHEMICAL ENGR STAFF SR SCI 2	***	***
123.8	CHEMICAL ENGR ASSOCIATE FAC	***	***
123.9	CHEMICAL ENGR FACULTY SR SCI	***	***
124.1	CIVIL ENGR POST DOC RA	1020.00	1716.00
124.2	CIVIL ENGR DIV FELLOW	1530.00	4109.00
124.3	CIVIL ENGR STAFF SCI 1	968.00	2173.00
124.4	CIVIL ENGR STAFF SCI 2	1530.00	3141.00
124.5	CIVIL ENGR STAFF SCI 3	1885.00	4109.00
124.6	CIVIL ENGR STAFF SR SCI 1	1885.00	4109.00
124.7	CIVIL ENGR STAFF SR SCI 2	***	***
124.8	CIVIL ENGR ASSOCIATE FAC	***	***
124.9	CIVIL ENGR FACULTY SR SCI	***	***
125.1	CERAMIC ENGR POST DOC RA	1020.00	1716.00
125.2	CERAMIC ENGR DIV FELLOW	1530.00	4109.00
125.3	CERAMIC ENGR STAFF SCI 1	968.00	2173.00
125.4	CERAMIC ENGR STAFF SCI 2	1530.00	3141.00
125.5	CERAMIC ENGR STAFF SCI 3	1885.00	4109.00
125.6	CERAMIC ENGR STAFF SR SCI 1	1885.00	4109.00
125.7	CERAMIC ENGR STAFF SR SCI 2	***	***
125.8	CERAMIC ENGR ASSOCIATE FAC	***	***
125.9	CERAMIC ENGR FACULTY SR SCI	***	***
126.1	HLTH/SFTY ENGR POST DOC RA	1020.00	1716.00
126.2	HLTH/SFTY ENGR DIV FELLOW	1530.00	4109.00
126.3	HLTH/SFTY ENGR STAFF SCI 1	968.00	2173.00
126.4	HLTH/SFTY ENGR STAFF SCI 2	1530.00	3141.00
126.5	HLTH/SFTY ENGR STAFF SCI 3	1885.00	4109.00
126.6	HLTH/SFTY ENGR STAFF SR	1885.00	4109.00
126.7	HLTH/SFTY ENGR STAFF SR	***	***
126.8	HLTH/SFTY ENGR ASSOCIATE	***	***
126.9	HLTH/SFTY ENGR FACULTY S	***	***
127.1	INDUS ENGR POST DOC RA	1020.00	1716.00
127.2	INDUS ENGR DIV FELLOW	1530.00	4109.00
127.3	INDUS ENGR STAFF SCI 1	968.00	2173.00
127.4	INDUS ENGR STAFF SCI 2	1530.00	3141.00
127.5	INDUS ENGR STAFF SCI 3	1885.00	4109.00
127.6	INDUS ENGR STAFF SR SCI 1	1885.00	4109.00
127.7	INDUS ENGR STAFF SR SCI 2	***	***
127.8	INDUS ENGR ASSOCIATE FAC	***	***

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
127.9	INDUS ENGR FACULTY SR SCI	***	***
129.1	PETROLEUM ENGR POST DOC RA	1020.00	1716.00
129.2	PETROLEUM ENGR DIV FELLOW	1530.00	4109.00
129.3	PETROLEUM ENGR STAFF SCI 1	968.00	2173.00
129.4	PETROLEUM ENGR STAFF SCI 2	1530.00	3141.00
129.5	PETROLEUM ENGR STAFF SCI 3	1885.00	4109.00
129.6	PETROLEUM ENGR STAFF SR SCI 1	1885.00	4109.00
129.7	PETROLEUM ENGR STAFF SR SCI 2	***	***
129.8	PETROLEUM ENGR ASSOCIATE FAC	***	***
129.9	PETROLEUM ENGR FACULTY SR SCI	***	***
130.1	NUCLEAR ENGR POST DOC RA	1020.00	1716.00
130.2	NUCLEAR ENGR DIV FELLOW	1530.00	4109.00
130.3	NUCLEAR ENGR STAFF SCI 1	968.00	2173.00
130.4	NUCLEAR ENGR STAFF SCI 2	1530.00	3141.00
130.5	NUCLEAR ENGR STAFF SCI 3	1885.00	4109.00
130.6	NUCLEAR ENGR STAFF SR SCI 1	1885.00	4109.00
130.7	NUCLEAR ENGR STAFF SR SCI 2	***	***
130.8	NUCLEAR ENGR ASSOCIATE FAC	***	***
130.9	NUCLEAR ENGR FACULTY SR SCI	***	***
131.1	STRUCTURAL ENGR POST DOC RA	1020.00	1716.00
131.2	STRUCTURAL ENGR DIV FELLOW	1530.00	4109.00
131.3	STRUCTURAL ENGR STAFF SCI 1	968.00	2173.00
131.4	STRUCTURAL ENGR STAFF SCI 2	1530.00	3141.00
131.5	STRUCTURAL ENGR STAFF SCI 3	1885.00	4109.00
131.6	STRUCTURAL ENGR STAFF SR SCI 1	1885.00	4109.00
131.7	STRUCTURAL ENGR STAFF SR SCI 2	***	***
131.8	STRUCTURAL ENGR ASSOCIATE FAC	***	***
131.9	STRUCTURAL ENGR FACULTY SR SCI	***	***
132.1	MINING ENGR POST DOC RA	1020.00	1716.00
132.2	MINING ENGR DIV FELLOW	1530.00	4109.00
132.3	MINING ENGR STAFF SCI 1	968.00	2173.00
132.4	MINING ENGR STAFF SCI 2	1530.00	3141.00
132.5	MINING ENGR STAFF SCI 3	1885.00	4109.00
132.6	MINING ENGR STAFF SR SCI 1	1885.00	4109.00
132.7	MINING ENGR STAFF SR SCI 2	***	***
132.8	MINING ENGR ASSOCIATE FAC	***	***
132.9	MINING ENGR FACULTY SR SCI	***	***
133.1	ARCHITECT POST DOC RA	1020.00	1716.00
133.2	ARCHITECT DIV FELLOW	1530.00	4109.00
133.3	ARCHITECT STAFF SCI 1	968.00	2173.00
133.4	ARCHITECT STAFF SCI 2	1530.00	3141.00
133.5	ARCHITECT STAFF SCI 3	1885.00	4109.00

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
133.6	ARCHITECT STAFF SR SCI 1	1885.00	4109.00
133.7	ARCHITECT STAFF SR SCI 2	***	***
133.8	ARCHITECT ASSOCIATE FAC	***	***
133.9	ARCHITECT FACULTY SR SCI	***	***
140.1	METALLURGIST POST DOC RA	1020.00	1716.00
140.2	METALLURGIST DIV FELLOW	1530.00	4109.00
140.3	METALLURGIST STAFF SCI 1	968.00	2173.00
140.4	METALLURGIST STAFF SCI 2	1530.00	3141.00
140.5	METALLURGIST STAFF SCI 3	1885.00	4109.00
140.6	METALLURGIST STAFF SR SCI 1	1885.00	4109.00
140.7	METALLURGIST STAFF SR SCI 2	***	***
140.8	METALLURGIST ASSOCIATE FAC	***	***
140.9	METALLURGIST FACULTY SR SCI	***	***
141.1	HYDROLOGIST POST DOC RA	1020.00	1716.00
141.2	HYDROLOGIST DIV FELLOW	1530.00	4109.00
141.3	HYDROLOGIST STAFF SCI 1	968.00	2173.00
141.4	HYDROLOGIST STAFF SCI 2	1530.00	3141.00
141.5	HYDROLOGIST STAFF SCI 3	1885.00	4109.00
141.6	HYDROLOGIST STAFF SR SCI 1	1885.00	4109.00
141.7	HYDROLOGIST STAFF SR SCI 2	***	***
141.8	HYDROLOGIST ASSOCIATE FAC	***	***
141.9	HYDROLOGIST FACULTY SR SCI	***	***
142.1	GEOPHYSICIST POST DOC RA	1020.00	1716.00
142.2	GEOPHYSICIST DIV FELLOW	1530.00	4109.00
142.3	GEOPHYSICIST STAFF SCI 1	968.00	2173.00
142.4	GEOPHYSICIST STAFF SCI 2	1530.00	3141.00
142.5	GEOPHYSICIST STAFF SCI 3	1885.00	4109.00
142.6	GEOPHYSICIST STAFF SR SCI 1	1885.00	4109.00
142.7	GEOPHYSICIST STAFF SR SCI 2	***	***
142.8	GEOPHYSICIST ASSOCIATE FAC	***	***
142.9	GEOPHYSICIST FACULTY SR SCI	***	***
143.1	PGM MGT ENG/SCI POST DOC RA	1020.00	1716.00
143.2	PGM MGT ENG/SCI DIV FELLOW	1530.00	4109.00
143.3	PGM MGT ENG/SCI STAFF SCI 1	968.00	2173.00
143.4	PGM MGT ENG/SCI STAFF SCI 2	1530.00	3141.00
143.5	PGM MGT ENG/SCI STAFF SCI 3	1885.00	4109.00
143.6	PGM MGT ENG/SCI STAFF SR SCI 1	1885.00	4109.00
143.7	PGM MGT ENG/SCI STAFF SR SCI 2	***	***
143.8	PGM MGT ENG/SCI ASSOCIATE FAC	***	***
143.9	PGM MGT ENG/SCI FACULTY SR SCI	***	***
144.1	GEOLOGICAL ENGR POST DOC RA	1020.00	1716.00
144.2	GEOLOGICAL ENGR DIV FELLOW	1530.00	4109.00

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
144.3	GEOLOGICAL ENGR STAFF SCI 1	968.00	2173.00
144.4	GEOLOGICAL ENGR STAFF SCI 2	1530.00	3141.00
144.5	GEOLOGICAL ENGR STAFF SCI 3	1885.00	4109.00
144.6	GEOLOGICAL ENGR STAFF SR SCI 1	1885.00	4109.00
144.7	GEOLOGICAL ENGR STAFF SR SCI 2	***	***
144.8	GEOLOGICAL ENGR ASSOCIATE FAC	***	***
144.9	GEOLOGICAL ENGR FACULTY SR SCI	***	***
145.1	GEOLOGIST POST DOC RA	1020.00	1716.00
145.2	GEOLOGIST DIV FELLOW	1530.00	4109.00
145.3	GEOLOGIST STAFF SCI 1	968.00	2173.00
145.4	GEOLOGIST STAFF SCI 2	1530.00	3141.00
145.5	GEOLOGIST STAFF SCI 3	1885.00	4109.00
145.6	GEOLOGIST STAFF SR SCI 1	1885.00	4109.00
145.7	GEOLOGIST STAFF SR SCI 2	***	***
145.8	GEOLOGIST ASSOCIATE FAC	***	***
145.9	GEOLOGIST FACULTY SR SCI	***	***
146.1	GEOCHEMIST POST DOC RA	1020.00	1716.00
146.2	GEOCHEMIST DIV FELLOW	1530.00	4109.00
146.3	GEOCHEMIST STAFF SCI 1	968.00	2173.00
146.4	GEOCHEMIST STAFF SCI 2	1530.00	3141.00
146.5	GEOCHEMIST STAFF SCI 3	1885.00	4109.00
146.6	GEOCHEMIST STAFF SR SCI 1	1885.00	4109.00
146.7	GEOCHEMIST STAFF SR SCI 2	***	***
146.8	GEOCHEMIST ASSOCIATE FAC	***	***
146.9	GEOCHEMIST FACULTY SR SCI	***	***
147.1	ECONOMIST POST DOC RA	1020.00	1716.00
147.2	ECONOMIST DIV FELLOW	1530.00	4109.00
147.3	ECONOMIST STAFF SCI 1	968.00	2173.00
147.4	ECONOMIST STAFF SCI 2	1530.00	3141.00
147.5	ECONOMIST STAFF SCI 3	1885.00	4109.00
147.6	ECONOMIST STAFF SR SCI 1	1885.00	4109.00
147.7	ECONOMIST STAFF SR SCI 2	***	***
147.8	ECONOMIST ASSOCIATE FAC	***	***
147.9	ECONOMIST FACULTY SR SCI	***	***
148.1	ENG/ENV PLCY ANA POST DOC RA	1020.00	1716.00
148.2	ENG/ENV PLCY ANA DIV FELLOW	1530.00	4109.00
148.3	ENG/ENV PLCY ANA STF SCI 1	968.00	2173.00
148.4	ENG/ENV PLCY ANA STF SCI 2	1530.00	3141.00
148.5	ENG/ENV PLCY ANA STF SCI 3	1885.00	4109.00
148.6	ENG/ENV PLCY ANA STF SR SCI 1	1885.00	4109.00
148.7	ENG/ENV PLCY ANA STF SR SCI 2	***	***
148.8	ENG/ENV PLCY ANA ASSOC FAC	***	***
148.9	ENG/ENV PLCY ANA FAC SR SCI	***	***

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
149.1	MARINE SCI POST DOC	1020.00	1716.00
149.2	MARINE SCI DIV FELLOW	1530.00	4109.00
149.3	MARINE STAFF SCI 1	968.00	2173.00
149.4	MARINE STAFF SCI 2	1530.00	3141.00
149.5	MARINE STAFF SCI 3	1885.00	4109.00
149.6	MARINE STAFF SR SCI 1	1885.00	4109.00
149.7	MARINE STAFF SR SCI 2	***	***
149.8	MARINE SCI ASSOCIATE FAC	***	***
149.9	MARINE FACULTY SR SCI	***	***
150.1	ECOLOGIST POST DOC RA	1020.00	1716.00
150.2	ECOLOGIST DIV FELLOW	1530.00	4109.00
150.3	ECOLOGIST STAFF SCI 1	968.00	2173.00
150.4	ECOLOGIST STAFF SCI 2	1530.00	3141.00
150.5	ECOLOGIST STAFF SCI 3	1885.00	4109.00
150.6	ECOLOGIST STAFF SR SCI 1	1885.00	4109.00
150.7	ECOLOGIST STAFF SR SCI 2	***	***
150.8	ECOLOGIST ASSOCIATE FAC	***	***
150.9	ECOLOGIST FACULTY SR SCI	***	***
166.1	MATERIAL SPECIALIST	1209.00	1654.00
167.2	ADMINISTRATOR 2	1209.00	1654.00
167.3	ADMINISTRATOR 3	1416.00	1981.00
167.4	ADMINISTRATOR 4	1679.00	2399.00
167.5	ADMINISTRATOR 5	1956.00	2852.00
168.2	ADMINISTRATIVE SPECIALIST 2	1209.00	1654.00
168.3	ADMINISTRATIVE SPECIALIST 3	1416.00	1981.00
168.4	ADMINISTRATIVE SPECIALIST 4	1679.00	2399.00
168.5	ADMINISTRATIVE SPECIALIST 5	1956.00	2852.00
169.2	SUPERVISOR ADMIN SERVICES 2	1209.00	1654.00
169.3	SUPERVISOR ADMIN SERVICES 3	1416.00	1981.00
170.0	DIRECTOR	***	***
191.1	TECHNICAL EDITOR AND WRITER I	1048.00	1478.00
191.2	TECHNICAL EDITOR AND WRITER II	1257.00	1914.00
191.3	TECH EDITOR AND WRITER III	1489.00	2244.00
191.4	TECHNICAL EDITOR AND WRITER IV	1759.00	2636.00
194.1	TECHNICAL INFORMATION SPEC I	1048.00	1478.00
194.2	TECHNICAL INFORMATION SPEC II	1257.00	1914.00
194.3	TECHNICAL INFORMATION SPEC III	1489.00	2244.00
194.4	TECHNICAL INFORMATION SPEC IV	1759.00	2636.00

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
194.5	TECHNICAL INFORMATION SPEC V	2078.00	3115.00
199.1	MANAGEMENT I	2143.00	3197.00
199.2	MANAGEMENT II	2434.00	3696.00
199.3	MANAGEMENT III	2822.00	4388.00
199.4	MANAGEMENT IV	3198.00	5080.00
280.1	PATENT ADVISOR I	1461.00	2351.00
280.2	PATENT ADVISOR II	1725.00	2761.00
280.3	PATENT ADVISOR III	2038.00	3263.00
344.0	ASSISTANT CHIEF OF POLICE	1647.00	2513.00
344.1	CHIEF OF POLICE	1918.00	2988.00
345.0	ASSISTANT FIRE CHIEF	1721.00	2570.00
345.1	FIRE CHIEF	2060.00	3085.00
372.1	CHF RES CLIN LAB TECHNOLOGIST	1778.00	2482.00
374.1	ACCELERATOR OPERATOR	1128.00	1847.00
374.2	PRINCIPAL ACCELERATOR OPERATOR	1594.00	2314.00
374.3	ACCELERATOR OPNS SUPERVISOR	1773.00	2670.00
381.1	RESEARCH ASSOCIATE	1118.00	1561.00
381.2	SENIOR RESEARCH ASSOCIATE	1315.00	1835.00
381.3	PRINCIPAL RESEARCH ASSOCIATE	1547.00	2159.00
382.0	TECHNICAL ASSOCIATE	1594.00	2314.00
382.1	TECHNICAL ASSOCIATE, SENIOR	2157.00	2808.00
383.0	DESIGN ASSOCIATE	1594.00	2314.00
383.1	DESIGN ASSOCIATE, SENIOR	2157.00	2808.00
384.0	FACILITY SUPERVISOR	1616.00	2436.00
385.0	SUPERVISOR	1616.00	2436.00
385.1	SUPERVISOR, SENIOR	1773.00	2670.00
385.2	SUPERINTENDENT	1953.00	2927.00
385.3	SUPERINTENDENT, SENIOR	2145.00	3223.00
386.0	TECH/SCI COORDINATOR	1616.00	2271.00
386.1	TECH/SCI COORDINATOR, SENIOR	1931.00	2495.00
518.1	ADMINISTRATIVE SERVICES 1	4.40	5.16
518.2	ADMINISTRATIVE SERVICES 2	4.86	5.77
518.3	ADMINISTRATIVE SERVICES 3	5.44	6.60
518.4	ADMINISTRATIVE SERVICES 4	5.96	7.38

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
518.5	ADMINISTRATIVE SERVICES 5	6.45	8.17
519.1	SUPR ADMIN SVC 1	6.45	8.17
566.1	MATERIAL HANDLER 1	5.44	6.60
566.2	MATERIAL HANDLER 2	5.96	7.38
566.3	MATERIAL HANDLER 3	6.45	8.17
567.1	ADMINISTRATOR 1	6.45	8.17
568.1	ADMINISTRATIVE SPECIALIST 1	6.45	8.17
630.1	CUSTODIAN	5.21	6.64
630.2	SENIOR CUSTODIAN	5.73	7.30
630.3	ASSISTANT CUSTODIAN SUPERVISOR	6.31	8.02
630.4	CUSTODIAN SUPERVISOR	7.58	9.63
642.0	DISPATCHER,EMRGENCY COMM	5.46	7.83
644.0	FIREFIGHTER	4.84	6.23
644.1	FIRE LIEUTENANT	5.65	7.17
645.0	FIREFIGHTER, TRAINEE	4.02	5.20
646.1	PROTECTIVE SERVICES OFFICER	5.64	7.81
646.2	RELIEF SERGEANT	7.63	9.37
646.3	SERGEANT	8.03	10.44
716.1	LEAD TECHNICIAN	8.28	13.72
724.1	TECHNICIAN ASSISTANT 1	4.10	5.79
724.2	TECHNICIAN ASSISTANT 2	4.83	6.81
725.0	MECHANICAL TECH, APPRENTICE	4.53	5.50
725.1	MECHANICAL TECHNICIAN	5.66	8.01
725.2	MECHANICAL TECHNICIAN, SENIOR	6.49	9.42
725.3	MECHANICAL TECH, PRINCIPAL	7.70	10.62
725.4	MECHANICAL SPECIALIST	8.85	12.48
728.0	TECHNICIAN/DRAFTSMAN TRAINEE	4.70	6.53
729.0	DRAFTSMAN	5.66	8.01
729.1	DRAFTSMAN, SENIOR	6.49	9.42
729.2	DRAFTSMAN, DESIGN	7.70	10.62
729.3	DESIGNER	8.85	12.48
730.0	ENGINEERING ASSISTANT	5.66	8.01

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
730.1	ENGINEERING ASSISTANT, SENIOR	6.49	9.42
730.2	ASSISTANT TECH COORDINATOR	7.70	10.62
730.3	ASST TECH COORDINATOR, SENIOR	8.85	12.48
731.1	MED LAB TECHNOLOGIST I	8.08	11.28
731.2	MED LAB TECHNOLOGIST II	8.89	12.41
732.1	OCCUPATIONAL HEALTH NURSE I	7.10	9.86
732.2	OCCUPATIONAL HEALTH NURSE II	7.79	10.84
737.1	GARAGE ATTENDANT	5.66	8.01
738.1	BUS DRIVER	5.66	8.01
738.2	LEAD BUS DRIVER	7.50	8.80
739.1	VEHICLE MECHANIC	7.70	10.62
739.2	LEAD VEHICLE MECHANIC	9.94	11.68
740.1	RADIATION SAFETY TECHNICIAN	5.66	8.01
740.2	RADIATION SAFETY TECH, SENIOR	6.49	9.42
740.3	RADIATION SAFETY TECH, PRINC	7.70	10.62
741.0	HEALTH/SAFETY TECH TRAINEE	4.53	5.50
741.1	HEALTH/SAFETY TECHNICIAN	5.66	8.01
741.2	HEALTH/SAFETY TECH SENIOR	6.49	9.42
741.3	HEALTH/SAFETY TECH PRINCIPAL	7.70	10.62
741.4	HEALTH/SAFETY TECH SPECIALIST	8.85	12.48
742.1	NURSE	7.10	9.86
743.1	RESEARCH CLIN LAB TECHNOLOGIST	8.89	12.41
744.1	ANIMAL TECHNICIAN 1	5.10	7.21
744.2	ANIMAL TECHNICIAN 2	5.84	8.49
744.3	ANIMAL TECHNICIAN 3	6.93	9.55
745.1	TRUCK DRIVER, LIGHT	6.86	8.90
745.2	TRUCK DRIVER	7.89	10.25
745.3	LEAD TRUCK DRIVER	8.29	11.28
757.0	DIGITAL COMPUTER TRAINEE	4.70	6.53
757.1	DIGITAL COMPUTER OPERATOR	5.66	8.01
757.2	DIGITAL COMP. OPERATOR, SENIOR	6.49	9.42
757.3	DIGITAL COMP. OPERATOR, PRINC	7.70	10.62
759.3	COMPUTING TECHNICIAN	5.66	8.01
759.4	COMPUTING TECHNICIAN, SENIOR	6.49	9.42

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
759.5	COMPUTING TECHNICIAN, PRINC	7.70	10.62
770.0	ELECTRONICS TECH APPRENTICE	4.53	5.50
770.1	ELECTRONICS TECHNICIAN	5.66	8.01
770.2	ELECTRONICS TECHNICIAN, SENIOR	6.49	9.42
770.3	ELECTRONICS TECHNICIAN, PRINC	7.70	10.62
770.4	ELECTRONICS SPECIALIST	8.85	12.48
781.1	GRAPHIC ARTS TECHNICIAN	5.66	8.01
781.2	SENIOR GRAPHIC ARTS TECH	6.37	9.01
781.3	PRINCIPAL GRAPHIC ARTS TECH	7.15	10.15
782.1	SCIENTIFIC DATA ANALYST	4.54	6.53
782.2	SCIENTIFIC DATA ANALYST, SEN	5.66	8.01
782.3	SCIENTIFIC DATA ANALYST, PRIN	6.49	9.42
783.1	PRINTER 1	4.70	6.53
783.2	PRINTER 2	5.66	8.01
783.3	PRINTER 3	6.37	9.01
783.4	PRINTER 4	7.15	10.15
784.1	PRINT ROOM OPERATOR	4.32	6.19
784.2	PRINT ROOM OPERATOR, SENIOR	5.08	7.17
784.3	PRINT ROOM OPERATOR, PRINC	5.99	8.51
784.4	PRINT ROOM CAMERA OPERATOR	6.82	8.64
785.0	MACHINIST, APPRENTICE (CR)	6.75	9.65
785.1	MACHINIST, APPRENTICE	6.75	9.65
786.1	MACHINE SHOP ASSISTANT I	5.66	8.01
786.2	MACHINE SHOP ASSISTANT II	6.49	9.42
786.3	MACHINIST	9.93	12.48
786.4	PRECISION MACHINIST	11.43	13.11
787.3	ASSEMBLY MACHINIST	9.93	12.48
788.1	MECH SHOP FABRICATOR ASSIST I	5.66	8.01
788.2	MECH SHOP FABRICATOR ASSIST II	6.49	9.42
788.3	MECH SHOPS FABRICATOR	7.70	10.62
788.4	MECH SHOPS FABRICATOR, SPEC	8.85	12.48
788.5	MECH SHOPS FABRICATOR, APPREN	6.00	8.57
788.6	MECH SHOPS FABRICATOR, APPREN	6.00	8.57
790.0	PLANT MAINT TECH, APPREN	6.00	8.57
790.1	PLANT MAINT TECH	5.66	8.01
790.2	PLANT MAINT TECH, SENIOR	6.49	9.42
790.3	PLANT MAINT TECH, PRINC	7.70	10.62

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
790.4	PLANT MAINTENANCE SPECIALIST	8.85	12.48
790.5	LEAD PLANT MAINT TECH	8.28	13.72
791.0	PLANNER-ESTIMATOR	8.28	13.72
791.1	PLANT ASSISTANT I	5.66	8.01
791.2	PLANT ASSISTANT II	6.49	9.42
791.3	PLANT MECHANIC I	7.70	10.62
791.4	PLANT MECHANIC II	8.85	12.48
791.5	LEAD MECHANIC	8.28	13.72
791.6	PLANT MECHANIC, APPRENTICE	6.00	8.57
795.1	RESEARCH TECHNICIAN	5.66	8.01
795.2	RESEARCH TECHNICIAN, SENIOR	6.49	9.42
795.3	RESEARCH TECHNICIAN, PRINC	7.70	10.62
795.4	RESEARCH SPECIALIST	8.85	12.48
797.1	TECHNICAL ILLUSTRATOR I	5.66	8.01
797.2	TECHNICAL ILLUSTRATOR II	6.49	9.42
797.3	TECHNICAL ILLUSTRATOR III	7.70	10.62
797.4	TECHNICAL ILLUSTRATOR IV	8.85	12.48
798.1	PHOTOGRAPHIC SPECIALIST I	5.39	7.63
798.2	PHOTOGRAPHIC SPECIALIST II	6.49	9.42
798.3	PHOTOGRAPHIC SPECIALIST III	7.70	10.62
798.4	PHOTOGRAPHIC SPECIALIST IV	8.85	12.48
799.1	INTERN	***	***
799.2	ON-JOB-TRAINEE	3.02	4.61
799.3	GENERAL HELPER	2.99	4.40
811.1	CARPENTER-TEMPORARY	***	***
811.2	SUPERVISING CARPENTER-TEMP	***	***
814.1	STRUCTURAL IRONWORKER-TEMP	***	***
814.2	STRUCT IRONWORKER FOREMAN-TEMP	***	***
823.1	ELECTRICIAN-TEMPORARY	***	***
823.2	CABLE SPLICER-TEMPORARY	***	***
823.3	ELECTRICIAN FOREMAN-TEMP	***	***
836.1	LABORER I-TEMPORARY	***	***
836.2	LABORER II-TEMPORARY	***	***
836.3	LABORER III-TEMPORARY	***	***
837.1	GARDENER I-TEMPORARY	***	***
837.2	GARDENER II-TEMPORARY	***	***
837.3	GARDENER III-TEMPORARY	***	***

TITLE CODES AND SALARY RANGES

LAWRENCE BERKELEY LABORATORY
04/29/80

TITLE CODE	JOB TITLE	SALARY MINIMUM	SALARY MAXIMUM
838.1	CEMENT MASON-TEMPORARY	***	***
847.1	PAINTER-TEMPORARY	***	***
847.2	SPRAY PAINTER-TEMPORARY	***	***
847.3	PAINTER FOREMAN-TEMPORARY	***	***
859.1	PLUMBER-TEMPORARY	***	***
859.2	PLUMBER FOREMAN-TEMPORARY	***	***
871.1	SHEET METAL WORKER-TEMP	***	***
871.2	SHEET METAL WORKER FOREMAN-TEM	***	***
883.1	STEAMFITTER-TEMPORARY	***	***

APPENDIX 6

MATERNITY LEAVE AND DISABILITY BENEFITS

Department of Energy
San Francisco Operations Office
1333 Broadway
Oakland, California 94612

MAR 29 1979

Mr. Larry Hernandez
Affirmative Action Administrator
Affirmative Action Office
University of California
Lawrence Berkeley Laboratory
One Cyclorton Road
Mail Stop 931-430
Berkeley, California 94720

SUBJECT: Public Law 95-555 Amending Title VII Regarding Prohibition of Sex Discrimination Based on Pregnancy

Dear Mr. Hernandez:

Effective October 31, 1978, P.L. 95-555 amended Title VII of the Civil Rights Act of 1964 by adding subsection 701(k) (see attachment). The amendment provides that prohibition against sex discrimination include discrimination in employment based on pregnancy, childbirth or related medical conditions. It requires that pregnant workers be treated the same as other workers for all employment purposes, including receipt of benefits under fringe benefit programs, on the basis of their ability or inability to work.

The amendment requires that employers treat pregnancy and childbirth the same as other causes of disability under current fringe benefit plans except in regards to benefits for abortions not necessary to preserve the life of the mother. Accordingly, disability benefits, sick leave and medical benefits plans must treat pregnant women the same as other employees on the basis of their ability or inability to work.

The legislation has the broad effect of banning disparate treatment of pregnant employees for all employment-related purposes. The following are examples of other employment policies prohibited by the amendment: termination or refusal to hire or promote a woman because she is pregnant; denial of reinstatement rights, including credit for previous service, accured retirement benefits, and accumulated seniority, which are provided to other disabled employees; establishment of arbitrary time limits within which disabled women must return to work or before which they may not return to work, if no such limits exist for other disabled employees; etc.

The amendment is effective October 31 insofar as it impacts on all employment policies other than the payment of fringe benefits. Compliance of fringe benefits with the amendment will not be required until April 29, 1979. However, employers may not reduce benefits under a current plan until one year after enactment, or until the expiration of an applicable collective bargaining contract.

The date of contractor compliance with Public Law 95-555 is near. In view of this approaching deadline, the SAN Office desires to review your actions and plans for meeting fully all requirements of the amendment. A description of your intentions should be in sufficient detail so as to allow for a pre-determination of compliance.

This information should be forwarded to this Office at your earliest convenience, but no later than April 9, 1979. We appreciate your efforts and thank you for your cooperations.

Cordially,

James A. Brucia
Acting Director
Personnel Division

Attachment:
As stated

Public Law 95-555
95th Congress

An Act

Oct. 31, 1978
[S. 995]

To amend title VII of the Civil Rights Act of 1964 to prohibit sex discrimination on the basis of pregnancy.

Pregnancy sex discrimination, prohibition.
42 USC 2000e.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That section 701 of the Civil Rights Act of 1964 is amended by adding at the end thereof the following new subsection:

Definitions

"(k) The terms 'because of sex' or 'on the basis of sex' include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work, and nothing in section 703(h) of this title shall be interpreted to permit otherwise. This subsection shall not require an employer to pay for health insurance benefits for abortion, except where the life of the mother would be endangered if the fetus were carried to term, or except where medical complications have arisen from an abortion: *Provided*, That nothing herein shall preclude an employer from providing abortion benefits or otherwise affect bargaining agreements in regard to abortion.".

42 USC 2000e-2.

Effective date.
42 USC 2000e note.

SEC. 2. (a) Except as provided in subsection (b), the amendment made by this Act shall be effective on the date of enactment.

(b) The provisions of the amendment made by the first section of this Act shall not apply to any fringe benefit program or fund, or insurance program which is in effect on the date of enactment of this Act until 180 days after enactment of this Act.

42 USC 2000e note.

SEC. 3. Until the expiration of a period of one year from the date of enactment of this Act or, if there is an applicable collective-bargaining agreement in effect on the date of enactment of this Act, until the termination of that agreement, no person who, on the date of enactment of this Act is providing either by direct payment or by

making contributions to a fringe benefit fund or insurance program, benefits in violation with this Act shall, in order to come into compliance with this Act, reduce the benefits or the compensation provided any employee on the date of enactment of this Act, either directly or by failing to provide sufficient contributions to a fringe benefit fund or insurance program: *Provided*, That where the costs of such benefits on the date of enactment of this Act are apportioned between employers and employees, the payments or contributions required to comply with this Act may be made by employers and employees in the same proportion: *And provided further*, That nothing in this section shall prevent the readjustment of benefits or compensation for reasons unrelated to compliance with this Act.

Approved October 31, 1978.

LEGISLATIVE HISTORY:

HOUSE REPORTS: No. 95-948 accompanying H.R. 6075 (Comm. on Education and Labor) and No. 95-1786 (Comm. of Conference).
SENATE REPORT No. 95-331 (Comm. on Human Resources).
CONGRESSIONAL RECORD:
Vol. 123 (1977): Sept. 15, 16, considered and passed Senate.
Vol. 124 (1978): July 18, H.R. 6075 considered and passed House; proceedings vacated and S. 995, amended, passed in lieu.
Oct. 13, Senate agreed to conference report.
Oct. 15, House agreed to conference report.
WEEKLY COMPILATION OF PRESIDENTIAL DOCUMENTS:
Vol. 14, No. 44 (1978): Oct. 31, Presidential statement.

O

NEW CRITERIA FOR MATERNITY LEAVE AND DISABILITY BENEFITS

A number of changes have taken place in federal and state law in the area of maternity leave and the payment of disability benefits to pregnant employees. These changes represent a significant advance in the area of womens' interests. This article outlines the new policies and explores their ramifications for affected employees.

INNOVATIONS ON THE FEDERAL LEVEL

Supreme Court Precedent - General Electric v. Gilbert

In December 1976, the United States Supreme Court handed down a decision in the case of General Electric v. Gilbert that constituted a major setback to women's interest. The Court ruled that private employers who have fringe benefit programs temporarily compensating out-of-work employees for a broad range of disabilities may refuse to compensate women for absences caused by pregnancy. This ruling contradicted six previous United States Court of Appeals decisions to the effect that the exclusion of pregnancy from program coverage violates Title VII of the Civil Rights Act of 1964. It also ran counter both to EEOC guidelines which regard pregnancy as a temporary disability and to the EEOC's findings that exclusion of pregnancy-related absences from such plans violates Title VII.

The Supreme Court, in General Electric v. Gilbert questioned EEOC's authority, arguing that "Congress, in enacting Title VII, did not confer upon EEOC authority to promulgate rules or regulations pursuant to that Title. This does not mean that EEOC guidelines are not entitled to consideration in determining legislative intent, but it does mean that courts properly may accord less weight to such guidelines than to administrative regulation which Congress declares has force of law."

The Pregnancy Discrimination Act - What it Means

As a result of the Gilbert ruling, considerable pressure was brought on Washington by womens' groups desiring the implementation of "administrative regulations with the force of law." On October 31, 1978, President Carter signed into law the Pregnancy Discrimination Act. This amendment to Title VII makes it clear that discrimination "because of sex" or "on the basis of sex," as used in Title VII, also includes "because of or on the basis of pregnancy, childbirth, or related medical conditions."

The basic principle of the Act is that women affected by pregnancy and related conditions must be treated the same as other applicants and employees on the basis of their ability or inability to work. A woman is therefore protected against such practices as being fired or refused a job or promotion merely because she is pregnant or has had an abortion. She usually cannot be forced to go on leave as long as she can still work. If other employees who take disability leave are entitled to get their jobs back when they are able to work again, so are women who have been unable to work because of pregnancy. With respect to vacations and pay increases, pregnant women may not be treated differently than any other employees who have spent time on disability leave.

In the area of fringe benefits, such as disability benefits, sick leave, and health insurance, the same principle applies. A woman unable to work for pregnancy-related reasons is entitled to disability benefits or sick leave on the same basis as employees unable to work for other medical reasons. Also, any health insurance provided must cover expenses for pregnancy-related conditions on the same basis as expenses for other medical conditions. The Act became effective on October 31, 1978, except with respect to fringe benefit program requirements which took effect on April 29, 1979, and applies to all employers with a workforce of 15 or more people.

LEGISLATIVE PROGRESS ON THE STATE LEVEL: THE BERMAN BILLS

The impetus for progress in pregnancy disability benefit programs on the state level has been created primarily by a trilogy of bills sponsored by Assemblyman Howard Berman (D-Beverly Hills).

First came AB 1960, which became active in September 1978. It provided that the following would constitute unlawful employment practices: (1) refusal by an employer to allow a female employee to take up to four months pregnancy disability leave, (2) refusal by an employer to allow a female employee to receive the same benefits or privileges granted to persons who are similar in their ability or inability to work, including up to six weeks paid disability or sick leave normally made available by the employer to temporarily disabled employees, and (3) refusal by an employer to transfer a pregnant employee to less strenuous or hazardous work for the duration of he pregnancy if such is the employer's normal practice with other temporarily disabled employees.

LEGAL UPDATE

AB 1960 was followed a few months later by AB 121, which was approved by the Governor on March 21, 1979 and, due to the urgency clause it contained, became active that day. Until that date, existing unemployment compensation disability law provided benefits only for three weeks before the birth of a child and three weeks after the termination date of a normal pregnancy. AB 121 instead established a "floating" six-week format for payment of disability benefits; i.e., payment of disability benefits would be provided during any six-week period of a normal pregnancy, rather than only three weeks before and after birth. This change allowed greater discretion to female employees to decide for themselves or in consultation with their physicians where it would be most advantageous to take their leave of absence.

Finally came AB 1353, which became law on September 14, 1979. It contained an important revision of existing law with major consequences for employers in the payment of disability benefits to pregnant employees. What it did was to, in effect, abolish all distinction between normal and abnormal pregnancy for disability benefit purposes. Therefore, rather than limiting the payment of benefits exclusively to any six-week period of a normal pregnancy, now persons disabled as a result of pregnancy, childbirth, or related medical conditions and who are covered by either State Disability Insurance (SDI) or Non-industrial Disability Insurance (NDI) programs are entitled to receive up to twenty-six weeks of benefits. Before this, a pregnant employee would only be entitled to such benefits if a disability resulted from abnormal and involuntary complications arising from her condition. The provisions of AB 1353 are retroactive to April 29, 1979.

The impetus for this major revision came as a result of the implementation of federal legislation previously referred to -- namely the Pregnancy Discrimination Act. Following passage of the Act, the state provisions for pregnancy disability benefits could be construed as inadequate for meeting the federal regulations (the Pregnancy Discrimination Act). Therefore, as Catharine Bergren, Assistant to Assemblyman Howard Berman recalled, "If 1353 hadn't been enacted, the State of California, as an employer, would have been subject to lawsuits since existing California disability law did not meet the provisions of federal law." Hence the clause that made AB 1353 retroactive to April 29, 1979; that was the date on which fringe benefit program requirements in the Pregnancy Discrimination Act became law.

WHAT THESE CHANGES MEAN TO LOCAL GOVERNMENT

Since city and county government employees are generally covered by private disability plans (e.g., Blue Cross, Kaiser), there is a great deal of variance between communities with respect to coverage. Some agencies are more generous than others and provide greater benefits to employees. In the area of pregnancy disability benefits, the following is the general rule: Local government, in implementing fringe benefit programs, must make the same allowances for and provide the same benefits to pregnant employees as would be extended to any other temporarily disabled employee covered by a plan. Thus, a city or county with a fringe benefit program for its employees is required to extend the program to pregnant employees and accord them the same benefits given to anyone else.

Controversy in Tracy: How Far Should Coverage Extend?

An interesting case in point is provided by the fact that most local agencies will make provision for dependents of employees in their fringe benefits packages. The EEOC has held that if a plan makes such provisions then pregnancy disability benefits, as part of the fringe benefit package, must also be extended to dependents of employees. A controversy over this issue recently arose in the City of Tracy, in which an individual filed a complaint with the EEOC citing that such coverage was not, in fact, provided for by the city. Says Bruce Bannerman of the City Manager's Office in Tracy, "We claimed that the law should apply to employees, not dependents. However, the EEOC ruled that we must provide coverage for dependents." He went on to state that the EEOC ruling was advisory -- that it does not in itself have the force of law -- but that, rather than go to court on the matter, the City of Tracy would "probably revise its policies." This revision would require an additional $8,500 a year in payments to Blue Cross for extended coverage.

CONCLUSION

A number of substantial revisions have taken place over the past year in the area of maternity leave and disability benefits -- revisions that indicate progress for women. Although the specific ramifications of these changes vary with the level of government examined, the net effect is this: working women who are pregnant should not be treated any differently than anyone who is temporarily disabled.

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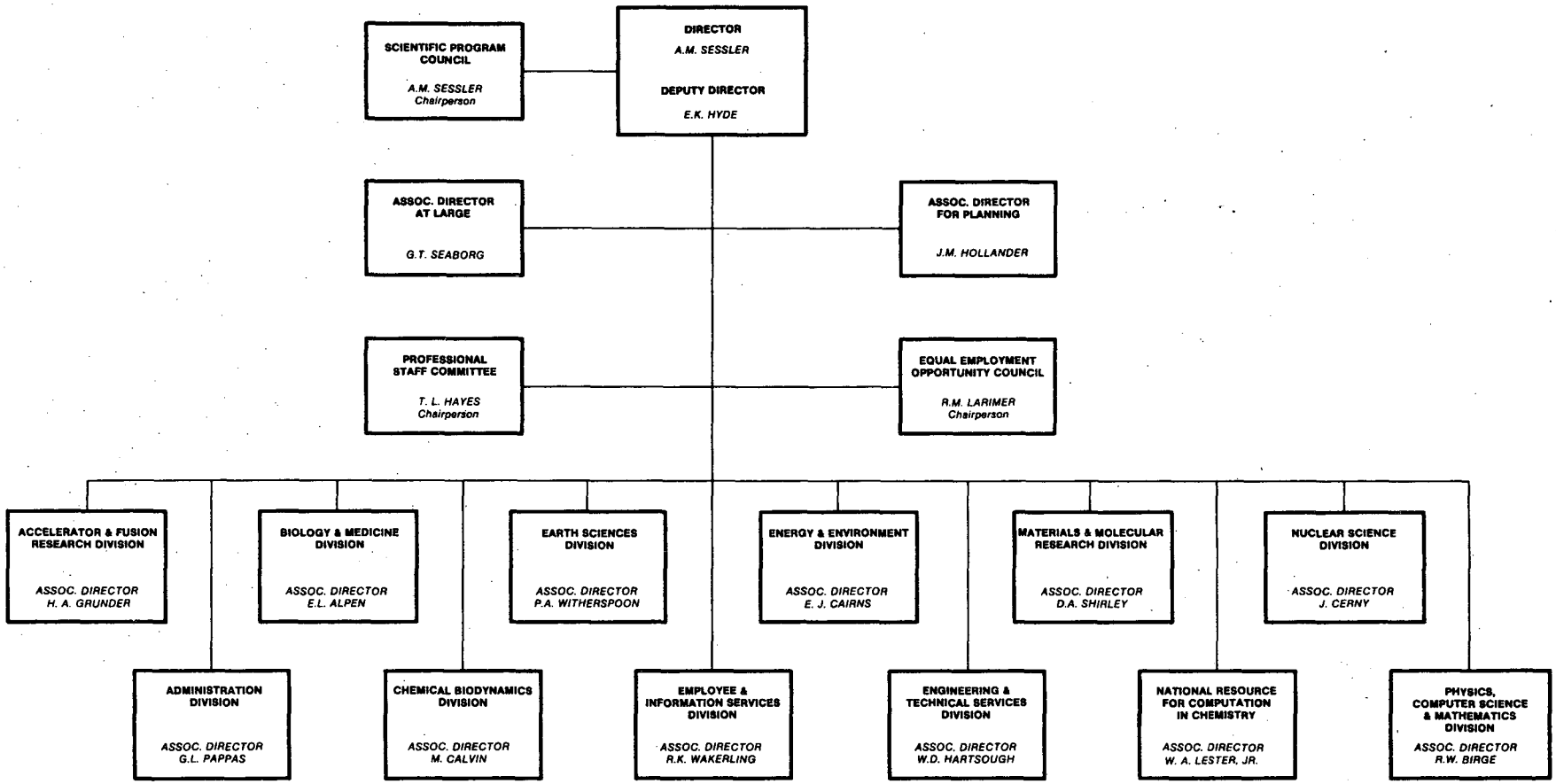
Bud Carpenter
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Employee Relations Service Newsletter
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APPENDIX 7

LBL ORGANIZATIONAL CHARTS

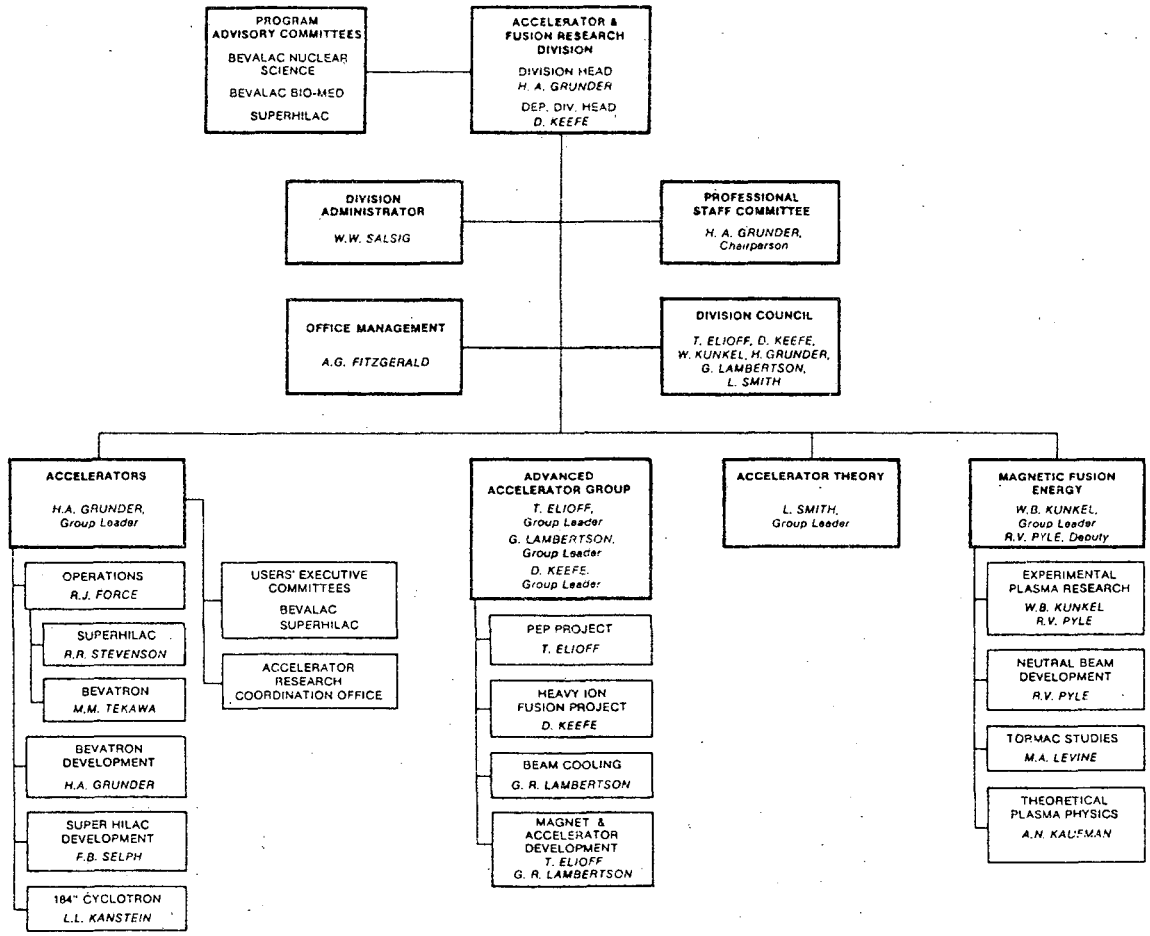
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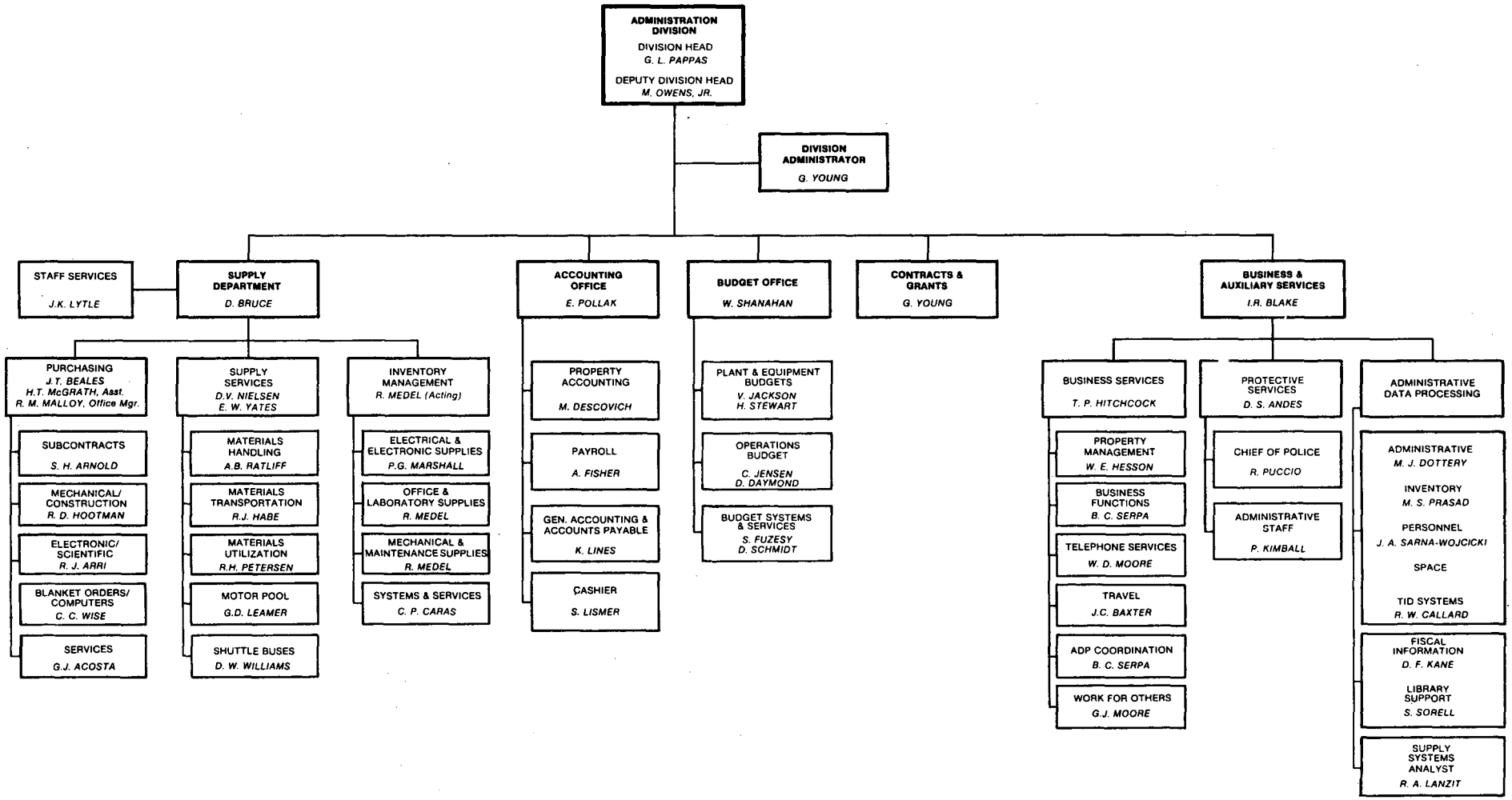
Andrew M. Sessler
Director

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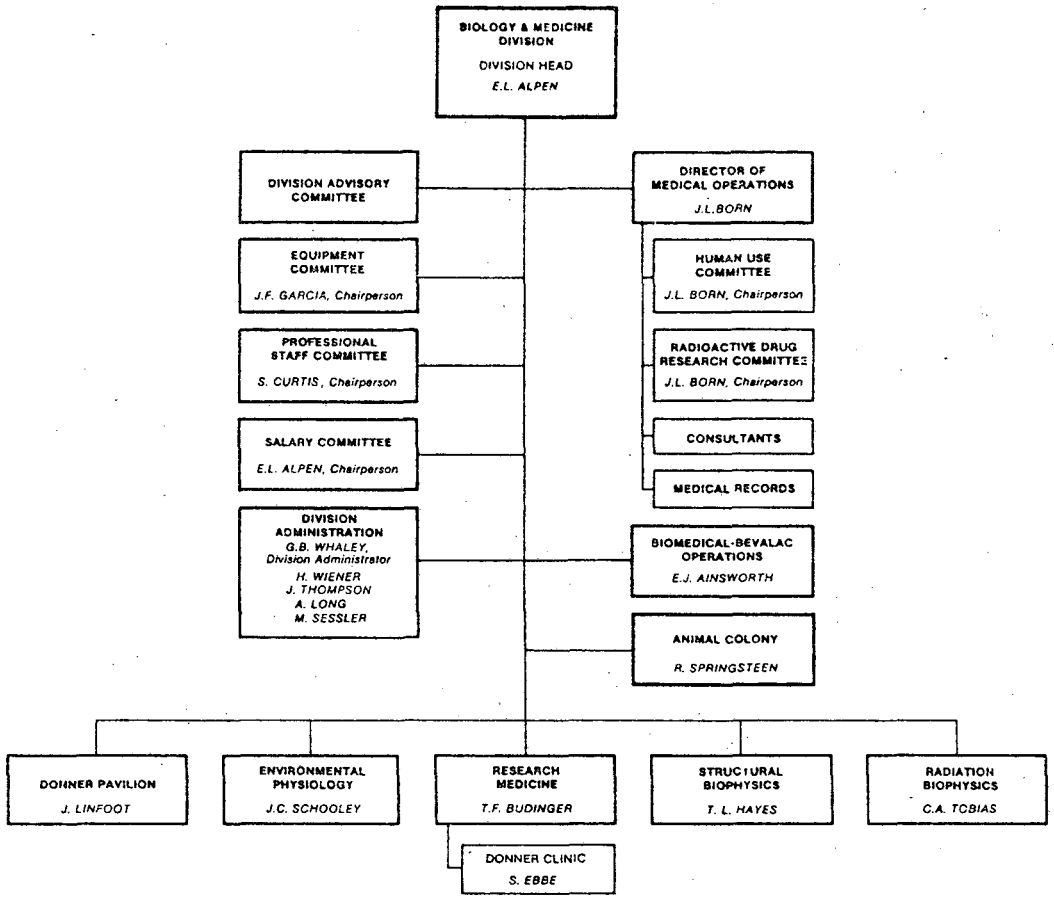
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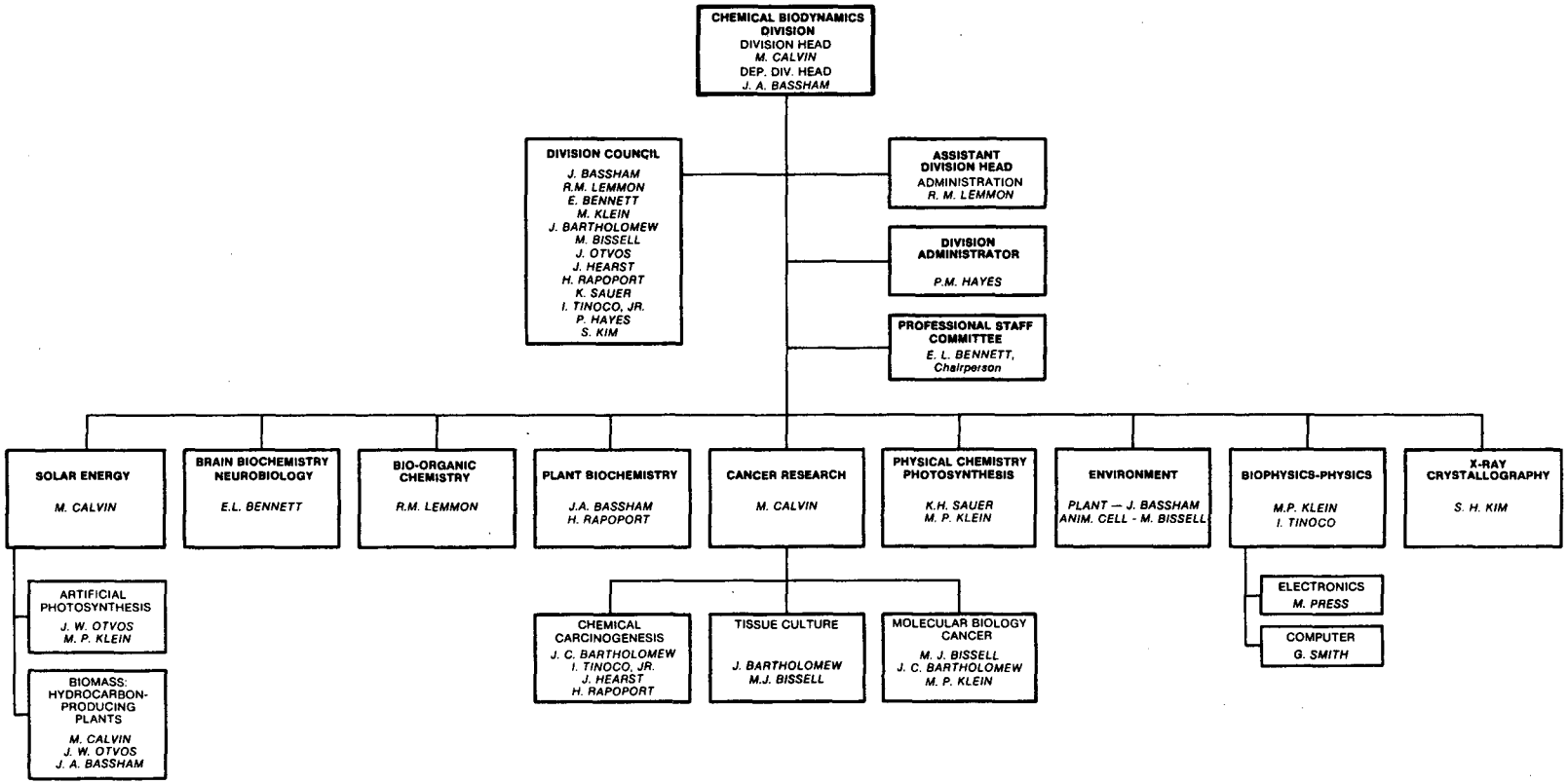
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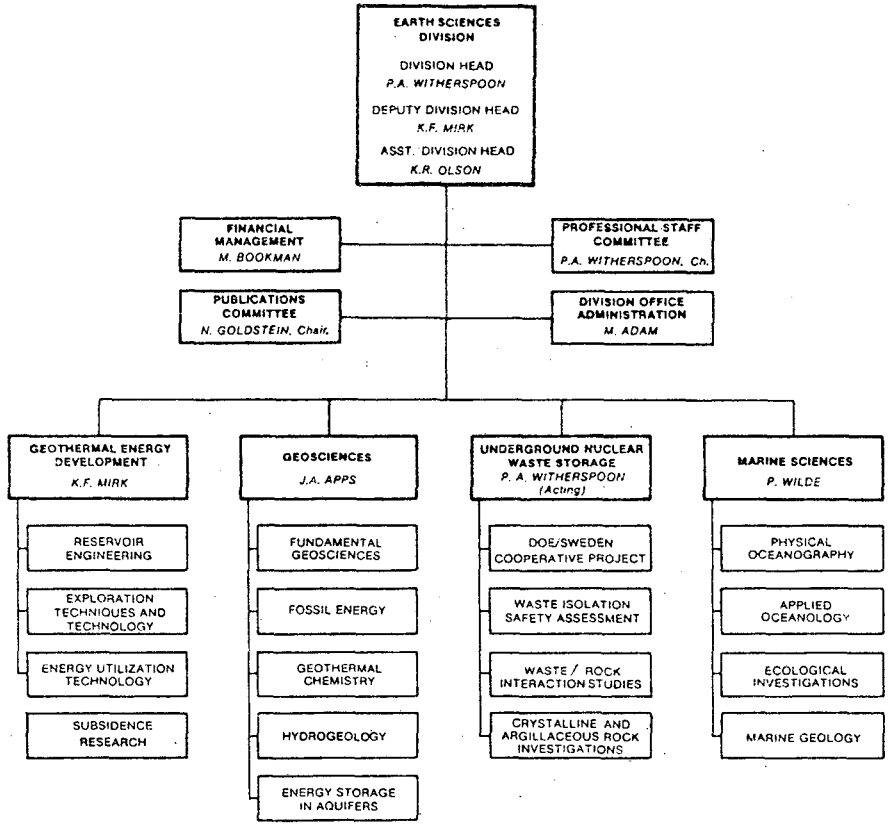
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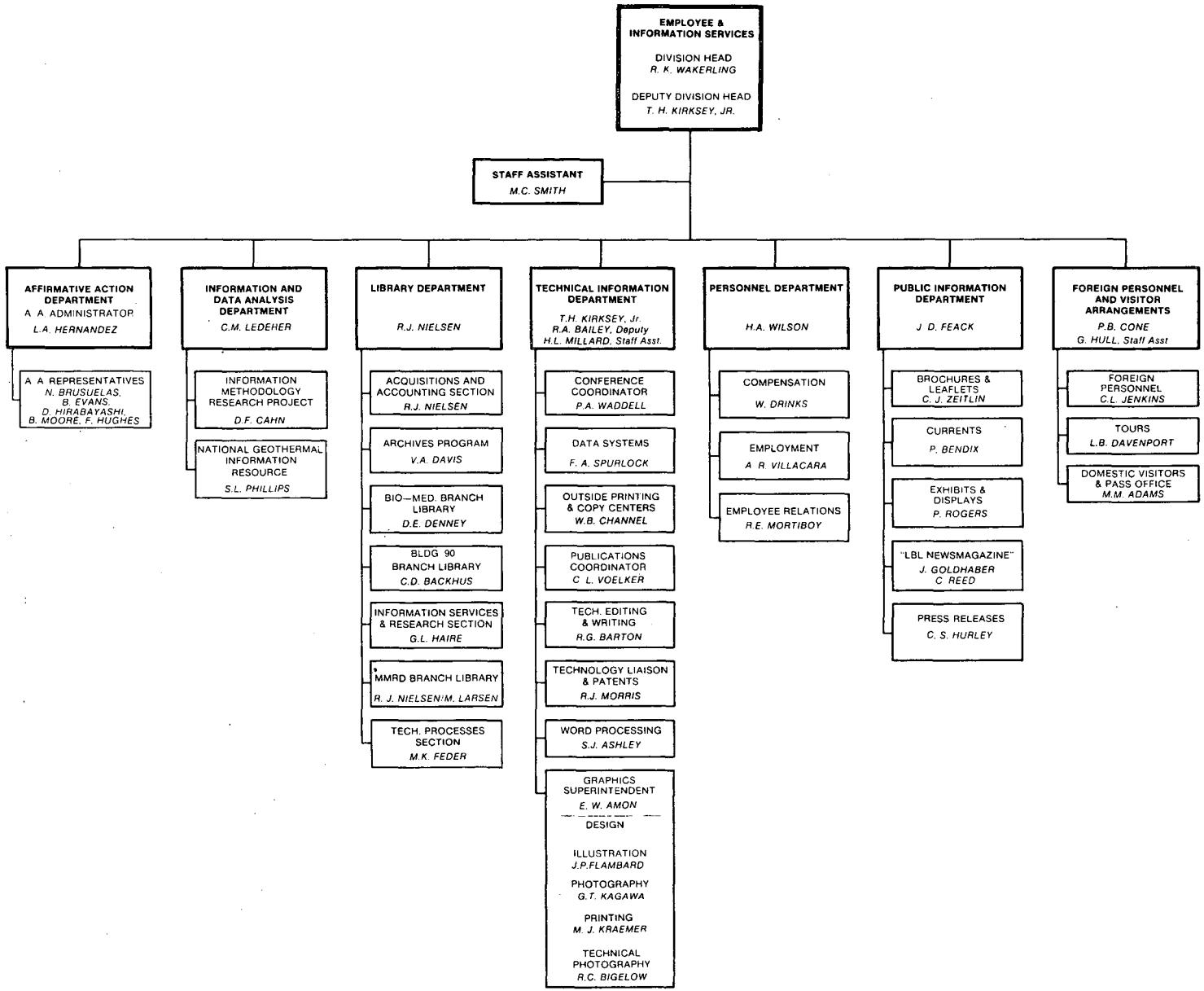
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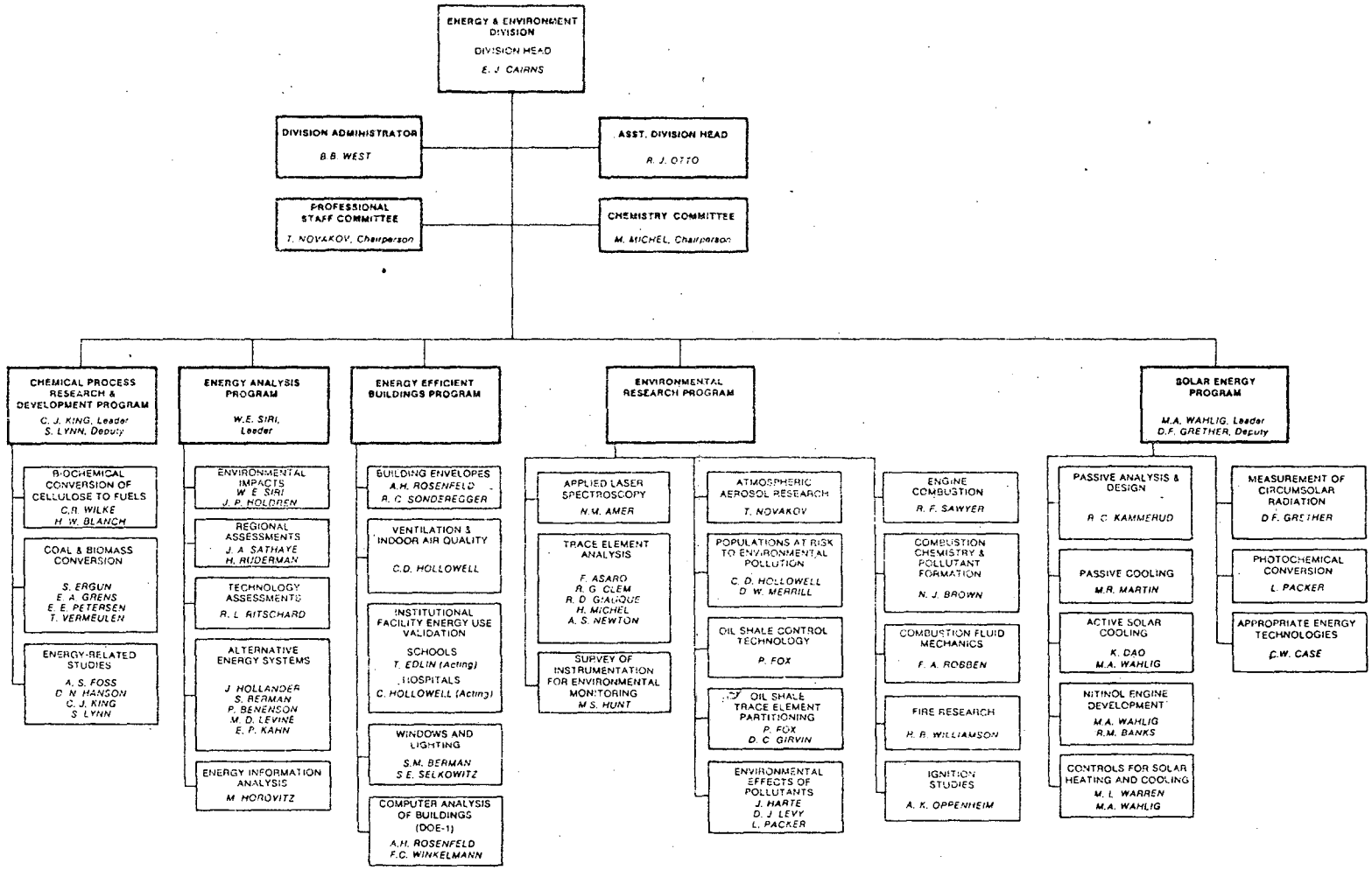


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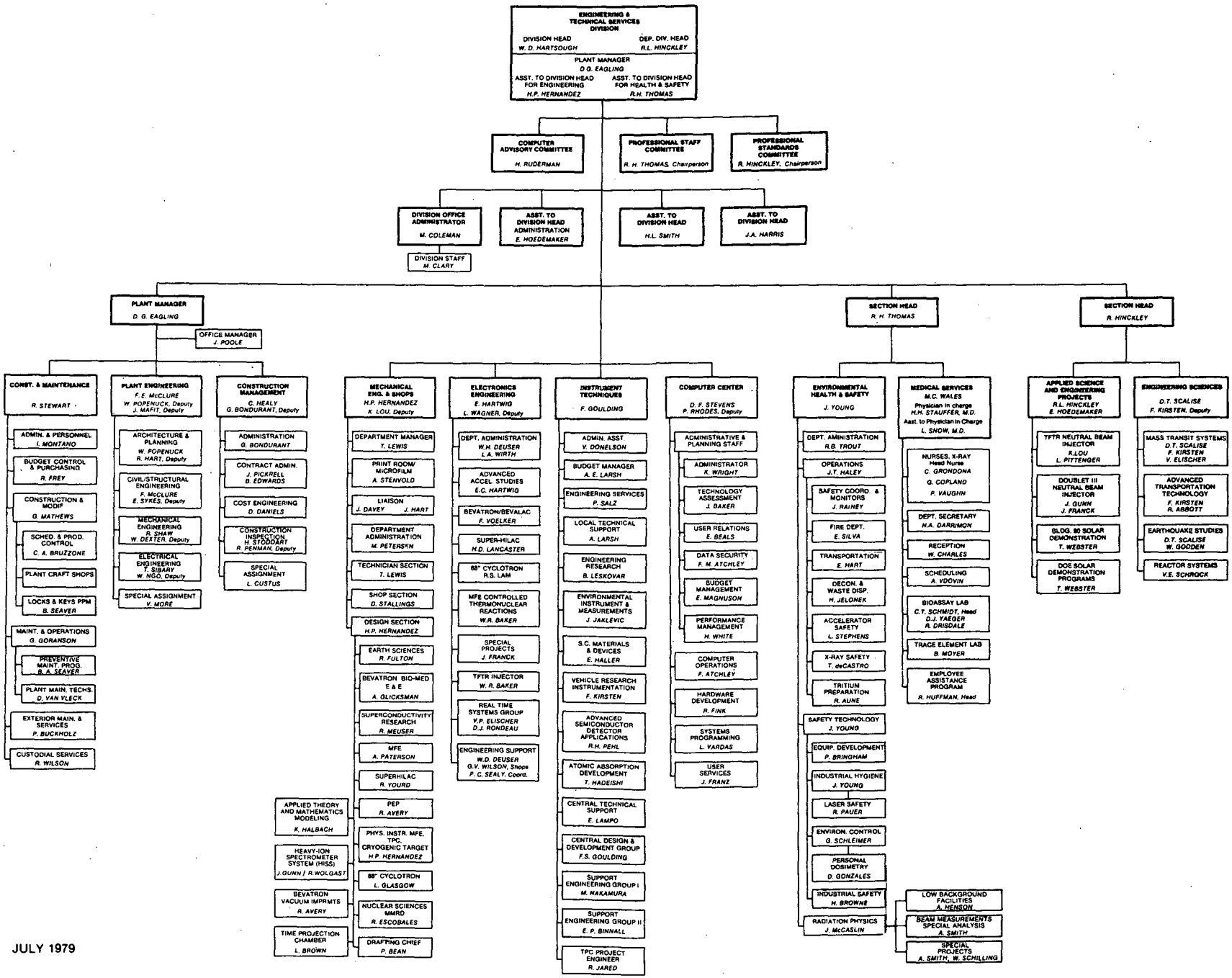


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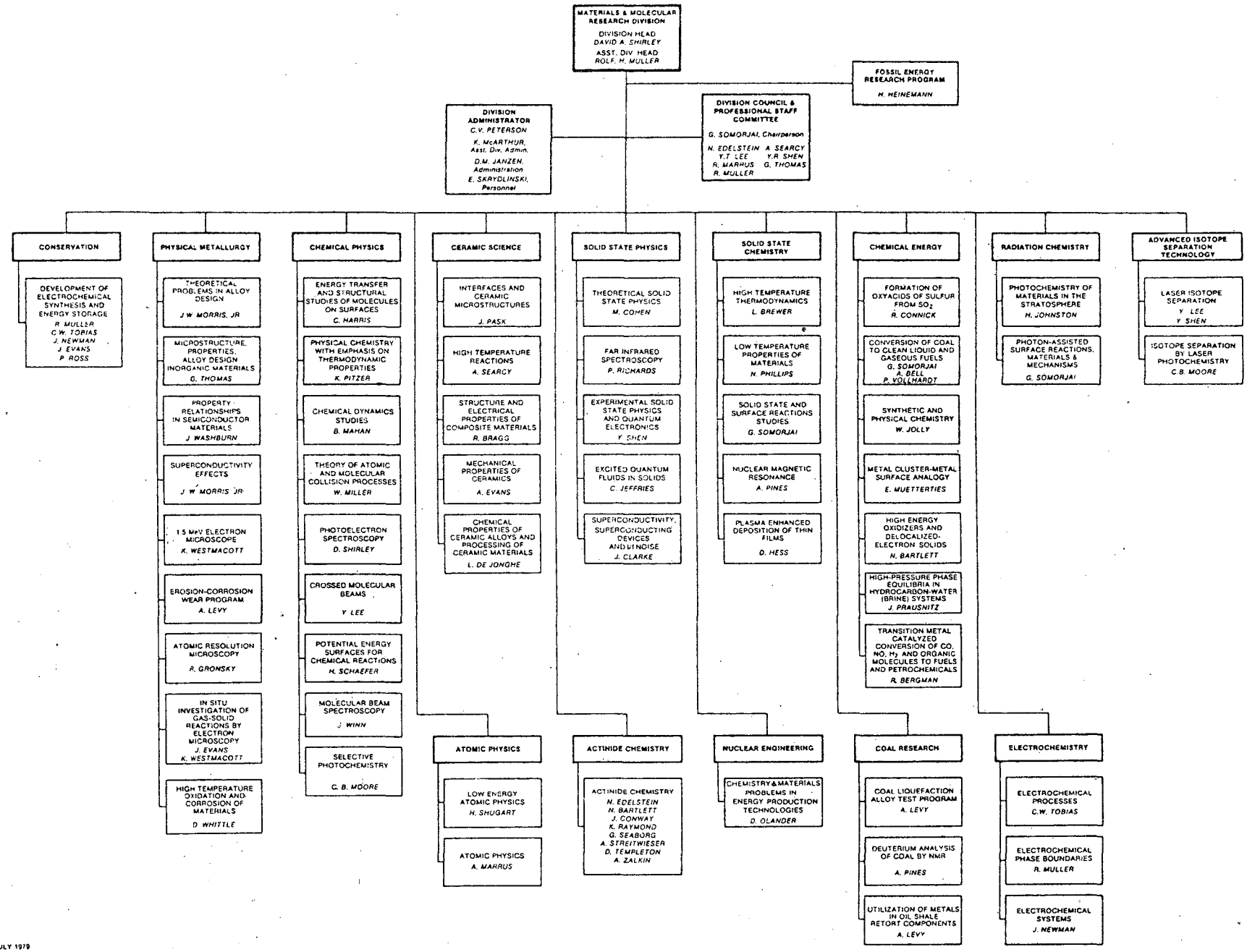
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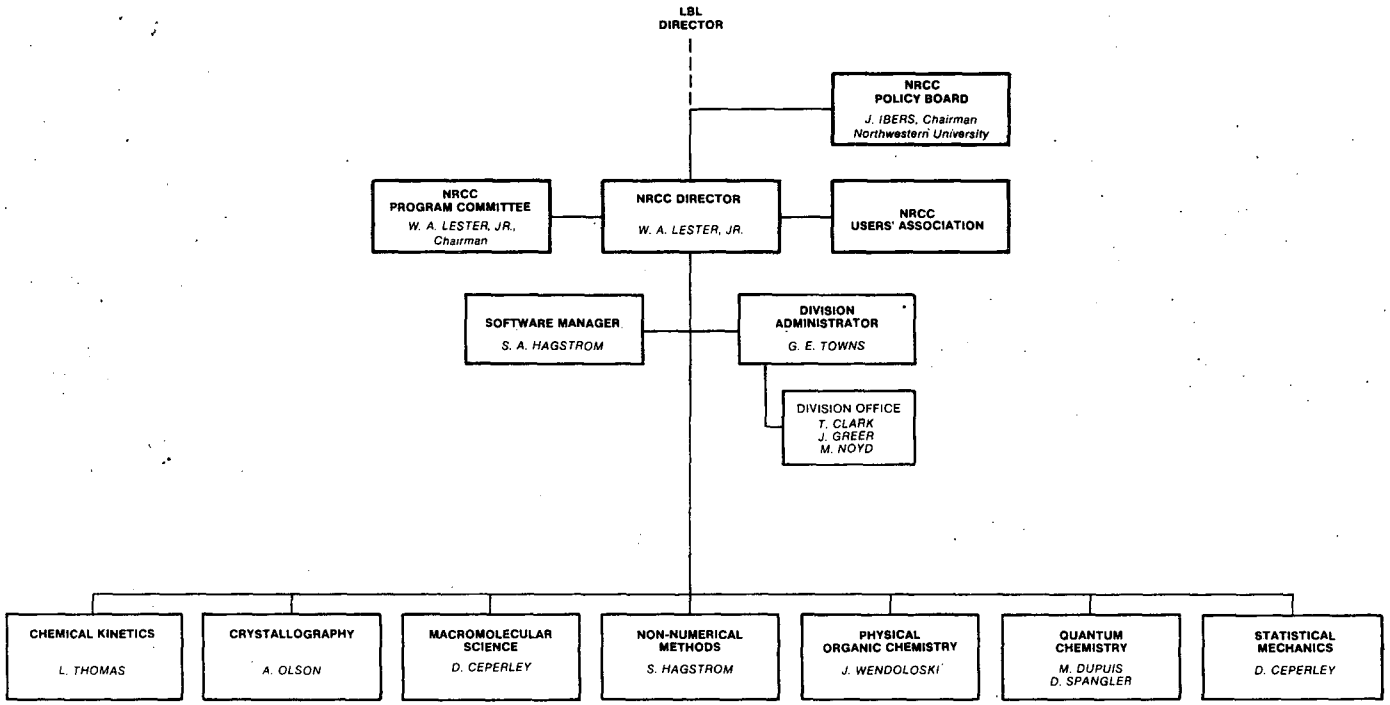
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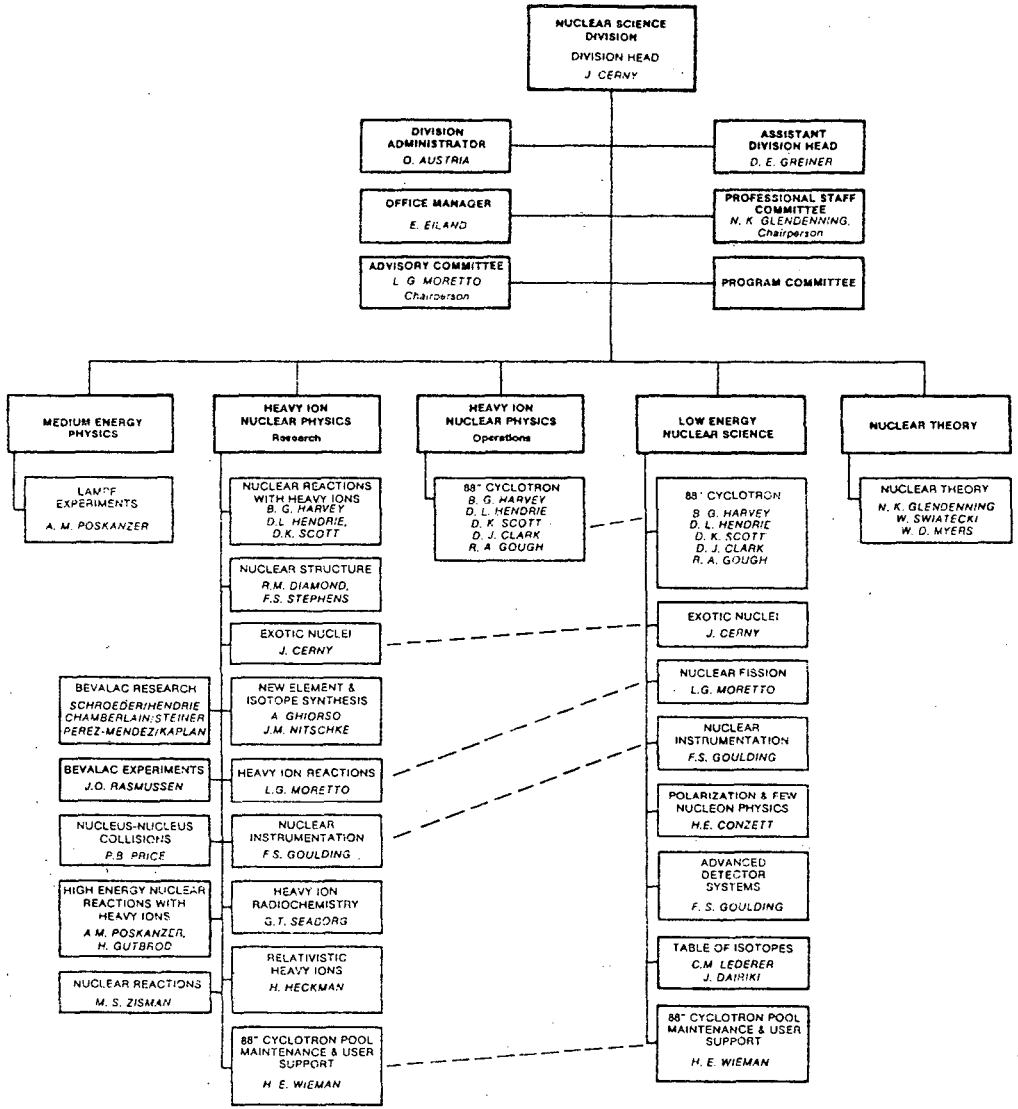
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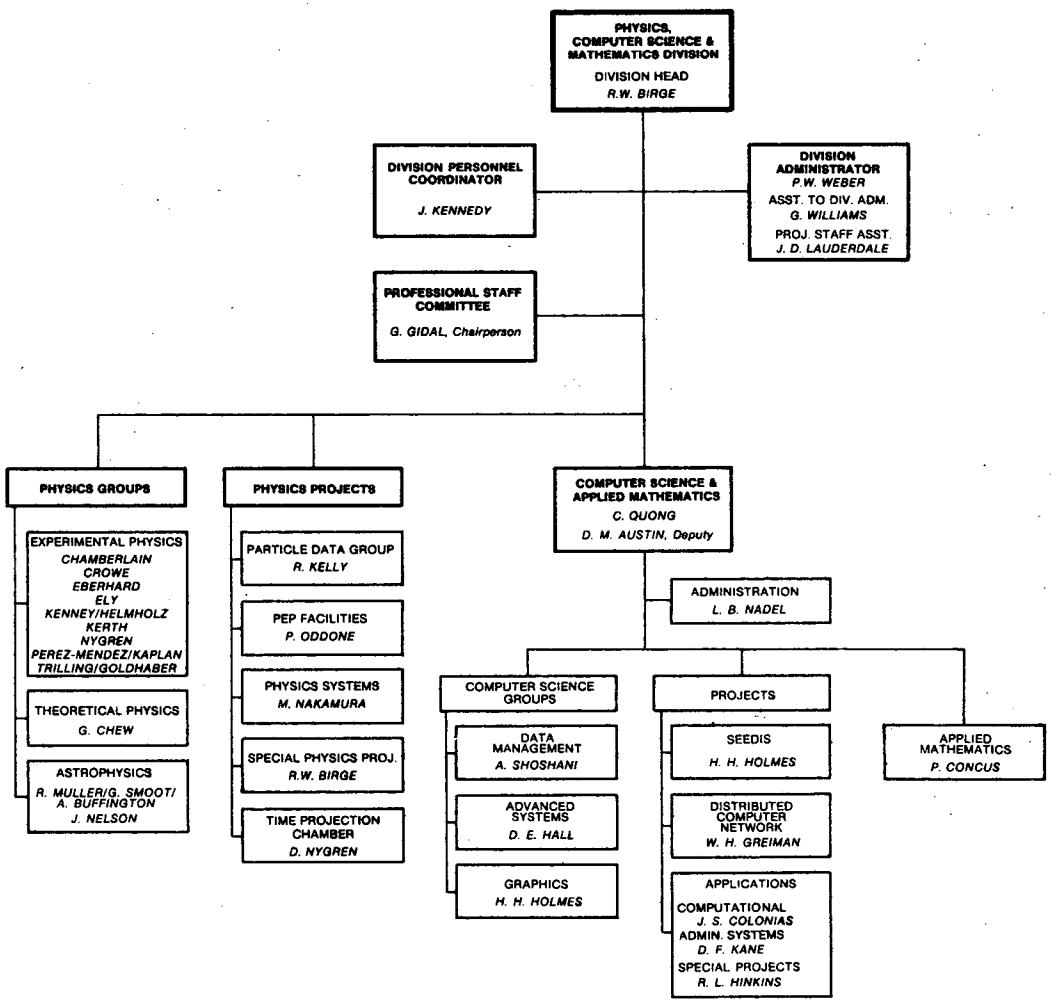
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