

### Annual Placement Goals (2012)

The Annual Placement Goals are determined with an underutilization analysis of incumbency and relevant labor market availability of qualified women or minority group members. All selection decisions are made in a nondiscriminatory manner and a placement goal is not justification for selecting an individual based on their protective status. Source: Permanent Employees & US Census 2000 EEO Data Tool Madison, WI (MSA)

Job Family Code	Job Groups	Total # of Employees	# of Women Employees	Women Incumbency	Women Availability	Establish Goal Yes or No	If Yes, Goal for Women	# of Minority Employees	Minority Incumbency	Minority Availability	Establish Goal Yes or No	If Yes, Goal for Minorities
1	Official and Administrators	212	63	29.7%	41.3%	Yes	41.3%	14	6.4%	6.1%	No	
2	Professionals	252	129	51.2%	52.1%	Yes	52.1%	33	13.5%	9.1%	No	
3	Technicians	116	25	21.6%	56.1%	Yes	56.1%	6	6.5%	8.4%	Yes	8.4%
4	Protective Workers: Sworn	799	188	23.5%	24.2%	Yes	24.2%	148	18.5%	13.3%	No	
5	Protective Workers: Non-Sworn	36	14	38.9%	40.8%	Yes	40.8%	2	13.5%	19.7%	Yes	19.7%
6	Administrative Support	380	293	77.1%	66.3%	No		51	14.2%	8.0%	No	
7	Skilled Craft Workers	153	2	1.3%	6.9%	Yes	6.9%	16	8.3%	7.2%	No	
8	Service Maintenance	753	122	16.2%	42.4%	Yes	42.4%	140	16.8%	16.8%	No	
	<b>TOTAL</b>	<b>2701</b>	<b>836</b>	<b>31.0%</b>				<b>410</b>	<b>15.2%</b>			