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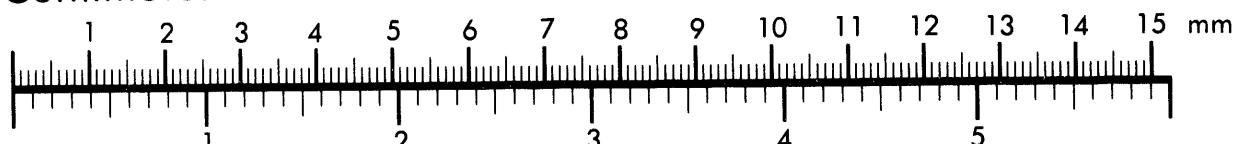
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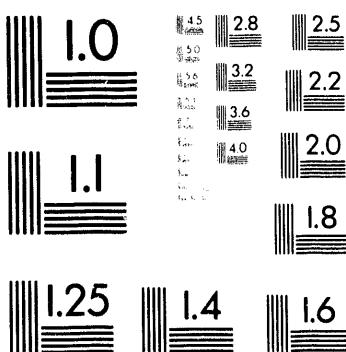
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# **AFFIRMATIVE ACTION PLANS**

**Lawrence Berkeley Laboratory**

**January 1, 1994 - December 31, 1994**

**Rev - February 16, 1994**

**MASTER**  
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## DEFINITIONS OF TERMS USED IN THE 1993 LBL AFFIRMATIVE ACTION PLANS

### OVERVIEW

The following terms and definitions are used in the Laboratory's Calendar Year 1993 Affirmative Action Program (AAP). This list of definitions and terms is not intended to be exhaustive but is limited to those words that are more significant to the administration of Affirmative Action / Equal Opportunity (AA/EEO) programs.

### AA/EEO POLICY STATEMENT

Laboratory policy requires a positive, concerted effort to ensure equal employment opportunity for all employees and qualified prospective employees. The Laboratory does not discriminate in any of its policies, procedures or practices on the basis of race, color, national origin, religion, sex, sexual orientation, disability, age, veterans status, medical condition (as defined in Section 12926 of the California Government Code), ancestry, or marital status; nor does the Laboratory discriminate on the basis of citizenship, within the limits imposed by law, Department of Energy (DOE) or University of California regulations. The Laboratory also undertakes affirmative action regarding women, minorities, individuals with disabilities, and covered veterans.

### ADVERSE IMPACT

A substantially different rate of selection in employment decisions--such as hiring, termination, promotion--which adversely affects minority and female applicants and employees. One concludes that there is evidence of adverse impact when the selection rate for women and minorities is less than 80% of that for non-protected classes. Adverse impact should be a flag to trigger concern and merit further review; in no way does it demonstrate that some form of discrimination has taken place. The methodology for assessing adverse impact is described in the 1993 Affirmative Action Plan.

### AVAILABILITY POOL

The percentage of minorities and women with the skills required for a specific job group. Availability figures are used to determine if the Laboratory's population is comparable to the population of individuals qualified to hold positions in specific Job Groups, i.e., if the Laboratory is fully utilizing minorities or women. Exhibit B of the 1993 Affirmative Action Plan provides background information on availability data for each Job Group.

### COVERED VETERANS

Individuals who are considered special disabled veterans or veterans of the Vietnam Era.

### EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Federal and state laws that guarantee all people the right to apply and be evaluated for job opportunities, promotions, performance, and all other personnel-related actions, regardless of race, color, sex, national origin religion, age, disability, veteran status, marital status, ancestry, sexual orientation, or medical condition (as defined in Sec. 12926 of the California Government Code.) Equal employment opportunity gives everyone the right to be considered for a job on the basis of his or her ability.

# **AFFIRMATIVE ACTION PLANS**

**Lawrence Berkeley Laboratory**

**January 1, 1994 - December 31, 1994**

## **PURPOSE AND DESCRIPTION OF AFFIRMATIVE ACTION PERSONNEL ACTION PROGRAMS**

The Lawrence Berkeley Laboratory's Affirmative Action Personnel Program Plan serves as a working document that describes current policies, practices and results in the area of personnel Affirmative Action. It represents the Laboratory's framework for an affirmative approach to increasing the representation of people of color and women in segments of our work force where they have been underrepresented and taking action to increase the employment of persons with disabilities, special disabilities and Vietnam-era veterans. The Plan describes the hierarchy of responsibility for Laboratory Affirmative Action, the mechanisms that exist for full Laboratory participation in the Affirmative Action Personnel Program Plan, the policies and procedures governing recruitment at all levels, the Laboratory's plan for monitoring, reporting and evaluating Affirmative Action progress, and a description of special Affirmative Action programs and plans the Laboratory has used and will use in its efforts to increase the representation and retention of groups historically underrepresented in our work force.

- Section I includes the Laboratory's policies, practices and programs in support of equal employment opportunity. It should be of interest to parties concerned about Laboratory policy.
- Section II includes a summary of Laboratory-wide initiatives and progress toward addressing goals in 1993 and an overview, for each Division, of affirmative action efforts made in 1993 and action-oriented programs for 1994. It should be of interest to individuals interested in specific programs and accomplishments (both Lab-wide and Division-based), progress made toward stated goals, and plans for 1994.
- Section III includes background material that is the foundation for the underutilization analyses required by Federal law.

Section IV is a separate Affirmative Action Plan that addresses the Laboratory's equal employment opportunity and affirmative action responsibilities with regard to Vietnam-era Veterans, Special Disabled Veterans and individuals with a disability.

The contents of this plan are intended to implement our Affirmative Action policy in ways that are consistent with federal law as specified by Executive Order 11246 as amended, Revised Order No. 4 issued by the Department of Labor and University policy.

## TABLE OF CONTENTS

PREFACE	5
SECTION I: LABORATORY-WIDE POLICIES, PRACTICES AND PROGRAMS	
A. INTRODUCTION	7
B. DISSEMINATION OF POLICY: INTERNAL AND EXTERNAL	
Laboratory Briefings	11
Publications within the Laboratory	11
Posters	11
Employee Orientation	11
Job Posting	11
Training	11
Director's EEO/AA Statement	13
External Declaration of Laboratory Policy for Recruitment	15
External Declaration of Laboratory Policy for Procurement	15
C. RESPONSIBILITY FOR IMPLEMENTATION OF AA/EEO POLICIES	
Organization	17
The Director	21
Office of Work Force Diversity	21
Equal Opportunity Administrator	21
Human Resources Director and Staff	22
Associate Laboratory Directors	22
Division Directors	23
Laboratory Managers/Supervisors	23
D. AFFIRMATIVE ACTION PROGRAMS: RECRUITMENT AND EMPLOYEE DEVELOPMENT	
UC President's Postdoctoral Program	25
Work Force Diversity Committee	25
Management Skills Assessment Program	25
LBL Women Scientists and Engineers	25
UCLA/LEAP Program	25
African-American Employees Association	25
Training Programs	26
Educational Assistance Program	26
Career Counseling	26
Employee Problem Solving Procedures	26
E. AFFIRMATIVE ACTION PROGRAMS TO INCREASE REPRESENTATION OF WOMEN AND PEOPLE OF COLOR IN THE SCIENCES	
Science Consortium	27
BASTEC	27
High School Honors Program	28
Minority Access to Energy Related Careers	28
California Community College Transfer	28
National Consortium for Graduate Degrees for Minorities	28
Lab Co-op and SERS	29
Teacher Research Associate Program	29
Access to Science Teaching Careers	29
Educational Outreach Program	29
Partnerships for Environmental Technology Education	29

<b>F. COMMUNITY ACTION AND SERVICE PROGRAMS</b>	
Outreach Activities	31
Community Relations Program	31
Professional Associations	31
<b>G. COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES (41 CFR 60-20)</b>	33
<b>H. COMPLIANCE WITH GUIDELINES ON RELIGION AND NATIONAL ORIGIN (41 CFR 60-50)</b>	35
<b>I. INTERNAL AUDIT AND REPORTING SYSTEM</b>	37

**SECTION II: GOALS, PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS**

<b>A. INTRODUCTION AND 1993 ACCOMPLISHMENTS</b>	41
<b>B. UNDERUTILIZATION AND ADVERSE IMPACT</b>	49
<b>C. 1994 LABORATORY-WIDE PROGRAMS, AVAILABILITY &amp; UNDERUTILIZATION</b>	51
<b>D. ACCELERATOR AND FUSION RESEARCH DIVISION</b>	57
<b>E. ADMINISTRATION DIVISION</b>	61
<b>F. CHEMICAL SCIENCES DIVISION</b>	65
<b>G. DIRECTOR'S OFFICE</b>	69
<b>H. EARTH SCIENCES DIVISION</b>	71
<b>I. ENERGY AND ENVIRONMENT DIVISION</b>	75
<b>J. ENGINEERING DIVISION</b>	79
<b>K. ENVIRONMENT, HEALTH AND SAFETY DIVISION</b>	83
<b>L. INFORMATION AND COMPUTING SERVICES DIVISION</b>	87
<b>M. LIFE SCIENCES DIVISION</b>	91
<b>N. MATERIALS SCIENCES DIVISION</b>	95
<b>O. NUCLEAR SCIENCE DIVISION</b>	99
<b>P. OPERATIONS DIVISION/FACILITIES DEPARTMENT</b>	103
<b>Q. PHYSICS DIVISION</b>	107
<b>R. PLANNING AND DEVELOPMENT OFFICE</b>	111
<b>S. STRUCTURAL BIOLOGY DIVISION</b>	113

**SECTION III. EXHIBITS**

- A. WORK FORCE ARRAY**
- B. AVAILABILITY ESTIMATES**  
(Eight-Factor Computational Worksheets)
- C. JOB GROUPS**
- D. JOB GROUP ANALYSIS**
- E. HIRING POLICIES AND PROCEDURES**

**SECTION IV. AFFIRMATIVE ACTION PLAN FOR VIETNAM-ERA/SPECIAL DISABLED VETERANS  
AND INDIVIDUALS WITH A DISABILITY**

## **PREFACE**

This document is the Affirmative Action Plan for January 1, 1994 through December 31, 1994 for the Lawrence Berkeley Laboratory, University of California ("LBL" or "the Laboratory"). This is an official document that will be presented upon request to the Office of Federal Contract Compliance Programs, U.S. Department of Labor. The plan is prepared in accordance with the Executive Order 11246 and 41 CFR Section 60-1 et seq. covering equal employment opportunity and will be updated during the year, if appropriate. It is available for inspection to any employee, applicant, or compliance agency upon request during normal business hours by contacting the Equal Opportunity Administrator at 486-6588.

### **Statistical Analyses**

Analyses included in this volume as required by government regulations are based on statistical comparisons. All statistical comparisons involve the use of geographic areas and various sources of statistics. The geographic areas and sources of statistics used here are in compliance with the government regulations, as interpreted. The use of any geographic area or statistic does not indicate agreement that the geographic area is the most appropriate or that the statistic is the most relevant. The use of such geographic areas and statistics is intended to have no significance outside the context of this Affirmative Action Plan, although, of course, such statistics and geographic areas will be used in good faith with respect to this Affirmative Action Plan.

### **Terminology**

Such terms as "underutilization" and "problem areas" are required by government regulations, including Revised Order No. 4, and by positions taken by government representatives. These terms have no independent significance whatsoever and the criteria used in relation to these terms are similarly those related to government requirements and preferences. Such terms are used in good faith in connection with this Affirmative Action Plan; however, their use does not signify agreement that they are properly applied to any particular factual situation. Specifically, the use of such terms does not constitute any admission of unlawful discrimination.

### **Affirmative Action Plan Year**

LBL has designated its Affirmative Action Plan (AAP) year as January through December. This plan reports statistical results for the period beginning October 1, 1992 and ending September 30, 1993.

## SECTION I

### A. INTRODUCTION

Lawrence Berkeley Laboratory (LBL) is a multiprogram national research facility operated by the University of California (UC) for the Department of Energy (DOE). In 1993, LBL had over 3500 employees and guests and a total budget of approximately \$261 million supporting a wide range of research activities in fields ranging from high energy physics to energy conservation. The role of LBL as a DOE National Laboratory is to serve the nation and its scientific and educational communities. To do this, LBL operates unique, large research facilities and performs energy related research. Its fundamental mission is to provide national scientific leadership and technological innovation to support the DOE's objectives. The Laboratory and DOE have established the LBL role in the form of a mission:

- Perform leading multidisciplinary research in the energy sciences, general sciences, and biosciences in a manner that ensures employee and public safety and the protection of the environment;
- Develop and operate unique national experimental facilities that are available to qualified investigators: The Advanced Light Source, National Center for Electron Microscopy, 88-Inch Cyclotron, and National Tritium Labeling Facility;
- Educate and train future generations of scientists and engineers; and
- Transfer knowledge and technological innovations and foster productive relationships between LBL research programs and industry.

### LBL'S VISION AND STRATEGIC OBJECTIVES

LBL has undertaken a comprehensive strategic planning effort to define its vision, core competencies, strategic objectives, and implementary actions. This process has included assessing its programs and operating context, defining specific issues confronting the future, and addressing both LBL and DOE program objectives. At the same time, LBL has been working with DOE and other national laboratories to define mutual research and development roles to support the DOE mission, planning and quality management initiatives.

LBL's Vision 2000 establishes the overarching goals of the Laboratory's strategic planning effort. It focuses on the DOE as the Lab's primary sponsor, but also establishes a commitment to reaching out and forging new partnerships with industry, academia, and other national laboratories to create value for the economy, enhance education and contribute to the community. The four major goals of Vision 2000 are as follows:

- Distinguish ourselves as a premier DOE multiprogram national laboratory by performing research of the highest scientific quality. Build on our educational and technical resources to gain a competitive advantage for addressing problems of national significance and advancing the mission of the DOE.
- Create value for the economy, enhance education, and contribute to the community through partnerships with industry, universities, and other laboratories.
- Make LBL the location of choice for facilities and programs. Our operational, administrative, and technical resources will integrate seamlessly with the research and engineering programs to make an LBL that works. All of our activities will be conducted with full regard for the environment, health, and safety.
- Commit to developing our people to their fullest potential. We value and seek diversity in our work force. We will create an environment that respects the individual, encourages leadership, stimulates innovation, fosters integrity, and demands excellence.

## CORE COMPETENCIES AND FOUNDATIONS

The ability of the Laboratory to advance its mission depends upon a small number of “core competencies.” Recognizing them is the first step in determining how the laboratory can make the best contributions to the agencies we serve. Core competency is defined as the integration of research disciplines, personnel, skills, technologies, and facilities which produce basic research, applied research, technical advances, and research training. Core competencies can be applied to rapidly changing national needs and new research problems while, at the same time, undergoing evolution themselves. Beyond our core competencies in specific technical areas, there are also several key capabilities that are integrated into, or underlie, many of the core competencies. We refer to these as “foundations” in order to distinguish them from the core competencies. LBL has identified six core competencies and four foundations. They are listed below.

### Core Competencies

- Bioscience and Biotechnology: Structural biology; genome research; bioinstrumentation; molecular cytogenetics; medical imaging; biology of human diseases; biomolecular design.
- Particle and Photon Beams: Analysis and design of accelerators; beam dynamics; high-brightness, ion, and photon sources; advanced magnet design and R&D; high-frequency rf technology; x-ray optics and lithography; induction linacs and neutral beams for fusion energy.
- Characterization and Synthesis of Materials: Advanced spectroscopies and microscopies based on photons, electrons, and scanning probes; ceramics; alloys; heterostructures; superconducting, magnetic, and atomically structured materials; bioorganic synthesis.
- Advanced Technologies for Energy Supply and Energy Efficiency: Subsurface resources and processes; building technologies; electrochemistry; fossil fuel technologies; energy analysis.
- Chemical Dynamics, Catalysis, and Surface Science: Reaction dynamics; photochemistry of molecules and free radicals; surface structures and functions; heterogeneous, homogeneous, and enzymatic catalysis.
- Advanced Detector Systems: Major detectors for high-energy physics, nuclear science, and astrophysics; scientific conception and project leadership; advances in particle and photon detection; implementation of new concepts in detector technology.

In addition, there is an emerging core competency in Environmental Assessment and Remediation. This includes advanced instrumentation and methods for environmental characterization and monitoring; human health and ecological risk assessment; indoor air quality; subsurface remediation of contaminants; geologic isolation of high-level nuclear waste; and actinide chemistry.

### Foundations

- National Research Facilities: Advanced Light Source; National Center for Electron Microscopy; 88-Inch Cyclotron; National Tritium Labeling Facility.
- Computation and Information Management: High-speed networking and distributed computing; processing and analysis of scientific images; data-acquisition and analysis systems; scientific information systems; database technology.
- Engineering Design and Fabrication Technologies: Custom integrated circuits; integrated accelerator systems; superconducting magnet assemblies; insertion devices for synchrotron radiation; large-volume semiconductor detector technology; laboratory automation; advanced CAD/CAM facilities for large systems; facilities for materials processing and fabrication.

- Education of Future Scientists and Engineers: Undergraduate, graduate, postdoctoral, and faculty involvement in scientific and engineering research through close ties with the University of California system; educational programs for elementary schools, high schools, and colleges.

## SECTION I

### B. DISSEMINATION OF POLICY: INTERNAL AND EXTERNAL

The Laboratory disseminates its policy on equal employment opportunity/affirmative action (EEO/AA) both internally and externally in the ways listed below.

#### **Director's EEO/AA Statement**

To ensure that all Laboratory employees and managers are familiar with the Laboratory's policy on equal employment opportunity and affirmative action, the Laboratory Director distributes an annual policy statement confirming his personal commitment as well as the organizational commitment. The 1994 Statement is on the following page.

#### **Laboratory Briefings**

The Office of Work Force Diversity disseminates the Laboratory's Affirmative Action Plan to the Director, the Deputy Director, the Associate Laboratory Directors, each Division Director, the Human Resources Department and the Laboratory libraries. The Equal Opportunity Administrator provides information about the Laboratory's progress in meeting goals through annual briefings with management and the Diversity Committee.

#### **Publications within the Laboratory**

The Laboratory emphasizes its commitment to affirmative action through news stories and announcements that identify and describe the accomplishments and contributions of minority and female employees in *Currents*, LBL's weekly newsletter, which is distributed to all employees.

The *Regulations & Procedures Manual* which is distributed throughout the Laboratory includes a summary statement of the Laboratory's Affirmative Action policy in Section 2.01A as does the *Employee Handbook*. The Laboratory's Affirmative Action Plan is a promulgation of Laboratory policy.

#### **Posters**

Laboratory bulletin boards include federal and state EEO posters as well as the Laboratory Director's policy statements on Equal Employment Opportunity/Affirmative Action and Sexual Harassment.

#### **New Employee Orientation**

During a formal orientation program new employees are informed of and given a copy of the Laboratory's non-discrimination and sexual harassment policies.

#### **Internal Job Posting**

Open positions are posted for a minimum of two weeks in the *Current Job Opportunities Bulletin* (CJO), which is mailed on a weekly basis to multiple locations within the Laboratory. The *CJO* includes the equal employment opportunity/affirmative action statement.

#### **Training**

The laboratory offers the following in-house training courses that include information on legal requirements and policy related to equal employment opportunity and affirmative action: Responding to Complaints of Sexual Harassment: The Supervisor's Role; Managing within the Law; Sexual Harassment: Employee Rights and Responsibilities; and Rights and Responsibilities: Knowing the Law.



## LAWRENCE BERKELEY LABORATORY ADMINISTRATIVE MEMO

# POLICY AND PROCEDURE

January 10, 1994

Vol. XX No. 3

### DIRECTOR'S EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

*This supersedes Policy and Procedure memorandum Volume XVIV, No. 8, dated February 4, 1993.*

I am personally committed to the Laboratory's Equal Opportunity and Affirmative Action programs. It is my expectation that managers and supervisors, at all levels, be familiar with the Affirmative Action Plan and relevant Laboratory policies, and assume responsibility for following them in all personnel actions. Managers and supervisors also are expected to cooperate fully with the Human Resources Department so that all employment policies are implemented consistent with federal and state laws and University of California policy. Providing support to our EEO/AA Program is a necessary and vital part of every manager's and supervisor's job at LBL.

The policy of the Lawrence Berkeley Laboratory is to ensure equal employment opportunity to all employees and job applicants. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer related) as defined in Section 12926 of the California Government Code, status as a Vietnam era veteran or special disabled veteran or, within the limits imposed by the law, DOE or University regulations, because of age or citizenship. This applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment. The Laboratory's policy is to take affirmative action for minorities and women, for persons with disabilities, and for Vietnam-era veterans and special disabled veterans.

I have designated the Head of LBL's Work Force Diversity Office, Harry Reed, as the Laboratory's Equal Employment Opportunity Officer. The Equal Opportunity Administrator, Eileen Kraskouskas, reports to Mr. Reed and has the responsibility for preparing the Laboratory's Affirmative Action Plan, monitoring all of its personnel actions and for compliance with EEO/AA rules and regulations. The Laboratory's Diversity Committee whose membership represents the wide range of LBL employees, advises me on diversity in the Laboratory's workforce.

If employees have comments or concerns relative to EEO/AA they are encouraged to contact their manager, the Human Resources Department or the Work Force Diversity Office. No employee shall be subject to reprisal or retaliation as a result of their comments or concerns.

Charles V. Shank  
Director

DISTRIBUTION: LEVEL 1- All Employees

### **External Declaration of Laboratory Policy for Recruitment**

The Human Resources Department communicates LBL's EEO/AE policy to its recruiting sources. The Laboratory includes its equal employment opportunity/affirmative action employer statement in recruitment materials, including application forms, brochures, newspaper advertisements, and "position available" announcements. The weekly publication entitled *Current Job Opportunities (CJO)* contains the equal employment opportunity/affirmative action employer statement. The *CJO* is mailed to local and national organizations, professional and state agencies as well as colleges and universities. It is posted in both LBL's Reception Center and the Human Resources office for review by walk-in applicants. In addition, the *CJO* is available electronically through computerized bulletin boards accessed by thousands of users.

### **External Declaration of Laboratory Policy for Procurement**

The Laboratory's procurement function has been and continues to be a leader in the Disadvantaged Business Development Program<sup>1</sup>, having started an active program long before it became a requirement. LBL continues to meet and exceed its DOE goals for small, small disadvantaged, and women-owned businesses. Its consistent level of achievement is an enviable record. The Laboratory incorporates the equal opportunity clauses by reference in its Purchase Order documents, as required by Executive Order 11246, as amended, and its implementing regulations. To increase the effectiveness of its procurement efforts, the Laboratory has an outreach program that includes:

- **Directory.** The Laboratory published a 1993 Directory of Disadvantaged and Women-owned Businesses which contains over 1400 vendor listings. The Laboratory also maintains a database of small businesses. Buyers can access it and search for suppliers of specific commodities by using key descriptive words.
- **Industry Council.** LBL is an active member of the Industry Council for Small Business Development. Besides attending monthly meetings where guest vendors make presentations, LBL assisted in presenting the Council's June 1993 Procurement Fair at the Santa Clara Convention Center. Over 4,200 people attended the two-day seminar and fair that hosted over 400 exhibit booths, more than half of which were representing disadvantaged or women-owned businesses. LBL anchored three booths in which representatives from LBL, Lawrence Livermore National Laboratory, and the four Northern California UC campuses interviewed suppliers attending the fair. We made contact with a number of firms that are now supplying the Laboratory.
- **Trade Fairs.** LBL shared a display booth with other U.C. Laboratories and Campuses at the Northern California Purchasing Council's Minority Business Opportunity Day in September 1993. In addition, we attended several trade fairs and seminars presented by other organizations.
- **Publicity.** The University of California issues publications on the Small Business Contracting Program for small business concerns, disadvantaged and women-owned businesses. These publications are intended to bring attention to the efforts the University is making.
- **Buyer Effort.** There are many instances in which buyers personally provided outreach assistance to small, disadvantaged, and women-owned businesses to enhance their opportunities to become viable suppliers. This is an ongoing activity and part of every buyer's job. LBL implemented a set-aside program for disadvantaged business in FY 1993. Several major awards resulted.

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<sup>1</sup> Disadvantaged businesses refers to small business concerns owned and operated by socially and economically disadvantaged individuals. Such individuals include African-Americans, Hispanic Americans, Native Americans, Asian-Americans and other minorities or any other individual found to be disadvantaged by the Small Business Administration pursuant to Section 8 (a) of the Small Business Act (15 U.S.C.631 et seq).

**SECTION I**  
**C. RESPONSIBILITY FOR IMPLEMENTATION OF AA/EEO POLICIES**

**Organization**

Lawrence Berkeley Laboratory comprises nine scientific and four resources and service divisions:

**Scientific Divisions (9):**

Accelerator and Fusion Research  
Chemical Sciences  
Earth Sciences  
Energy and Environment  
Life Sciences  
Materials Sciences  
Nuclear Science  
Physics  
Structural Biology

**Resources and Service Divisions (4):**

Administration  
Engineering  
Information and Computing Services  
Environmental, Health & Safety

The Engineering and Information & Computing Sciences Divisions also have scientific programs.

Each division of LBL is further subdivided into a number of offices or departments or into a number of projects, programs, groups or areas. For example, the Energy and Environment Division consists of a Center for Atmospheric & Biospheric Effects of Technology and a Center for Building Science. These centers are further divided into six programs: Energy Conversion & Storage, Environmental Research, Energy Analysis, Building Energy Systems, Windows & Lighting, and Indoor Environment. Similarly, the Administration Division encompasses the Human Resources Department, the Administrative Data Processing Department, and the Financial Office, etc.

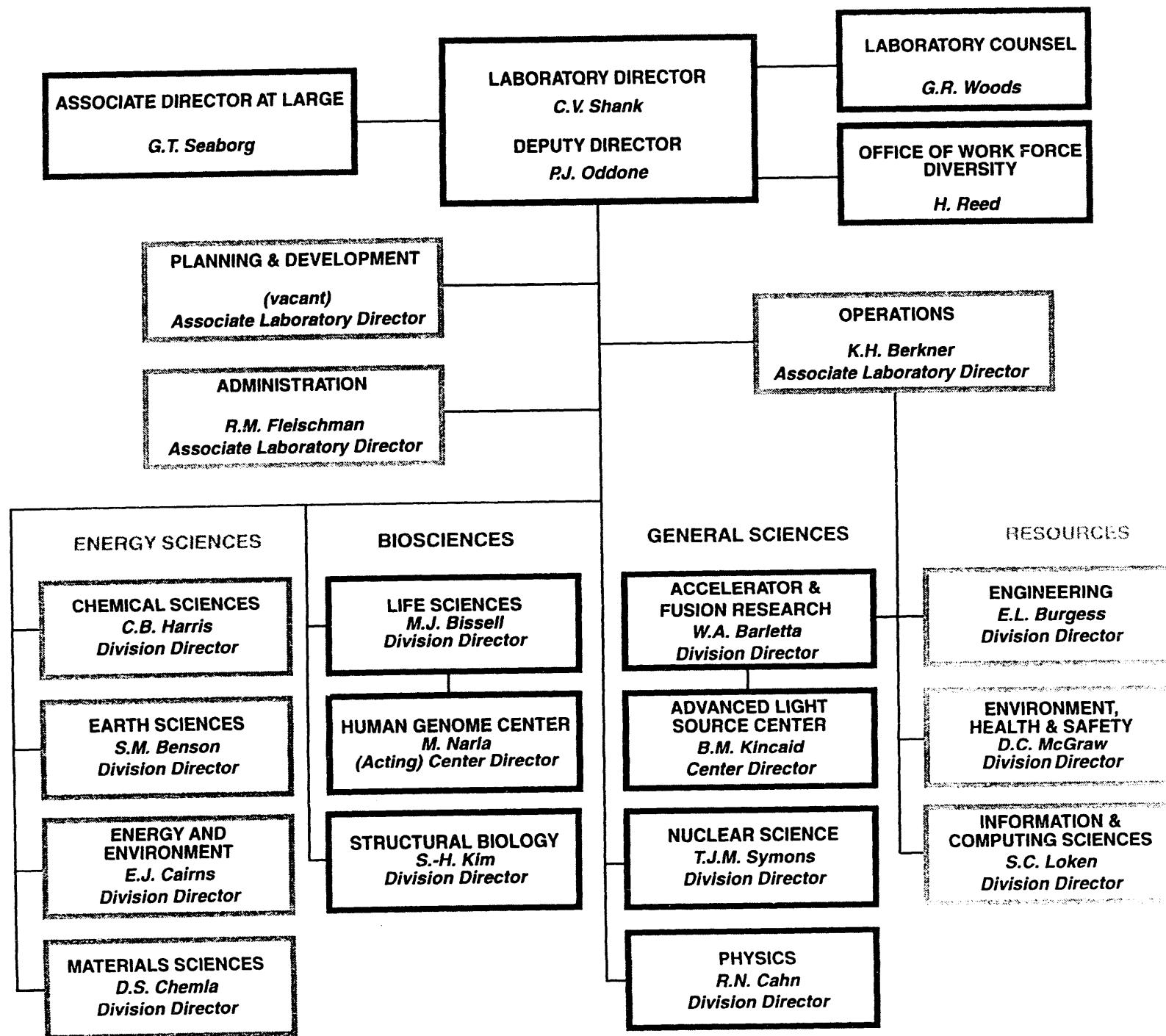
Each scientific division and three of the four support and service divisions at the Laboratory are headed by a Division Director. The Laboratory also has a Deputy Director and three Associate Laboratory Directors. The Associate Laboratory Directors head the Administration Division, the Office of Planning and Development, and Laboratory Operations. The Deputy Director and the Associate Laboratory Directors report to the Laboratory Director. The general organization of the Laboratory is reflected on the chart at the end of this section.

The Laboratory Director bears the ultimate responsibility for setting policy on all operations of the Laboratory and for the conduct of all Laboratory programs within the constraints of the contract between the Regents of the University of California and the United States Department of Energy and in accordance with federal and state laws and the University of California policies. In addition, the implementation of programs at the Laboratory is dependent upon the amount and designated purposes of funds available on an annual basis from the U.S. Department of Energy and other funding entities.

The Director relies on the advice of the Deputy Director, the Associate Laboratory Directors, the Division Directors, and several internal advisory committees. He also has access to advice and guidance from officials external to the Laboratory in the University of California and the U.S. Government.

Each Division Director bears heavy responsibility for the internal organization of his/her division, for the assignment of work responsibilities, for the monitoring and evaluation of the conduct of the scientific and support programs, and for the implementation of Laboratory policies within that division.

Lawrence Berkeley Laboratory • University of California



### **The Director**

The Director of the Lawrence Berkeley Laboratory has overall responsibility for implementation of the Equal Employment Opportunity/Affirmative Action policy (EEO/AA) that encompasses the entire Laboratory. He issues under his signature the Equal Employment Opportunity/Affirmative Action Policy Statement that is disseminated to all employees and that is reflected in the hiring procedures and policies section of the *Regulations & Procedures Manual*. This Policy Statement makes it clear that implementation of the EEO/AA program is a shared management responsibility. The Director informs the Division Directors that their equal employment opportunity/affirmative action efforts and results will be considered in their yearly performance reviews.

### **Head, Work Force Diversity Office**

In this capacity, the EEOO and designated staff members are responsible for the Laboratory-wide administration and coordination of the Equal Opportunity and Affirmative Action Plan and taking whatever steps are necessary to insure progress toward Affirmative Action goals and to establish procedures for review and revision of current employment practices to assure conformity with Laboratory Equal Opportunity/Affirmative Action Policy statement.

### **Equal Opportunity Administrator**

The Equal Opportunity Administrator (EOA) is responsible for auditing and implementing the Laboratory's affirmative action program. All internal and external communications regarding LBL's affirmative action program are authorized by the EOA. The duties include the following:

- Developing internal and external communication techniques.
- Helping to identify problem areas and monitoring goal achievement through meetings with the Laboratory Director, the EEO Officer, Associate Laboratory Directors, Division Directors, and the Human Resources management team.
- Assisting Division management in developing, implementing, and maintaining the Laboratory's affirmative action program, and providing technical assistance to the Director, Associate Laboratory Directors, Division Directors, and Department and Section Heads to these ends.
- Preparing and maintaining the Laboratory's Affirmative Action Plan.
- Developing and implementing the Laboratory's audit and reporting systems to monitor the effectiveness of the affirmative action program.
- Serving as liaison between the Laboratory and organizations concerned with employment opportunities for women and minorities.
- Assisting the Human Resources Department and the Laboratory Divisions in the outreach recruitment of women and minorities.
- Advising supervisors that they are expected to ensure fairness and equality in administering all personnel actions.
- Acting as liaison between the Laboratory and enforcement agencies.
- Clarifying the spirit and intent of EEO/AA laws and regulations and keeping management advised on the latest developments in all areas of equal employment opportunity and affirmative action.

- Maintaining oversight responsibilities for reviewing the progress, quality, and integrity of the development of the Affirmative Action Plan.
- Continuing to bear primary responsibilities for community relations and liaison with local and national organizations concerned with the employment of women and minorities as well as those persons protected by law from discrimination based on religion, national origin, age, physical or mental disability, Vietnam-era veteran or special disabled veteran status, marital status, sexual orientation, medical condition (cancer-related), citizenship or ancestry.

### **Human Resources Director and Staff**

The Human Resources Director and staff are responsible for implementing the full range of Laboratory policies and procedures aimed at ensuring equal employment opportunity and affirmative action at Lawrence Berkeley Laboratory. Appendix E includes such policies, as outlined in the Laboratory's Regulations and Procedures Manual.

- Developing for each job vacancy a targeted recruitment plan with a goal of increasing representation of underutilized groups in the applicant pool.
- Monitoring the recruitment process to ensure that a suitable search is conducted.
- Gathering and maintaining records/data on personnel actions.
- Helping management meet its hiring goals through working closely with minority and women's recruiting sources, state employment offices, and rehabilitation and service centers.
- Advising all recruitment sources of the Laboratory's Equal Employment Opportunity/Affirmative Action policy.
- Placing recruitment advertisements in publications likely to be read by women and minorities.
- Administering all training and development programs.
- Providing information to new employees on the Laboratory's EEO/AA program and its objectives.
- Reviewing the job requisitions used by the Laboratory to ensure that they reflect actual job requirements.
- Monitoring applications, interviews, offers of employment, wage commitments, and any other terms and conditions of employment for consistency with Laboratory policy.
- Providing career counseling.
- Administering policies and procedures in the resolution of employee problems or complaints.

### **Associate Laboratory Directors**

Responsibilities for the Associate Laboratory Directors for the Administration Division, Operations, and the Office of Planning & Development include following and ensuring the implementation of all Laboratory policies, including nondiscrimination and affirmative action policies.

## **Division Directors**

The Division Directors have overall responsibility for implementing EEO/AA policies within their Divisions. These responsibilities include the following:

- Apprising department/section/unit heads, supervisors, and employees of LBL's policies and ascertaining that these policies are being followed.
- Collaborating with the Equal Opportunity Administrator in monitoring progress in meeting hiring goals and conducting action-oriented programs to address problem areas.
- Informing supervisors and managers that their equal employment opportunity/affirmative action efforts and results will be considered in their yearly performance review.
- Assisting with the identification of problem areas and initiating and revising divisional, departmental, and unit goals and objectives.
- Holding meetings with the Division's department/section/unit heads to review the effectiveness of activities directed toward accomplishing affirmative action goals and objectives.
- Supporting the Human Resources Department in developing recruitment strategies for attracting women and minorities.
- In conjunction with the Human Resources Department, ensuring that training programs, where appropriate, are made available to Division employees.
- Periodically reviewing the qualifications of Division employees to ensure that women and minorities are given full opportunity for transfer and promotion.
- In conjunction with the Human Resources Department and the Office of Work Force Diversity, utilizing existing techniques for the informal resolution of employee complaints related to issues concerning EEO/AA.
- Ensuring that each Division is in compliance with regard to the proper display of posters, non-segregation of facilities, and participation by female and minority employees in all Laboratory-sponsored educational, training, recreational, and social activities, as appropriate.

## **Laboratory Managers/Supervisors**

Managers and supervisors have front-line responsibility for implementing EEO/AA policies throughout the Laboratory. They are required to enroll in courses that improve their ability to manage a diverse work force and to understand work place implications of EEO regulations. Supervisors are informed that their work performance is evaluated, in part, on the basis of their EEO/AA efforts and results.

## **Mechanisms for Advice, Planning and Policy Making**

Affirmative action permeates all levels of Laboratory operations. In order to translate affirmative action goals into positive results, all Laboratory entities must be involved in the development and implementation of policies and procedures. In addition to their ongoing activities, the following employee organizations and committees, discussed elsewhere in this Plan, play advisory roles that influence a range of Laboratory policies: the African-American Employee Association, the Women Scientists and Engineers; and the Work Force Diversity Committee, which includes a diverse group of employees from all Divisions, which issues an Annual Report to the Director.

## SECTION I

### D. AFFIRMATIVE ACTION PROGRAMS: RECRUITMENT & EMPLOYEE DEVELOPMENT

The Laboratory is committed to recruit women and people of color into its work force. Equally important is retention of those employees. The following affirmative action efforts and human resources programs support these goals.

#### *UC President's Postdoctoral Fellowship Program.*

The Regents established the UC President's Postdoctoral Program in order to improve the quality and diversity of UC faculty and to enhance the competitiveness of outstanding people of color and women Ph.D. degree holders for appointments at UC campuses and the DOE laboratories. The Laboratory hosts two fellows annually and each fellowship is for a 12-month period, renewable for a second year pending evidence of satisfactory progress. Two postdoctoral fellows are currently in the program.

#### *Work Force Diversity Committee*

The Laboratory Director is committed to increasing diversity into the Laboratory's research culture and to providing an environment that is accessible, equitable, and hospitable to all employees. He has formed the Work Force Diversity Committee to advise him on programs, policies and practices that will support the institution's commitment.

#### *Management Skill Assessment Program (MSAP)*

MSAP is a week-long residential career development program for individuals from protected classes. Participants gain a better understanding of their strengths and weaknesses and develop an action program for continued development of their management skills. The Laboratory sends four employees to participate in each annual session.

#### *LBL Women Scientists and Engineers*

The LBL Women Scientists and Engineers is an employee association that sponsors a monthly brown bag seminar series in which LBL, as well as visiting scientists and engineers, report on their ongoing research.

#### *University of California Los Angeles/Leadership Education for Asian Pacifics (UCLA/LEAP) Technology and Aerospace Management Program.*

Leadership Education for Asian Pacifics, Inc. is a nonprofit, educational, community-based organization that sponsors the UCLA/LEAP Technology and Aerospace Management Program. This one-week residential program for Asian-American technical and administrative managers is designed to address issues related to strategic management, stereotypes, self-assessments in principles related to strategic management and organizational design in high technology and aerospace, self-assessment of strengths in their organization, performance in dynamic group settings and in formal presentations, and career planning skills. Participation is on a division-by-division basis.

#### *African-American Employees Association*

The African-American Employees Association sponsors cultural activities aimed at supporting a quality work environment for African-American employees at the Laboratory. Their 1993 activities included a picnic to welcome summer students participating in programs sponsored by the Center for Science and Engineering Education, an induction ceremony and reception for newly elected officers and a canned food basket drive for Thanksgiving in cooperation with a local non-profit organization.

### ***Training Programs***

The Laboratory offers on-site and off-site training programs to all employees. On-site training refers to courses, workshops, and seminars that are sponsored and/or conducted by the Laboratory. Such courses include: supervisory training, administrative skills training, computer courses offered by the Human Resources Department and safety courses offered by the Environment, Health and Safety Division.

Off-site training refers to conferences, workshops and seminars, and technical training given by private consultants and professional training associations. Off-site training is paid for by division or department funds and is to be of direct benefit to the employee's Laboratory work assignment. The employee's Division Director or Department Head is responsible for recommending attendance at courses, seminars, and workshops only when the benefits to the Laboratory will, in the Division Director's or Department Head's judgment, more than offset the costs involved and when the required skill or knowledge is not readily available in the Laboratory.

### ***Educational Assistance Program***

For many years, the Laboratory has sponsored an Educational Assistance Program that reimburses employees for two-thirds of all approved costs of college level course work. In addition, full-time employees who are not subject to non-resident tuition may register as University of California students by paying one-third of the University's Registration and Educational Fees. Time off with pay is granted for courses that are job-related or part of an approved employee development plan when an employee's absence will not adversely affect departmental work and when such courses cannot reasonably be taken outside of the employee's scheduled working hours.

### ***Career Counseling***

The Laboratory provides career counseling to employees. The Human Resources Department and the Supervisors at the Division level have general responsibility for career counseling. Every full-time career employee is eligible to file a formal career development plan. The Laboratory offers to its employees three types of programs: Position-Related, Career-Related, and Educational Enrichment.

### ***Employee Problem-Solving Procedures***

It is the policy of the Laboratory to encourage and facilitate the resolution of employee complaints and problems in a prompt and equitable manner. Employees may file grievances, either formally or informally, with the Office of Employee Relations, the Office of Labor Relations or the Office of Work Force Diversity. These avenues for pursuing grievances are outlined in the Employee Handbook and the Regulations and Procedures Manual.

LBL represented employees (covered by collective bargaining agreements) also have provisions for grievance and arbitration procedures. Employees are informed of these procedures through collective bargaining agreements. These agreements are between the University of California and the California Nurses Association; the American Federation of State, County, and Municipal Employees, AFL-CIO; and the Building and Construction Trades Council of Alameda County, AFL-CIO. These bargaining agreements have non-discriminatory provisions.

## SECTION I

### E. AFFIRMATIVE ACTION PROGRAMS TO INCREASE REPRESENTATION OF WOMEN & PEOPLE OF COLOR IN THE SCIENCES

Lawrence Berkeley Laboratory, through various educational programmatic efforts sponsored by the Center for Science and Engineering Education (CSEE), provides opportunities which are directed at increasing the representation of women and people of color in the scientific and engineering work force. By providing student work experience in science and technology to increase skill level and demonstrate development opportunities, by enhancing science instruction in high schools and colleges, and by establishing internships for graduate engineering students, LBL seeks to encourage appreciation of and ultimate participation in science and technology careers.

#### *Science Consortium*

The Lawrence Berkeley Laboratory/Jackson State University/Ana G Mendez Educational Foundation Science Consortium was established in 1983. The LBL/JSU/AGMEF Science Consortium is supported by the U.S. Department of Energy's University and Science Education Programs in the Office of Science Education and Technical Information. The Consortium is designed to advance the science and technology programs of Jackson State University and the University System of the Ana G Mendez Educational Foundation. It was the first such collaboration among an Hispanic university system, an historically black university, and a national laboratory.

Student development is one of the key program elements of the Science Consortium. Since its inception, a total of 215 students will have received 223 research participation appointments at LBL. Over 100 undergraduate and graduate students have received research assistantships on the campuses. Thousands of high school students have benefited from precollege outreach efforts encouraged by the Science Consortium and carried out on the campuses and through teacher enhancement programs such as the LBL Summer Teacher Research Associate program. Over 50 summer faculty research appointments have been made at LBL leading to ongoing research collaborations and numerous professional papers and presentations. Many of AGMEF's science and technology faculty have obtained advanced degrees under Science Consortium support.

The research capabilities of Jackson State University, the University of Turabo and Metropolitan University have been significantly advanced through equipment transfers, consultation on new facilities, and collaborative research projects in computer science, environmental science, microbiology, and cell and molecular biology. The Science Consortium supports an ongoing interchange of faculty and staff through seminars, lectures, mini-courses and conferences. Assistance in the review and revision of science, computer science, mathematics and technology curriculum at JSU and AGMEF is supported. As a member of the Science Consortium, the Lawrence Berkeley Laboratory has grown and benefited significantly in its mission to educate and train future generations of scientists and engineers.

#### *BASTEC - Bay Area Science and Technology Education Collaboration*

The mission of BASTEC is to enable teachers to improve the teaching and learning of mathematics, science, and technology for all K - 12 students with special emphasis on underrepresented populations - females, people of color and the disabled. Three BASTEC components support this goal: staff development, curriculum development and student activities. This will be accomplished through a collaboration of the Oakland Unified School District (OUSD) with educational and research institutions, community organizations, national laboratories, and businesses. LBL serves as the lead laboratory for BASTEC.

The OUSD and four national laboratories signed a formal Memorandum of Understanding in 1990 and held a BASTEC Awareness Workshop for all mathematics, science and computer science high school and middle school teachers, and for selected elementary school teachers. The workshop resulted in a needs assessment program planning and BASTEC integration into the district's curriculum and staff development efforts. Mini-grants are provided annually to OUSD mathematics, science and technology teachers. The third annual mini-conference focusing on the State Science Framework and updating teaching strategies was held January 22, 1993. A Science

and Technology Awareness day for teachers and over 1000 students is held in April insuring full participation by the national laboratories. Summer workshops under Department of Education and NSF sponsorship along with DOE-sponsored workshops for over 300 teachers are offered annually.

The BASTEC collaboration is a partnership currently involving 21 participants active in mathematics, science and technology education in the Oakland Schools. Monthly meetings are held to exchange information, coordinate activities, and plan activities under BASTEC sponsorship. The BASTEC collaboration is committed to developing a long-range plan that integrates the available resources of other partners with four national laboratories into Oakland Unified School District's efforts to improve K - 12 science education for its over 55,000 students. This plan will bring teachers and students to the Labs, LHS, and UC Berkeley, and scientists and technical resources from these partners to the OUSD schools. Support of scientists and engineers, equipment loans, organized lab tours and materials donations will be provided by the DOE laboratories.

#### ***High School Honors - Life Sciences Program for Students***

The Laboratory's High School Honors program is a two-week summer research workshop for 65 select high school students representing the fifty states, the District of Columbia, Puerto Rico, and several foreign countries. Participants study with members of the LBL scientific staff in various areas of basic and applied biology at the molecular, cellular, organismal and environmental levels. They work with advanced DNA techniques including the use of restriction enzymes, transformation of E. Coli and gel electrophoresis. Mini-grants will be given to selected participants to continue their work after leaving LBL. The students hear lectures from Nobel laureates and other leading scientists concerning their work at LBL, and go on field trips to several Bay Area science centers. Updates for the students are provided by a national newsletter and a newsletter for LBL High School Honors alumni.

#### ***Minority Access to Energy Related Careers (MAERC)***

MAERC is a partnership program established in 1990 with Associated Western Universities (AWU) and the California State University System (CSU). In the pilot phase, four national laboratories and four California State Universities participate to support minority science and engineering students throughout their junior and senior academic years and with summer appointments at the national laboratories. Participating students spend two consecutive summers at LBL along with a faculty member from one of the participating Cal State Universities. Twelve students spent each summer in research positions at the Laboratory.

#### ***California Community College Transfer***

Since 1988, CSEE has been working with several California community college students who are transferring to the University of California, Berkeley. In conjunction with the Associated Western Universities program and the LBL Summer Laboratory Cooperative Program, these students are given research appointments at the Laboratory in their transition summer. Selected students are supported for part-time research during the academic year. This program will be expanded in scope and target constituency in two ways. Transfer students will include those who are transferring to one of the proximate California state universities as well as the University of California, Berkeley. There will also be a "technical/terminal" component added to address the education and training needs of students who are not headed to a four year institution, but are training for technical careers in science or engineering. This program is targeted at groups underrepresented in science: people of color, women, and the economically disadvantaged.

#### ***The National Consortium for Graduate Degrees for Minorities, Inc. (GEM)***

GEM is an academic fellowship program that assists underrepresented minority students pursuing master and PhD degrees. GEM provides practical engineering or science work experience through summer internships and provides financial aid. Students are selected by the appropriate Engineering department heads and LBL's GEM representative and are placed with engineers whose work is related to their interests and backgrounds. The student's salaries are paid by the Laboratory. There are typically four to six students on board during the summer and they spend two summers at LBL. One graduate has been hired on a permanent basis.

### ***Lab Co-op and the Science and Engineering Research Semester (SERS)***

Two programs, the Laboratory Co-op and the Science and Engineering Research Semester (SERS) provide undergraduate summer and academic year research appointments to outstanding science and engineering students who have completed their sophomore year at colleges and universities throughout the country. Recruitment for both programs is based on a national search and selection is competitive. Selection criteria include: (1) academic performance, (2) faculty recommendations, and (3) the student's interest in and match to on going Lawrence Berkeley Laboratory research and development activities. Eventually, about one quarter of the students participating in the SERS program will be part of Faculty Student Research Teams. The program emphasizes research participation and most of the students' time during the 10 to 15 week appointment at LBL is spent at their research assignments. Students attend weekly seminars, lectures, and tours. Students are also given mini-workshops on computing, scientific writing, technical presentations, and energy-related careers. Each student makes either an oral or poster presentation and submits a written research report. The scientist/engineer with whom the student works prepares a written evaluation of his/her work during the semester. Outstanding students are sponsored by LBL to present papers at a national conference for student researchers.

### ***Teacher Research Associate Program (TRAC)***

TRAC is the LBL summer teacher research participation program for middle and high school teachers and community college faculty. Participants are drawn from a national and regional pool. These teachers spend eight weeks at LBL. Eighty percent of their time is spent in the laboratory setting with a mentor scientist. The remaining time is devoted to learning about the work done at LBL through seminars on highlighted topics and discussions involving science education. Participants in the TRAC program prepare presentations for their classroom based on their research assignments and present these to other teachers in the program. Teachers who have participated in summer research activities since 1983 receive updates on new science developments at LBL, curriculum materials for the classroom and form a network that is maintained through a regular newsletter.

### ***Access to Science Teaching Careers (ASTC)***

ASTC, modeled after MAERC, seeks to increase the numbers of underrepresented minority and female students being recommended for credentials as precollege science and mathematics teachers. Students receive academic year support and spend consecutive summers as student interns in the laboratories. Student placements within the laboratory are made to facilitate not only interaction with laboratory scientists, but also with teachers participating in the DOE TRAC program.

LBL also sponsors programs for secondary school teachers and college professors, the majority of whom teach at institutions that have high minority student enrollment. Teachers gain first-hand knowledge by attending lectures given by LBL staff scientists as well as by working with research groups.

### ***LBL Education Outreach Program***

The LBL Education Outreach Program provides resources to support mathematics, science and technology education in Bay Area schools. The Program provides a bridge between LBL and the local schools to enrich education in local schools. It also serves to increase community awareness of the Laboratory and its mission. The LBL Outreach Coordinator recruits, trains and assigns LBL staff as volunteer mentors, tutors and guest speakers. Volunteer requests and placements are arranged between the LBL coordinator and the local school district coordinator.

### ***Partnership for Environmental Technology Education***

This project, a partnership with California, Nevada, and Arizona Community Colleges, provides education and training to faculty of these community colleges. The goal is to strengthen the education capabilities of the community colleges for the area of environmental restoration and management.



## SECTION I

### F. COMMUNITY RELATIONS AND SERVICE PROGRAMS

#### Outreach Activities

LBL carries out a variety of recruiting activities on an ongoing basis. In 1993 representatives of the Lab attended the Chinese for Affirmative Action Job Fair, Career Expo's Diversity Day and the Bay Area Urban Job Fair. To facilitate outreach activities, the Human Resources Department has a Recruitment Coordinator, whose primary duties include: coordination of both global and affirmative action recruitment activities and programs; initiation and maintenance of ongoing communications with external organizations which provide recruitment expansion opportunities; and development of a database to track the effectiveness of each source in the recruitment process. In addition to the above, The Recruitment Coordinator acts as liaison between Human Resources and the Office of Work Force Diversity to develop and coordinate outreach activities to achieve affirmative action goals.

#### Community Relations Program

The Community Relations Program communicates LBL's accomplishments, capabilities and initiatives to local and state audiences through the Laboratory's involvement in the community. Its major program objectives are: to establish and maintain awareness of LBL's research and business activities and their value; to foster a positive and trustworthy image of LBL within the community; to communicate the value of Laboratory activities to state and local constituents; and to inform laboratory management and staff about current community issues and concerns. The program addresses four audiences--community organizations, state and local officials, select publics, e.g. such as technical and scientific groups, and LBL employees. In 1993, the Program concentrated its efforts in Oakland and Berkeley where the majority of the Laboratory's work force reside. Activities included participation in Earth Day and in events sponsored by the Chamber of Commerce.

#### Professional Associations

In order to fulfill its commitment to actively support local and national professional associations designed to improve the employment opportunities for minorities and women, LBL encourages participation in community affairs. The following are examples of Laboratory participation in various community action organizations.

- **California Association of Affirmative Action Officers (CAAAO).** The CAAAO is an organization that supports the full implementation of equal employment opportunity and affirmative action in the state. The association meets frequently throughout the year and conducts workshops and other informational activities. Staff members in the Office of Work Force Diversity participate.
- **American Association for Affirmative Action (AAAA).** The AAAA is a national professional organization for equal opportunity and affirmative action administrators, specialists, individuals, and organizations sharing similar interests and concerns. Its membership consists of individuals and organizations from public and private sectors; employees and employers in business, industry, government, social service, and education. Staff members in the Office of Work Force Diversity participate.
- **Peninsula Association of Black Personnel Administrators (PABPA).** Founded in 1976, its objective is to compose an organization of dedicated professionals who would work toward the achievement of equal opportunity of all people. PABPA is now composed of more than 100 different companies, government agencies, non-profit and academic institutions in the Bay Area. PABPA provides a forum for professional and personal development; exchange of professional knowledge; communication of opportunities for minorities and women in member companies; training and development programs; and support to minority undergraduates and graduates in the field of personnel. The Head of the Office of Work Force Diversity is a member.

- **National Technical Association (NTA).** Founded in 1926. The organization has persevered throughout this period, making immeasurable contributions to the field of science and technology as well as to the minority community. The objectives of this organization are: to increase the number of minority scientists and engineers in America; to provide a forum for minority technical achievements; and to respond to a need to provide a medium for expressing the concerns of minority professionals.
- **National Network of Hispanic Women (NNHW).** The purpose of this organization is to serve as a medium for increasing the employment opportunities for Hispanics, especially Hispanic women in the public and private sector. The Staffing Manager is a member.
- **Personnel Management Association of Aztlan (PMAA).** The PMAA provides a forum for Hispanic personnel professionals and other persons who share their goals and objectives. PMAA acts as a medium providing for professional development, exchange of professional knowledge, and communications of career job opportunities for minorities and women in member companies. The Staffing Manager is a member of this organization.
- **National Society of Black Engineers (NSBE).** The NSBE is a student-run organization whose goals are to increase the recruitment, retention, and successful graduation of minorities in engineering. Several employees are members and the Laboratory is an institutional member.
- **University of California Affirmative Action Administrators/Coordinators.** This organization consists of the Affirmative Action Administrators/Coordinators from the nine campuses, Office of the President, Agriculture and Natural Resources, and the three national laboratories managed by the University of California for the Department of Energy. The members of this body meet on a quarterly basis to discuss relevant issues and policies with a goal of achieving consistency among the University and all of its entities. The Equal Opportunity Administrator represents the Laboratory as a member of this organization.
- **National Association for the Advancement of Colored People (NAACP).** The Laboratory has been a life-time institutional member since January 1982.
- **National Consortium for Graduate Degrees for Minorities in Engineering (GEM).** GEM is a consortium of universities and industry and national laboratories that supports graduate education for minorities in engineering. GEM was created because of the dearth of minorities in the engineering disciplines. The Laboratory is an institutional member.

## SECTION I

### G. COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES

The Laboratory's policies and procedures comply with Sex Discrimination Guidelines as set forth in 41 CFR Part 60-20. LBL does not discriminate on the basis of sex with respect to recruitment, advertising, job policies and practices, wages or employment of women in so-called "non-traditional" employment areas, as explained below.

#### **Recruitment and Employment Advertising**

The Laboratory recruits qualified persons of both sexes for all jobs. Job requisitions, newspaper advertisements, and contacts with community organizations, job placement firms, and school placement officers do not indicate any limitation or preference of sex. Job openings in newspapers are not placed in columns headed "male" or "female" and advertisements are written in language intended not to suggest any sex preference.

#### **Operating Policies and Practices Relating to Personnel**

All personnel policies and practices including collective bargaining agreements apply to employees of both sexes. No policies are written that apply to only males or only females.

#### **Hiring**

Males and females have equal opportunity to apply for all available jobs. The Laboratory has no bona fide job requirements that favor a person of one sex over a person of another sex.

#### **Conditions of Employment**

Wages, seniority, hours of employment, and other conditions of employment are based solely on factors other than sex. Fringe benefits are available to employees equally, based upon terms of employment, and are provided without regard to consideration of sex.

#### **Marital and Family Status**

Neither marital nor family status of applicants and employees affects their participation in fringe benefits or other aspects of employment.

#### **Facilities**

The Laboratory provides appropriate physical facilities for both sexes.

#### **Protective Laws**

The Laboratory has no jobs that women are prohibited from performing.

#### **Maternity Leave**

Leave of absence because of pregnancy is treated the same as leave of absence for a disability. Maternity benefits are provided for female employees. These benefits were planned so that female employees are not penalized in their employment on account of childbearing. Leave of absence is also granted upon request of an adoptive parent of any infant six months of age or under at the time of placement in the adoptive home. Upon returning from maternity leave or any other authorized leave, the employee is assigned to the same position or to a similar position with like status and like pay. Maternity leave and benefits are the same for married and unmarried employees. The Laboratory's various collective bargaining agreements also have provisions for maternity leave.

### **Retirement**

The retirement systems in effect at the Laboratory are those approved by the University of California and are described in the *Regulations & Procedures Manual* in Section 2.18D. No distinctions based on sex are made with respect to participation in the retirement program.

### **Wages**

Wages in the Laboratory's system are based on an employee's relevant education and experience and performance and do not take sex into consideration as a salary variable.

### **Job Classification**

Job classifications at LBL are not segregated by sex. The Laboratory seeks women for all job classifications, including positions for which women may not have traditionally applied. Both sexes have equal access to in-house training programs as well as to reimbursement for external training.

### **Sexual Harassment**

It is the Laboratory's policy that sexual harassment is not tolerated and that discipline, which may include termination, will result if employees are found to have violated this policy. The policy on sexual harassment carries the signature of the Laboratory Director. The Equal Opportunity Administrator delivers training programs to address issues related to sexual harassment for supervisors and managers.

**SECTION I**  
**H. COMPLIANCE WITH GUIDELINES ON RELIGION**  
**AND NATIONAL ORIGIN**

In compliance with the Guidelines on Discrimination on the basis of Religion or National Origin set out in 41 CFR 60-50, the Laboratory does not discriminate on the basis of religion or national origin with respect to any employment condition, including but not limited to recruitment, employment, transfer, promotion, demotion, wage rate, training, layoff and termination.

**Positive Recruitment**

The Laboratory enlists the assistance and support of all recruitment sources in connection with its commitment to provide equal employment opportunity without regard to religion or national origin.

**Dissemination**

The EEO/AA policy is disseminated both externally and internally to employees and applicants through the general EEO/AA practices as described in preceding sections.

**Accommodation**

The Laboratory makes reasonable accommodation to the religious observances and practices of employees and prospective employees, including granting vacation and/or leaves of absence, when such accommodation can be made without undue hardship on the conduct of its business.



## **SECTION I**

### **I. INTERNAL AUDIT AND REPORTING SYSTEM**

The Laboratory recognizes the importance of ongoing systems to obtain information for proper implementation of its Affirmative Action Program. The following procedures have been implemented to audit and support the Laboratory's Affirmative Action Program.

#### **Applicants**

Reports are generated indicating statistics reflecting race and sex by EEO category and job group of applicants. These reports are used to monitor the female and minority applicant flow. Applicants are defined as all qualified individuals considered for a vacant position.

#### **Internal Work Force**

Reports are generated to reflect all new hires, promotions/reclassifications, and terminations. These reports display the ethnic and sexual composition of the relevant work force by EEO category and job group, and are used to monitor the Laboratory's progress toward goal accomplishment.

Recruitment efforts are focused on job classifications and job groups where the Laboratory is underutilized in female and minorities. When vacancies are advertised, the Staffing Specialist develops an affirmative action recruitment plan which includes identification of appropriate referral sources.

The EEO Administrator reviews and monitors the progress of the Affirmative Action Program. The Equal Opportunity Administration briefs the Laboratory Director, Associate Laboratory Directors, Division Directors, and the Human Resources Director.

## SECTION II

### A. INTRODUCTION AND 1993 ACCOMPLISHMENTS

Section II of the Affirmative Action Plan focuses on Laboratory-wide and division-based accomplishments for 1993 and charts the course for 1994. Future action-oriented programs are guided by the results of an underutilization analysis, using Laboratory-wide data, adverse impact analyses using data on personnel actions by division and recommendations of the Diversity Committee.

#### NEW INITIATIVES FOR 1993 - LABORATORY-WIDE

In addition to continuing programmatic efforts outlined in Part I of the Affirmative Action Plan, the Laboratory introduced the following new initiatives in 1993.

##### *Lawrence Berkeley Laboratory 1993 Diversity Committee*

The 1993 Diversity Committee, chaired by Trudy M. Forte of the Life Sciences Division, began its second year with representatives from each division as listed below:

Lindarae Aubert	Chemical Sciences Division
Joe Kwan	Accelerator & Fusion Research Division
Charles Lawrence	Engineering Division
Zuzanna Lilelthal-Weber	Materials Sciences Division
Franklin Ling	Information & Computing Sciences Division
Janet Jacobsen and Jane Long	Earth Sciences Division
David Balgobin	Environmental Health & Safety Division
Grazyna Odyniec	Nuclear Science Division
Roland Otto	Office of Planning & Development
Lonnette Robinson	Physics Division
David C. Shepard	Administration Division
Mary Worth	Life Sciences Division
Hisao A. Yokoto	Structural Biology Division
Gloria Gill	Energy and Environment Division
Laura Chen and Greg Raymond	Operations Division

Harry Reed, Head of the Office of Work Force Diversity, served as an ex-officio member. The committee formed into three subgroups--on recruitment, laboratory environment and education. The subgroups met and considered topics related to areas of responsibilities and convened with the larger committee to make recommendations to the Director. In 1994 the Committee will continue to review the Laboratory as a workplace and to make recommendations for improvement to the Director.

##### *Employee Associations*

In response to strong interest from employees, several employee groups met to develop employee associations aimed at supporting diversity at the Laboratory. The African-American Employee Association received recognition from the Laboratory Director and elected its first officers: Gerald Davis, Anthony Greenhouse, Jacqueline Fortier Noble, Francesca Ingram, Tevar Perry, Chuck Lawrence, and Earl Knight. The Association's activities included a formal induction ceremony and reception for newly elected officers, a picnic to welcome summer students participating in programs sponsored by the Center for Science and Engineering Education, and a canned food basket drive in cooperation with a local non-profit organization for Thanksgiving.

### *New Training Efforts*

The Laboratory introduced two new training programs. Managers and supervisors in the Administration and Operations Divisions participated in the field testing of Zenger-Miller "FrontLine Leadership" Program and of a workshop entitled Managing within the Law. A parallel version of the latter entitled Employee Rights and Responsibilities will be offered to employees in the Operations and Administration Divisions. These training efforts demonstrate the Laboratory's renewed commitment to strengthen supervisory skills and to address employee expectations and responsibilities in the workplace.

### *Outstanding Performance Awards*

In October, the Laboratory sponsored its second annual Outstanding Performance Award program. The criteria for selection included contribution to outstanding techniques or procedures, technical innovation or notable accomplishment in improving environmental, health or safety conditions at LBL or demonstrated leadership and success in employee development, affirmative action, diversified work force and community relations. The awards ranged from \$1000 to \$5000. Among those who received awards were:

- Reid Edwards, of the Office of Planning and Development, for his leadership in strengthening community and government relations programs;
- Natalie Roe, of the Physics Division, for her contributions to the Diversity Committee and for her efforts in establishing the Association for Women Scientists and Engineers;
- Richard Schwarz, of the Structural Biology Division, for his work with a minority graduate student and with a local junior high school instructor;
- Trudy Forte, of the Life Sciences Division, for her work in leading the Laboratory's Diversity Committee;
- Janice Magee, of the Engineering Division, for her contribution to student programs sponsored by the Division, with special recognition for her efforts with a program for Florida A & M students.
- Russ Wright, of the Information and Computer Services Division, for his mentoring efforts for computer science students.

### *Career Development Initiatives*

The Employee Training and Development Unit in the Human Resources Department developed and piloted a new department-based career development training program. Unit staff met with supervisors and managers in the Financial Management Department to discuss their roles as "career coaches" and then conducted employee training sessions that guided them through a skill assessment and interest and values clarification process. Employees were invited to participate in follow-up activities which included group sessions and one-on-one career counseling. The Unit expects to offer the program on a broader basis in 1994.

### *Community Relations Office*

The Community Relations Office, now in its second year, initiated several new outreach efforts including participation in Berkeley Chamber of Commerce Trade Fairs, participation in the city's celebration of Earth Week and development of a Laboratory-wide Outreach Network, a group of employees representing offices with outreach functions. Shaun Fennessey is the Laboratory's Community Relations Specialist.

### *RESUMIX - Automated Resume Screening to Promote Diverse Applicant Pools*

The Human Resources Department purchased a computerized resume scanner that allows the Laboratory to access thousands of resumes on file in a matter of minutes. This technology has facilitated efforts to follow through on contacts with individuals from protected classes interested in employment at the

Laboratory. As a follow-up to outreach recruitment efforts, resumes collected are now placed into the system. Whenever a vacancy occurs, the system can identify all affirmative action candidates who appear to be likely candidates for the position. This technology should help the Laboratory develop more diverse applicant pools.

#### *Management Skills Assessment Program*

After a lapse of several years, the Laboratory renewed its participation in the Management Skills Assessment Program, an affirmative action training program administered by the University of California. The following employees participated in the program: Mary Worth, Life Sciences Division; Rick Anada, Administration Division; Pauline Fong, Physics Division; Laura Chen, Operations Division; and Christine Jue, Office of Work Force Diversity.

#### *Easy Access to Current Job Opportunities (CJO) Bulletin*

The Current Job Opportunities (CJO) Bulletin is now available to both internal and external callers through a telephone job line accessed at (510) 486-4266. Additionally, the document is available electronically through computerized bulletin boards (Gopher and Internet) which can be accessed by thousands of users worldwide.

#### *A Fine Line*

The Laboratory, in cooperation with the Human Resources Department at Los Alamos National Laboratory, produced a new publication entitled A Fine Line: How to Recognize and Deal with Sexual Harassment in the Workplace. This 49-page booklet is used in related informal and formal training settings.

#### *Child Care Center Working Group*

The Director's Office has worked on developing a feasibility study for a Day Care Center at the Laboratory. The Deputy Director convened a Child Care Center Working Group, conducted a Laboratory-wide survey to evaluate employee interest in a Center, and is preparing a business plan for the Center. Although a final decision has not been made, the year's efforts have moved the Laboratory forward in laying the foundation necessary to make a sound decision about the Center.

## PROGRESS IN ATTAINING 1993 LABORATORY-WIDE AFFIRMATIVE ACTION GOALS

Tables 1-4 show the Laboratory's progress in attaining goals and addressing underutilization for the following classes--females, African-Americans, Hispanics and Asian-Americans. The 1993 underutilization analysis disclosed no underutilization of Native Americans. For each job group, the affirmative action goal (fifth column) is a product of the number of vacancies filled (fourth column) and the availability/placement rate (third column). This formula for setting a goal is consistent with the Laboratory's commitment to hire or promote the underutilized class at a rate that is equal to or greater than the availability/placement rate.

### *Underutilization of Females*

The Laboratory had the following results in addressing underutilization of females in 18 job groups.

- In seven job groups, goals were met.
- In three job groups, progress was made.
- In three job groups, no progress was made.
- In five job groups, there was no opportunity to make progress because no vacancies were filled.

Table 1  
Progress in Attaining 1993 Affirmative Action Goals - Females

Job Group	Female Under-Utilization	Availability/Placement Rate	Vacancies Filled	Goal	Females Hired	Status
A03 - Administrative Mgmt	7	47%	15	7	6	Progress
A05 - Technical Mgmt	6	14%	3	<1	1	Met Goal
B03 - Physics	2	8%	55	4	3	Progress
B04 - Comp/Math/Stats	4	25%	18	5	7	Met Goal
B05 - Electrical/Electronic Engr	3	10%	3	<1	0	No Progress
B06 - Mechanical Engineer	1	5%	5	<1	0	No Progress
B09 - Economics/Analysis	3	21%	3	1	0	No Progress
B11 - Research Associate	1	47%	102	50	50	Met Goal
C02 - Mechanical Tech	5	5%	0	0	0	No Opportunity
C03 - Electronic Tech	10	13%	0	0	0	No Opportunity
C04 - Tech/Research	6	27%	9	2	2	Met Goal
C06 - Health/Medical	7	59%	8	5	2	Progress
C07 - Tech Associate	9	33%	6	2	2	Met Goal
C08 - Accelerator Operators	1	30%	0	0	0	No Opportunity
E01 - Machine Shop	4	11%	0	0	0	No Opportunity
E02 - Crafts/Trades	1	3%	25	1	1	Met Goal
E03 - Mechanics/Repair	1	2%	0	0	0	No Opportunity
F01 - Semi-Skilled	5	32%	4	1	2	Met Goal

### ***Underutilization of African-Americans***

The Laboratory had the following results in addressing underutilization of African-Americans in 8 job groups.

- In one job group, goals were met.
- In six job groups, no progress was made.
- In one job group, there was no opportunity to make progress because no vacancies were filled.

**Table 2**  
**Progress in Attaining 1993 Affirmative Action Goals - African-Americans**

Job Group	Afr-Am. Under- Utilization	Availability/ Placement Rate	Vacancies Filled	Rounded Goal	Afr-Am. Hired	Status
A03 - Administrative Mgmt	1	7%	15	1	0	No Progress
A05 - Technical Mgmt	3	10%	3	<1	1	Goal Met
B02 - Chemistry	1	1%	30	<1	0	No Progress
B04 - Comp/Math/Stats	3	3%	18	1	0	No Progress
B06 - Mechanical Engineer	1	1%	5	<1	0	No Progress
B11 - Research Associate	4	4%	102	4	0	No Progress
C02 - Mechanical Tech	1	2%	0	0	0	No Opportunity
C07 - Tech Associate	1	4%	6	<1	0	No Progress

### ***Underutilization of Hispanics***

The Laboratory had the following results in addressing underutilization of Hispanics in 19 job groups.

- In four job groups, goals were met.
- In three job groups, progress was made.
- In nine job groups, no progress was made.
- In three job groups, there was no opportunity to make progress because no vacancies were filled.

**Table 3**  
**Progress in Attaining 1993 Affirmative Action Goals - Hispanics**

Job Group	Hispanic Under-Utilization	Availability/Placement Rate	Vacancies Filled	Rounded Goal	Hispanics Hired	Status
A03 - Administrative Mgmt	2	5%	15	1	0	No Progress
A05 - Technical Mgmt	2	10%	3	<1	0	No Progress
B04 - Comp/Math/Stats	2	2%	18	<1	0	No Progress
B05 - Electrical/Electronic Engr	2	3%	3	<1	0	No Progress
B06 - Mechanical Engineer	1	4%	5	<1	1	Met Goal
B08 - Facilities Engineer	1	3%	9	<1	0	No Progress
B16 - Envir, Health & Safety	1	2%	15	<1	3	Met Goal
C03 - Electronic Tech	5	5%	0	0	1	Met Goal
C04 - Tech/Research	3	9%	9	1	4	Met Goal
C05 - Design/Graphics	1	8%	8	1	0	No Progress
C08 - Accelerator Operators	1	8%	0	0	0	No Opportunity
D01 - Office Services	8	12%	65	8	7	Progress
D02 - Office Spec/Sups	2	10%	14	1	0	No Progress
E01 - Machine Shop	7	26%	0	0	0	No Opportunity
E02 - Crafts/Trades	6	18%	25	5	1	Progress
E03 - Mechanics/Repair	3	18%	0	0	0	No Opportunity
G01 - Fire	1	14%	2	<1	0	No Progress
G02 - Bus Drivers	1	14%	1	<1	0	No Progress
G03 - Custodians	3	40%	8	3	1	Progress

### ***Underutilization of Asian-Americans***

The Laboratory had the following results in addressing underutilization of Asian-Americans, in fifteen job groups.

- In three job groups, goals were met.
- In two job groups, progress was made.
- In seven job groups, no progress was made.
- In three job groups, there was no opportunity to make progress because no vacancies were filled.

**Table 4**  
**Progress in Attaining 1993 Affirmative Action Goals - Asian-Americans**

Job Group	Asian-Am. Under- Utilization	Availability/ Placement Rate	Vacancies Filled	Rounded Goal	Asian-Am. Hired	Status
A05 - Technical Mgmt	4	10%	3	<1	0	No Progress
B05 - Electrical/Electronic Engr	7	20%	3	1	0	No Progress
B06 - Mechanical Engineer	3	2%	5	<1	1	Met Goal
C01 - Computer Tech	1	21%	1	<1	0	No Progress
C03 - Electronic Tech	11	22%	0	0	0	No Opportunity
C04 - Tech/Research	9	20%	9	2	0	No Progress
C05 - Design/Graphics	1	17%	8	1	3	Met Goal
C06 - Health/Medical	1	13%	8	1	1	Met Goal
C07 - Tech Associate	3	22%	6	1	0	No Progress
D01 - Office Services	17	17%	65	11	7	Progress
E01 - Machine Shop	3	17%	0	0	0	No Opportunity
E02 - Crafts/Trades	3	7%	25	2	1	Progress
E03 - Mechanics/Repair	2	12%	0	0	0	No Opportunity
F01 - Semi-Skilled	3	13%	4	1	0	No Progress
G02 - Bus Drivers	1	7%	1	<1	0	No Progress



## SECTION II

### B. UNDERUTILIZATION AND ADVERSE IMPACT

Section II of the Affirmative Action Plan contains a discussion of (1) underutilization and goals, based on Laboratory-wide data, and (2) problem areas and action-oriented programs, based on an analysis at the division level of three types of personnel actions--hiring, promotions/reclassifications and terminations. The purpose of this latter analysis is to identify areas in which members of protected classes are adversely impacted. Whenever adverse impact analysis is found, the Laboratory is responsible for developing action-oriented programs to address the adverse impact. Both analyses used data on personnel actions that took place between October 1, 1992 and September 30, 1993.

Historically, in assessing adverse impact, the Laboratory has alternated between two analytical approaches--analyses focused on Laboratory-wide data and analyses focused on division-based data. In determining the most effective approach, LBL has worked closely with the Office of Federal Contract Compliance Programs (OFCCP). Each approach has merit. Using Laboratory-wide data provides larger numbers for each personnel action, which, in turn, facilitates a statistical analysis that shows Laboratory-wide patterns. Using division-based data focuses the analysis on the organizational unit where personnel decisions are made. As part of a conciliation agreement with OFCCP, the Affirmative Action Plans since 1993 analyze data on personnel actions on a divisional basis.

#### *Hiring and Promotions*

The Laboratory uses two methods for filling positions which are advertised (posted) for competitive selection: (1) filling from outside the Laboratory with a new hire, and (2) filling from within the Laboratory with an existing employee taking the position on a lateral transfer basis or promotion. The former is categorized as hiring; the latter as reclassification.

The Laboratory maintains a policy of filling positions with the most qualified applicant without regard to such personal factors as race or sex. Recruiting practices are intended to yield as diverse an applicant pool as possible. The division analyses compared minority and female representation among job applicants with their representation among newly hired employees to determine whether minorities and female applicants are adversely impacted in hiring decisions. An applicant is defined as anyone who meets the minimum qualifications to be considered for a vacant position.

#### *Terminations*

The policies and practices regarding termination conform to the Laboratory's policy of equal employment opportunity. The divisional analyses compared minority and female representation in terminations to their representation in the work force to determine whether minorities and female employees are adversely impacted in terminations--both for voluntary and involuntary reasons.

## METHODOLOGY TO ASSESS AVAILABILITY AND TO IDENTIFY UNDERUTILIZATION

Procedures to evaluate internal availability for the underutilization analysis were consistent with requirements of Revised Order No. 4 (41 CFR Section 60 2.11 (b)). The steps are described and illustrated in Exhibit B of Section III. To determine underutilization, the availability data were compared with the actual population, by job group, in the Laboratory as illustrated in Exhibit D of Section III.

## **METHODOLOGY TO ASSESS ADVERSE IMPACT**

Adverse impact is a statistically significant different rate of selection on employment decisions, such as hiring and promotions which have a negative affect on women or people of color. To assess adverse impact, we used two statistical tests approved, in theory, in the OFCCP's Uniform Guidelines: the Two Standard Deviation Test and, in cases of small numbers, the Fisher's Exact Test. Both tests compare separately each protected class (race/ethnicity) to Caucasians and females to males and provide results which are statistically significant.

The Two Standard Deviation test takes into account the fact that, if an employer paid no attention to race or sex when making selections, there would be some natural degree of departure from perfect parity, both above and below, based on the rules of probability, and that only extreme departures away from parity should be construed as possible evidence of adverse impact. Like the Two Standard Deviation Test, the Fisher's Exact Test takes into account the same fact. As its name suggests, however, the Fisher's Exact Test is more exact. The Two Standard Deviation Test is based on an approximation that becomes progressively more exact with larger numbers of transactions. The OFCCP requires the use of an exact test in place of the Standard Deviation Test when the larger eligibility pool is less than 30 and the expected number of minorities or females experiencing the personnel action is less than 5.

**SECTION II**  
**C. 1994 LABORATORY-WIDE ACTION PROGRAMS, AVAILABILITY**  
**AND UNDERUTILIZATION**

*Laboratory-wide Activities*

All Laboratory Divisions will continue to carry out a variety of baseline and ongoing development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities comprise a program that has expanded steadily over the last three years. The following is a synopsis of these cross-Division activities. Specific actions initiated and carried out by particular divisions are included in later Division summaries.

Basic equal opportunity/affirmative action efforts have been incorporated into standard Division procedures such as the inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity review of salary actions and participation in related training programs.

The Laboratory will continue to support development efforts by facilitating participation in training, the tuition reimbursement program and on-the-job training. Formal programs will continue to be promoted, such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program.

Divisions will continue to participate in the Diversity Committee by sending representatives to discuss related issues and action-oriented planning. The Committee makes recommendations to the Director about ways to enhance the LBL work environment and accommodate the diverse needs of its employees.

*Short Range Plans:*

LBL is committed to the following goals:

- An annual reduction of outstanding Affirmative Action goals based on opportunities, i.e. personnel "actions" that move an individual into a job group via promotion, transfer or hiring a new employee.
- Continued targeting of minority and female goals at upper management and mid-management levels until they are better represented within all job groups at the mid and senior management levels.
- An assessment of supervisors' AA/EEO contributions in their annual performance reviews.
- As vacancies appear during 1994, LBL will continue to target openings to create diversity among various ethnic groups and women throughout the Laboratory. A special emphasis is being placed on all professional and technical positions toward Affirmative Action goal attainment and diversity in the work force of the Laboratory.
- A new focus on the recruitment and hiring of disabled persons will be made during 1994.
- The Work Force Diversity Office will continue to implement the recommendations contained in the Laboratory Committee on Diversity Report, as approved by the Laboratory Director.
- Establishing and continuing support for the Work Force Diversity Office, fully staffed, with strong administrative support, to fully implement and support the Affirmative Action Program while maintaining records and statistics regarding Affirmative Action Activities.
- The Work Force Diversity Office will develop newly-designed Affirmative Action reports for Division Directors to assist Department Heads in managing their affirmative action responsibilities and assess how well divisions are using available opportunities to improve and meet their work force Affirmative Action goals.

- Line management will be targeted for greater participation in affirmative action recruitment for vacancies as they occur in the Divisions. Manager will attend job fairs and related events and speak directly with qualified individuals interested in work in their specific area of operations.
- Recruitment Resource Guides, under development in 1993, will be available for circulation in June, 1994. They will serve as a resource to supervisors and managers in their recruitment planning for vacancies.
- Implementation of a pilot mentoring program in the Engineering Division.

*Long Range Plans*

- New priority will be placed on focusing and targeting of underrepresented persons to provide greater representatives of these groups in management positions. Community outreach activities, refined and selective recruitment activities and Affirmative Action networking will be utilized for this purpose.
- Monitoring activities will be expanded and/or refined to include:
  - Merit increases
  - Upward mobility
  - Promotions
  - Transfers
  - Special Recruitment
  - Reorganization
  - Classification
  - Training and staff development
  - Discipline
  - Retention
  - Issues related to Labor Relations
- Elimination of all work force statistical goals through the use of training programs, employment pools and targeting of management level positions, the Laboratory will direct proactive efforts toward reduction and/or elimination of Affirmative Action goals in job groups and/or classifications.

*Availability*

Table 1 on the following page reveals availability data by detailing the Lawrence Berkeley Laboratory's employee population by race and sex.

**Table 1**  
**Laboratory-wide Population**

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	35 22%	125 78%	7 4%	6 4%	12 8%	1 1%	134 84%	160 100%
B. Professionals	346 29%	853 71%	40 3%	30 3%	192 16%	1 .1%	936 78%	1199 100%
C. Technicians	58 12%	418 88%	30 6%	26 6%	53 11%	1 .2%	366 77%	476 100%
D. Office Clerical	257 85%	45 15%	79 26%	26 9%	29 10%	2 1%	166 55%	302 100%
E. Skilled Crafts	0 -	153 100%	14 9%	13 9%	8 5%	3 2%	115 75%	153 100%
F. Semi-Skilled	6 18%	27 82%	6 18%	8 24%	1 3%	0 -	18 55%	33 100%
G. Service Wkrs	20 31%	45 69%	18 28%	10 15%	7 11%	0 -	30 46%	65 100%
All Categories <sup>1</sup>	722 30%	1666 70%	194 8%	119 5%	302 13%	8 .3%	1765 74%	2388 100%

*Underutilization*

LBL employees fall into 34 job groups for purposes of the Affirmative Action Plan. Underutilization occurs in all but four job groups. Total underutilization by class is as follows: 86 females; 18 African-Americans; 65 Hispanics; and 76 Asian-Americans. The Laboratory has no underutilization of Native Americans.

The 1993 Affirmative action goals for the Laboratory are based on job group underutilization and availability rates in the fifth column. As vacancies occur, the Laboratory's goal is to hire or promote the underutilized class at a rate that is equal to or greater than the availability rate. Table 2 lists job groups, underutilized classes and goals for 1994.

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<sup>1</sup> Due to rounding, the sum of category percentage totals for underrepresented groups may not equal 100%.

**Table 2**  
**Laboratory-Wide Underutilization**

Job Group and Title	EEO Category	Total Staff	Under-Utilization?	Specific Classes and '94 Goal Availability Rate
A01 - Directors	Officials/Manager	24	No	
A03 - Administrative Mgmt	Officials/Manager	82	Yes	9 Females - 47% 2 African-American - 7 % 2 Hispanics - 5%
A05 - Technical Mgmt	Officials/Manager	54	Yes	5 Females - 14% 2 African-Americans - 10% 2 Hispanics - 10% 4 Asian-Americans - 4%
B01 - Bio-Med Science	Professionals	82	No	
B02 - Chemistry	Professionals	67	Yes	1 African-American - 1%
B03 - Physics	Professionals	223	Yes	2 Females - 12%
B04 - Comp/Math/Statistics	Professionals	103	Yes	7 Females - 25% 3 African-Americans - 3% 2 Hispanics - 2%
B05 - Electrical/Electronic Engr	Professionals	92	Yes	3 Females - 10% 3 Hispanics - 3% 8 Asian-Americans - 20%
B06 - Mechanical Engr	Professionals	76	Yes	2 Females - 5% 1 African-American - 1% 2 Hispanics - 4% 3 Asian-Americans - 21%
B07 - Other Eng/Earth Sciences	Professionals	58	No	
B08 - Facilities Engineers	Professionals	37	Yes	1 Hispanic - 3%
B09 - Economics/Analysis	Professionals	24	Yes	3 Females - 3%
B10 - Technical Editing/Writing	Professionals	28	Yes	1 African-American - 7%
B11 - Research Associate	Professionals	132	Yes	4 Females - 47% 4 African-Americans - 4% 1 Hispanic - 3%
B13 - Administrators/Analyst	Professionals	219	No	
B16 - Environ, Health & Safety	Professionals	58	Yes	1 Hispanic - 2%
C01 - Computer Technicians	Technicians	17	Yes	2 Asian-American - 22%
C02 - Mechanical Technicians	Technicians	123	Yes	5 Females - 5% 2 African-American - 2% 2 Hispanic - 8%
C03 - Electronic Technicians	Technicians	125	Yes	10 Females - 13% 4 Hispanics - 7% 9 Asian-Americans - 22%
C04 - Tech/Research	Technicians	62	Yes	7 Females - 27% 1 Hispanic - 9% 10 Asian-Americans - 20%
C05 - Design/Graphics	Technicians	54	Yes	2 Hispanics - 8%
C06 Health/Medical	Technicians	38	Yes	8 Females - 59% 2 Hispanic - 7% 1 Asian-American - 13%

C-07 Technical Associate	Technicians	37	Yes	9 Females - 33% 2 African-American - 4% 5 Asian-Americans - 22%
C-08 Accelerator Operators	Technicians	20	Yes	1 Female - 22% 1 Hispanic - 7% 3 Asian-Americans - 16%
D-01 Office Services	Clerical	239	Yes	9 Hispanics - 12% 20 Asian-Americans - 17%
D-02 Office Specialists/Sups	Clerical	63	Yes	1 African American - 19% 1 Hispanic - 10%
E-01 Machine Shop	Skilled Crafts	34	Yes	4 Females - 12% 7 Hispanics - 26% 3 Asian-Americans - 17%
E-02 Crafts/Trades	Skilled Crafts	79	Yes	2 Females - 3% 6 Hispanics - 18% 3 Asian-Americans - 7%
E-03 Mechanics/Repairs	Skilled Crafts	40	Yes	1 Female - 2% 4 Hispanics - 19% 2 Asian-American - 12%
F-01 Semi-Skilled	Operatives	33	Yes	5 Females - 32% 3 Asian-Americans - 13%
G-01 Fire	Service Workers	17	Yes	1 Hispanic - 7%
G-02 Bus Drivers	Service Workers	13	Yes	2 Hispanics - 15% 1 Asian-American - 7%
G-03 Custodians	Service Workers	35	Yes	4 Hispanics - 40%



## SECTION II

### D. ACCELERATOR AND FUSION RESEARCH DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Accelerator and Fusion Research Division has 121 employees with the following distribution by race and sex.

Table 1  
Division Population

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	0	5	0	0	0	0	5	5
	-	100%	-	-	-	-	100%	100%
B. Professionals	9	67	0	2	16	0	58	76
	12%	88%	-	3%	21%	-	76%	100%
C. Technicians	2	19	1	2	1	0	17	21
	9%	91%	5%	10%	5%	-	81%	100%
D. Office Clerical	17	2	4	2	2	0	11	19
	90%	10%	21%	11%	11%	-	58%	100%
All Categories <sup>1</sup>	28	93	5	6	19	0	91	121
	23%	77%	4%	5%	16%	-	75%	100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- Joe Kwan represented AFRD on the Laboratory-wide Diversity Committee.
- Roger Bangerter served as Chair of the Lab-wide strategic planning task force on "Commitment to our People."
- AFRD supervisors and managers continue to be evaluated on their performance in the areas of meeting affirmative action goals and ensuring equal opportunity employment for their employees.
- In 1993, two female employees continued college coursework as part of formal Employee Development Plans with partial tuition reimbursement.
- Four females in AFRD received reclassifications in 1993 and one female was selected for a posted promotion.
- The Division's 1993 Summer Student Program hired nine new student assistants (five females, including one minority female; and four males, including one minority male) into AFRD programs. Recruitment efforts were facilitated by LBL's Human Resources Department and Equal Opportunity Administrator and minority colleges and universities received job postings of open positions. AFRD

<sup>1</sup> Due to rounding, the sum of category percentage totals for underrepresented groups may not equal 100%.

also obtained applicant referrals from CSEE programs for summer student positions, and two CSEE candidates were selected for participation.

- Andy Sessler of AFRD's Center for Beam Physics, continues proactive efforts to improve career opportunities for women and minorities in science and engineering. He has placed several female and minority students from CSEE programs into student positions in his group in recent years and hired a female GSRA in 1993.
- In 1993, Jose Alonso (Senior Physicist) was asked by the National Science Foundation to serve on a selection panel for its Graduate Minority Fellowship Program.
- Christine Celata and Sue Bowen have been active in LBL's Community Relations Program, and have given talks to local elementary schools and civic and community groups around the Bay Area.
- Anthony Young was active in elementary science education in the Vallejo Unified School District and provided advice, suggestions for teaching materials, and technical information to teachers and administrative staff. He also volunteered as a judge for the Bay Area Science Fair in 1993.
- Working closely with the Director's Office and LBL's Community Relations Office, AFRD staff from the Bevalac and the Advanced Light Source conducted numerous tours of these facilities for groups of visitors from schools, community and professional organizations, state and local officials and staff and members of Congress.

#### **PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS**

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

#### **DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994**

The 121 Employees fall into the twelve job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	1	24	No	
A03 - Admin Mgmt	Officials/Mgrs	1	82	Yes	9 Female 2 African-American 2 Hispanic
A05 - Tech Mgmt	Officials/Mgrs	3	54	Yes	5 Female 2 African-American 2 Hispanic 4 Asian-American
B02 - Chemistry	Professionals	1	67	Yes	1 African-American
B03 - Physics	Professionals	66	223	Yes	2 Female
B07 - Other Engr/Earth	Professionals	2	58	No	
B13 - Admin/Analyst	Professionals	7	219	No	

C04 - Tech/Research	Technicians	1	62	Yes	7 Female 1 Hispanic 10 Asian-American
C07 - Tech/Assoc	Technicians	7	37	Yes	9 Female 2 African-American 5 Asian-American
C08 - Accel Oper	Technicians	13	20	Yes	1 Female 1 Hispanic 3 Asian-American
D01 - Office Services	Clericals	12	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	7	63	Yes	1 African-American 1 Hispanic

#### ACTION-ORIENTED PROGRAMS / ACTIVITIES IN 1994

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.
- All AFRD supervisors and managers will have completed participation in the Zenger-Miller "FrontLine Leadership" six-month training course by summer 1994. The course is designed to strengthen and improve leadership, supervisory, and communication skills and provides training in how to deal effectively with a variety of employee relations issues.
- Jose Alonso will serve on the National Science Foundation's selection panel for its Graduate Minority Fellowship Program for a second year, in 1994.



## SECTION II

### E. ADMINISTRATION DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Administration Division has 292 employees with the following distribution by race and sex.

Table 1  
Division Population

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	13 31%	29 69%	0 -	2 5%	5 12%	0 -	35 83%	42 100%
B. Professionals	61 55%	51 45%	12 11%	9 8%	19 17%	0 -	72 64%	112 100%
C. Technicians	0 -	5 100%	1 20%	1 20%	1 20%	0 -	2 40%	5 100%
D. Office Clerical	75 77%	22 23%	31 32%	9 9%	14 14%	2 2%	41 42%	97 100%
E. Skilled Crafts	0 -	5 100%	1 20%	0 -	1 20%	0 -	3 60%	5 100%
F. Semi-Skilled	2 11%	16 89%	4 22%	3 17%	0 -	0 -	11 61%	18 100%
G. Service Wkrs	6 46%	7 54%	10 77%	0 -	0 -	0 -	3 23%	13 100%
All Categories <sup>1</sup>	157 54%	135 46%	59 20%	24 8%	40 14%	2 1%	167 57%	292 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

Affirmative Action activities supported by the Administration Division are listed by Department as follows.

##### *Information Systems & Services Department (ISS)*

- Several ISS personnel participated in the LBL Educational Outreach programs sponsored by CSEE. Joyce Putnam solicited and coordinated an LBL group to serve as mentors for Berkeley

<sup>1</sup> Due to rounding, the sum of category percentage totals for underrepresented groups may not equal 100%.

High School's Computer Academy, which helps students obtain work skills, graduate and enter college or the work force. Most of the students are from disadvantaged backgrounds. One ISS employee, Rose Bolton, was among the four LBL employees to become mentors.

- Joyce Putnam mentored an African-American female student at BHS for two years. She graduated in June, 1993 and entered Chico State University in September, majoring in Computer Science.
- Joyce Putnam volunteered for the Community Awareness Program through the LBL Public Information Department.

#### *Business and Materiel Department*

- Fred Lothrop has spoken about the Laboratory to meetings of the Berkeley Breakfast Club and the Emeryville Rotary Club.
- Gavin Robillard presented a workshop entitled "Future Scientist" at an educational conference of the National Property Management Association.
- In August, 1993, all staff and supervisors of Materiel Operations attended LBL's Sexual Harassment workshops, and seven Property Management staff members attended Sexual Harassment training.
- The Human Resources Office implemented a number of new initiatives which strengthen the Laboratory's ability to recruit more diverse applicant pools (see pages 2-3).

#### *Technology Transfer Department*

- Rick Inada was one of three LBL participants in the UC Management Skills Assessment Program (MSAP).
- Two employees have visited junior high and high schools to discuss career opportunities in science and to encourage students to continue with their math and science education through high school and beyond. Included are visits to high schools with predominantly underutilized minority student populations.
- Extensive advertising and career fair materials preparation resulted in a more diverse applicant pool for three sponsored research officer positions; three high quality hires resulted, including one white female, one African-American male and one white male.
- A number of employees in protected classes have aggressive employee development plans in place and are participating in the Laboratory's tuition reimbursement program.

#### *Financial Management Department*

- A number of new hires increased the diversity of the Financial Management Department. Several employees from underrepresented classes benefited from transfers and reclassifications to higher level positions.
- Ed Fuentes was an active member in several community and minority organizations, including the National Society of Hispanic MBA's and La Clinica de la Raza, a community health center where he serves as Treasurer and is seated on the Executive Board of Directors. Ed represented LBL at the UCB-MBA Day activities, and at the UC Graduate Management Admissions Counsel.
- Training in sexual harassment was provided to all employees through a workshop entitled "Sexual Harassment: Employee Rights and Responsibilities."
- The Department sponsored an employee in a cooperative agreement for pre-employment preparation from the Alameda County Social Services Agency as part of their GAIN Program (Greater Avenues for Independence Act of 1985).

### *Internal Audit Services*

- Internal Audit Services, a newly formed Department, achieved a diverse staff through successful affirmative action recruitment.

### *Cross-Department Activities*

- The Division provided training for supervisors entitled "Managing Within the Law."
- The Human Resources Department worked with the Financial Management Department to develop specialized Career Development training and to set up individualized goals for career paths. This program has been extended to other units within LBL.
- The Division sponsored Zenger-Miller Supervisory Training, which provides the fundamentals of basic management and supervision as well as skills training for successful career development.

## **PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS**

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

## **DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994**

The 292 Employees fall into the twelve job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	1	24	No	
A03 - Admin Mgmt	Officials/Mgrs	39	82	Yes	9 Female 2 African-American 2 Hispanic
A05 - Tech Mgmt	Officials/Mgrs	2	54	Yes	5 Females 2 African-American 2 Hispanic 4 Asian-American
B04 - Comp/Math/Stat	Professionals	1	103	Yes	7 Females 3 African-American 2 Hispanic
B05 - Elect/Electron Engr	Professionals	1	92	Yes	3 Females 3 Hispanic 8 Asian-American
B13 -Admin/Analyst	Professionals	110	219	No	
C01 - Computer Tech	Technicians	5	17	Yes	2 Asian-American

D01 - Office Services	Clerical	83	29	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clerical	14	63	Yes	1 African-American 1 Hispanic
E03 - Mechanic/Repair	Mechanics	5	5	Yes	1 Female 6 Hispanic 2 Asian-American
F01 - Semi-Skilled	Operatives	18	33	Yes	5 Female 3 Asian-American
G02 - Bus Drivers	Service Workers	13	13	Yes	2 Hispanic 1 Asian-American

#### **ACTION-ORIENTED PROGRAMS FOR 1994**

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.

## SECTION II

### F. CHEMICAL SCIENCES DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Chemical Sciences Division, one of the smallest Divisions at LBL, is comprised largely of faculty investigators and graduate students. Ninety employees are affiliated with UC Berkeley and are included in that institution's Affirmative Action Plan. A total of 22 employees have their primary affiliation with LBL. Table 1 provides an overview of the distribution of these employees by race and sex.

Table 1  
Division Population

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	1 50%	1 50%	0 -	0 -	0 -	0 -	2 100%	2 100%
B. Professionals	4 25%	12 75%	0 -	0 -	4 25%	0 -	12 75%	16 100%
D. Office Clerical	4 100%	0 -	3 75%	0 -	0 -	0 -	1 25%	4 100%
All Categories	9 41%	13 59%	3 14%	0 -	4 18%	0 -	15 68%	22 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- In filling vacant positions, hiring officials have worked with staffing officials to develop recruitment plans to address the underutilization of women and minorities in the applicant pool.
- Lindarae Aubert represented the Division on the Laboratory-wide Diversity Committee.
- The Division has actively promoted training opportunities for women and minority employees. One female minority employee completed 8.5 SH of college coursework during the Fall 1993 semester.
- Department heads are reviewing and evaluating equal opportunity performance and affirmative action results as part of supervisory performance reviews.
- The Division is promoting, to our Investigators, the Director's program to make postdoctoral appointments available to women and minorities at the Laboratory.

#### PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

## DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 22 Employees fall into the nine job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	1	24	No	
A03 - Admin Mgmt	Officials/Mgrs	1	82	Yes	9 Female 2 African-American 2 Hispanic
B02 - Chemistry	Professionals	6	67	Yes	1 African-American
B03 - Physics	Professionals	4	223	Yes	2 Female
B07 - Other Engr/Earth	Professionals	1	58	No	
B11 - Research Assoc	Professionals	1	132	Yes	4 Female 4 African-American 1 Hispanic
B13 - Admin/Analyst	Professionals	4	219	No	
D01 - Office Services	Clericals	3	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	1	63	Yes	1 African-American 1 Hispanic

## ACTION-ORIENTED PROGRAMS IN 1994

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.

- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.



## SECTION II

### G. DIRECTORS' OFFICE 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Director's Office has 21 employees with the following distribution by race and sex.

Table 1  
Division Population

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	5 45%	6 55%	1 9%	1 9%	0 -	0 -	9 82%	11 100%
B. Professionals	3 75%	1 25%	0 -	1 25%	0 -	0 -	3 75%	4 100%
D. Office Clerical	5 83%	1 17%	0 -	1 17%	3 50%	0 -	2 33%	6 100%
All Categories	13 62%	8 38%	1 5%	3 14%	3 14%	0 -	14 67%	21 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- The Director's Office has worked throughout the year on a feasibility study for a Day Care Center at the Laboratory. The Deputy Director convened a Child Care Center Working Group, conducted a Laboratory wide survey to evaluate employee interest in a Center, and is preparing a business plan for the center. Although a final decision has not been made, this year's efforts have moved the Laboratory forward in laying the foundation necessary to make a sound decision about the Center.
- The Deputy Director has conducted a series of focus groups of Laboratory employees at all levels in an effort to better understand the concerns of employees and to provide information for strategic planning in the Laboratory's effort to make the Laboratory an employer of choice.
- The Director met with the President of Florida A & M University in an effort to develop a continuing relationship and a resource for recruiting students of color to consider the Laboratory as a place of employment.

#### PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

## OFFICE ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 21 Employees fall into the six job groups listed below. Although the Office can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division or Office has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Office Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	2	24	No	
A03 - Admin Mgmt	Officials/Mgrs	9	82	Yes	9 Female 2 African-American 2 Hispanic
B01 - Bio-Med Science	Professionals	1	82	No	
B13 - Admin/Analyst	Professionals	3	219	No	
D01 - Office Services	Clericals	3	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Super	Clericals	3	63	Yes	1 African-American 1 Hispanic

## ACTION-ORIENTED PROGRAMS IN 1994

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Office will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Office will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Office will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Office will continue to rely on the Diversity Committee for recommendations about ways to make the LBL an environment that is comfortable for all employees.

## SECTION II

### H. EARTH SCIENCES DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Earth Sciences Division has 76 employees with the following distribution by race and sex.

Table 1  
Division Population

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	1 33%	2 67%	0 -	0 -	0 -	0 -	3 100%	3 100%
B. Professionals	15 23%	49 77%	2 3%	1 2%	14 22%	0 -	47 73%	64 100%
C. Technicians	1 33%	2 67%	0 -	1 33%	0 -	0 -	2 67%	3 100%
D. Office Clerical	6 100%	0 -	1 17%	0 -	0 -	0 -	5 83%	6 100%
All Categories	23 30%	53 70%	3 4%	2 3%	14 18%	0 -	57 75%	76 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- Jane Long and Janet Jacobsen represented the Division on the Laboratory-wide Diversity Committee.
- Janet Jacobsen chairs the Subcommittee on Recruitment and Hiring and sits on the Child Care Center Working Group, chaired by Pier Oddone, Deputy Director.
- Sally Benson gave a talk to the LBL Women Scientists and Engineers on her research on selenium contamination resulting from agricultural practices in the Central Valley of California.
- The Division is hosting Marcus Cheney, a Native American postdoctoral student in Chemistry, who was awarded a University of California President's Postdoctoral Fellowship. Cheney gave a talk, as part of the Center for Science and Engineering Education's teacher enhancement program.
- Chris Doughty, a staff scientist in the Division, is pursuing a Ph.D. in hydrogeology as part of her career development program. Last summer she mentored a high-school math teacher from Texas as part of the Teacher Research Associates Program sponsored by CSEE.
- Pat Williams, a staff scientist in the Division, hosted a high school student from Richmond for two months during the summer. The arrangements were made through the Education Outreach Program in the CSEE. She also gave a talk on careers in the earth sciences to sixth-grade students at Malcolm X Junior High School.
- Preston Holland, a research associate with the Division, gave a similar talk to grade school students in local schools.

- Dale Perry, a Senior Scientist of the Division, continued his research collaboration with students and faculty at Jackson State University (JSU) and the Ana G. Mendez University System (AGMUS). His efforts in 1993 include hosting several minority students through CSEE, and developing partnerships for research between the Department of Defense, LBL, CSEE, JSU and AGMUS. As a result of his collaboration with these institutions, he participated in the National Energy Research Conference as a guest speaker, and presented a research paper at the International Waste Management Conference, both held in San Juan, Puerto Rico. Also as a result of these partnerships, he presented his contributions to four papers at the National Meeting of the American Chemical Society, in Denver, and was invited by EXXON to submit an article for publication in the *Chemical Review*.

#### PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

#### DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 76 Employees fall into the fourteen job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

Table 2  
Division Profile and Laboratory Underutilization

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	2	24	No	
A03 - Admin Mgmt	Officials/Mgrs	1	82	Yes	9 Female 2 African-American 2 Hispanic
B02 - Chemistry	Professionals	7	67	Yes	1 African-American
B03 - Physics	Professionals	5	223	Yes	2 Female
B04 - Comp/Math/Stats	Professionals	3	103	Yes	7 Female 3 African-American 2 Hispanic
B06 - Mech Engr	Professionals	1	76	Yes	2 Female 1 African-American 2 Hispanic 3 Asian-American
B07 - Other Engr/Earth	Professionals	25	58	No	
B08 - Facilities Engr	Professionals	4	37	Yes	1 Hispanic
B11 - Research Assoc	Professionals	16	132	Yes	4 Female 4 African-American 1 Hispanic
B13 - Admin/Analyst	Professionals	3	219	No	

C04 - Tech Research	Technicians	2	62	Yes	7 Female 1 Hispanic 10 Asian-American
C07 - Tech Assoc	Technicians	1	37	Yes	9 Female 2 African-American 5 Asian-American
D01 - Office Services	Clerical	4	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clerical	2	63	Yes	1 African-American 1 Hispanic

#### ACTION-ORIENTED PROGRAMS IN 1994

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.



## SECTION II

### I. ENERGY AND ENVIRONMENT DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Energy and Environment Division has 202 employees with the following distribution by race and sex.

**Table 1**  
**Division Population**

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	1 33%	2 67%	0 -	0 -	1 33%	0 -	2 67%	3 100%
B. Professionals	36 23%	123 77%	2 1%	4 3%	22 14%	0 -	131 82%	159 100%
C. Technicians	1 9%	10 91%	0 -	0 -	1 9%	0 -	10 91%	11 100%
D. Office Clerical	26 90%	3 10%	5 17%	4 14%	1 3%	0 -	19 66%	29 100%
All Categories	64 32%	138 68%	7 4%	8 4%	25 12%	0 -	162 80%	202 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- Joyce Cordell is attending classes to increase her base of knowledge towards possible supervisory responsibilities.
- Nori Hudson has taken classes in sexual harassment and managing diversity.
- The Division was active in community outreach through Michael Wilde, liaison to the Center for Building Science. The Center brings educators to LBL to support their scientific education and sends LBL researchers into area schools to carry out presentations in specific fields of expertise. An innovative project in conjunction with the Center is a new effort to establish an educational resource file to provide researchers easy access to instruction materials concerning issues relating to energy and the environment.

#### PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

## DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 202 Employees fall into the eighteen job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Professionals	2	24	No	
A03 - Admin Mgmt	Professionals	1	82	Yes	9 Female 2 African-American 2 Hispanic
B01 - Bio-Med Science	Professionals	3	82	No	
B02 - Chemistry	Professionals	16	67	Yes	1 African-American
B03 - Physics	Professionals	21	223	Yes	2 Female
B04 - Comp/Math/Stats	Professionals	3	103	Yes	7 Female 3 African-American 2 Hispanic
B06 - Mech Engr	Professionals	8	76	Yes	2 Female 1 African-American 2 Hispanic 3 Asian-American
B07 - Other Engr/Earth	Professionals	10	58	No	
B08 - Facilities Engr	Professionals	4	37	Yes	1 Hispanic
B09 - Econ/Analyst	Professionals	24	24	Yes	3 Female
B10 - Tech Edit/Writing	Professionals	5	28	Yes	1 African-American
B11 - Research Assoc	Professionals	53	132	Yes	4 Female 4 African-American 1 Hispanic
B13 - Admin/Analyst	Professionals	12	219	No	
C03 - Electron Tech	Technicians	1	125	Yes	10 Female 4 Hispanic 9 Asian-American
C04 - Tech/Research	Technicians	2	62	Yes	7 Female 1 Hispanic 10 Asian-American
C07 - Tech Assoc	Technicians	8	37	Yes	9 Female 2 African-American 5 Asian-American
D01 - Office Services	Clericals	27	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Super	Clericals	2	63	Yes	1 African-American 1 Hispanic

## **ACTION-ORIENTED PROGRAMS / ACTIVITIES IN 1994**

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.
- Nori Hudson and Joyce Cordell will be attending a class titled "Legal Implications of the Employment Process" in January.
- Cooperation and participation of the Division in The Center for Building Science' activities will continue, and a major challenge in 1994 will be the establishment of the energy and environment resource file.



## SECTION II

### J. ENGINEERING DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Engineering Division has 570 employees with the following distribution by race and sex.

Table 1  
Division Population

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	1 4%	26 96%	0 -	1 4%	1 4%	0 -	25 93%	27 100%
B. Professionals	17 10%	150 90%	3 2%	1 1%	19 11%	0 -	144 86%	167 100%
C. Technicians	17 5%	292 95%	14 5%	13 4%	37 12%	0 -	245 79%	309 100%
D. Office Clerical	18 100%	0 -	3 17%	2 11%	2 11%	0 -	11 61%	18 100%
E. Skilled Crafts	0 -	47 100%	3 6%	5 11%	3 6%	0 -	36 77%	47 100%
F. Semi-Skilled	1 50%	1 50%	0 -	0 -	0 -	0 -	2 100%	2 100%
All Categories <sup>1</sup>	54 9%	516 91%	23 4%	22 4%	62 11%	0 -	463 81%	570 100%

#### INTRODUCTION

The Engineering Division provides an engineering resource to the research programs at the Laboratory and conducts internal research which is directly funded by various agencies. Division personnel are matrixed to program divisions and make significant contributions to research and development activities as members of the research teams. In support of that work, the Division operates electronic, mechanical and computer prototyping, maintenance and installation shops. To meet these Laboratory needs, the Division employs a staff of approximately 570 professional engineers, technical associates and assistants, skilled craftsmen and administrative personnel.

<sup>1</sup> Due to rounding, the sum of category percentage totals for underrepresented groups may not equal 100%.

## AFFIRMATIVE ACTION ACTIVITIES IN 1993

- The Division continued its membership in the National Consortium for Graduate Degrees for Minorities in Engineering, Inc. (GEM) and sponsored four student internships for two African-Americans (one male and one female) and two Hispanics (one male and one female).
- Of the nine students participating in the Division's Cooperative (Co-op) Education Program, four were Asian-Americans (two males and two females) and one was a Caucasian female.
- The Division's Committee on Diversity (CODE), in its second year of existence, implemented a mentoring program. The program includes two active mentor/protégé(e) teams and is working on mentors for four others. A formal survey about the mentoring program was conducted among the Engineering Division staff. Their responses were positive and 20-30 people volunteered to be mentors. The Committee plans to select approximately 15 volunteers to participate in the pilot program.
- Mary Anne Holman of the Human Resources Department met with hiring supervisors for each Engineering position posted and reviewed the Laboratory's commitment to affirmative action and identified and discussed a comprehensive recruitment plan to develop diverse applicant pools.
- The Division created a mailing list of professional, affirmative action-oriented organizations and educational institutions (including the Society of Women Engineers, Society of Black Engineers, Society of Hispanic Professional Engineers, Minority Engineering Program Directors) which serves as a recruitment tool for specific job announcements.
- The Division Director has membership in two minority organizations to keep abreast of programs for minorities in the engineering field. These organizations are: National Action Council for Minorities in Engineering (NACME) and National Association of Minority Engineering Program Administrators (NAMEPA).
- The Division attends job fairs and career fairs to develop contacts with Engineering programs. In the summer of 1993, one female student, a contact from a career fair, was employed for the summer and is a promising candidate for a career position when she completes her Ph.D. degree in 1994.
- The Division's Salary Committee reviewed all salary decisions to ensure Division-wide equity and to consider protected class treatment.
- The Division engaged the services of The Napa Group to discuss a broad range of organizational/management concerns. The Division was reorganized in January 1994 to implement an organization that is committed to developing, practicing and implementing good practices in human resources, customer service, managing change and developing a mission and vision statement consistent with the Laboratory's Vision 2000 statement. *Commitment to our people* is our number two value falling closely behind *customer orientation*.
- Selected staff in the Division are participating in a six-month Zenger-Miller FrontLine Leadership Workshop directed at Core Interpersonal Skills. During 1993, 20 division supervisors and management staff attended the workshop. The purpose of this training is to enhance supervisory skills to increase effectiveness, awareness, communication skills, leadership and to build consistency in employee relations, productivity and teamwork.

## PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

## DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 570 Engineering Employees fall into the twenty-three job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	1	24	No	
A03 - Admin Mgmt	Officials/Mgrs	3	82	Yes	9 Female 2 African-American 2 Hispanic
A05 - Tech Mgmt	Officials/Mgrs	23	54	Yes	5 Female 2 African-American 2 Hispanic 4 Asian-American
B02 - Chemistry	Professionals	3	67	Yes	1 African-American
B03 - Physics	Professionals	4	223	Yes	2 Female
B04 - Comp/Math/Stats	Professionals	27	103	Yes	7 Female 3 African-American 8 Hispanic
B05 - Elect/Electron Engr	Professionals	77	92	Yes	3 Female 3 Hispanic 8 Asian-American
B06 - Mech Engr	Professionals	48	76	Yes	2 Female 1 African-American 2 Hispanic 3 Asian-American
B07 - Other Engr/Earth	Professionals	1	58	No	
B08 - Facilities Engr	Professionals	1	37	Yes	1 Hispanic
B13 - Admin/Analyst	Professionals	5	219	No	
B16 - Envir, H & S	Professionals	1	58	Yes	1 Hispanic
C01 - Computer Tech	Technicians	2	17	Yes	2 Asian-American
C02 - Mech Tech	Technicians	123	123	Yes	5 Female 2 African-American 2 Hispanic
C03 - Electron Tech	Technicians	124	125	Yes	10 Female 4 Hispanic 9 Asian-American
C04 - Tech/Research	Technicians	31	62	Yes	7 Female 1 Hispanic 10 Asian-American
C05 - Design/Graphics	Technicians	27	54	Yes	2 Hispanic

C07 - Tech Assoc	Technicians	2	37	Yes	9 Female 2 African-American 5 Asian-American
D01 - Office Services	Clericals	12	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	6	63	Yes	1 African-American 1 Hispanic
E01 - Machine Shop	Skilled Crafts	34	34	Yes	4 Female 7 Hispanic 3 Asian-American
E02 - Crafts/Trades	Skilled Crafts	13	79	Yes	2 Female 6 Hispanic 3 Asian-American
F01 - Semi-Skilled	Operatives	2	33	Yes	5 Female 3 Asian-American

#### **ACTION-ORIENTED PROGRAMS / ACTIVITIES FOR 1994**

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.
- Each activity carried out in 1993 will be continued in 1994. These activities serve as a foundation for the Division's Affirmative Action Program which will be reviewed and monitored on an annual basis.
- The Division plans to implement a technical lecture series for all Division staff to increase employees' understanding and knowledge of Division activities.
- The Division will serve as a pilot group for the Laboratory-wide mentoring program.

## SECTION II

### K. ENVIRONMENT, HEALTH AND SAFETY DIVISION 1993 ACCOMPLISHMENTS, PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Environment, Health and Safety Division has 151 employees with the following distribution by race and sex.

**Table 1**  
**Division Population**

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	0 -	5 100%	0 -	1 20%	1 20%	1 20%	2 40%	5 100%
B. Professionals	26 37%	45 63%	7 10%	0 -	9 13%	0 -	55 78%	71 100%
C. Technicians	14 36%	25 64%	8 21%	1 3%	3 8%	0 -	27 69%	39 100%
D. Office Clerical	14 74%	5 26%	3 16%	0 -	2 11%	0 -	14 74%	19 100%
G. Service Wkrs	1 6%	16 94%	1 6%	0 -	0 -	0 -	16 94%	17 100%
<b>All Categories<sup>1</sup></b>	<b>55 36%</b>	<b>96 64%</b>	<b>19 13%</b>	<b>2 1%</b>	<b>15 10%</b>	<b>1 1%</b>	<b>114 76%</b>	<b>151 100%</b>

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

The Division experienced unprecedeted growth during 1992. In 1993, the primary focus has been that of staff training and development.

- The Department established an annual Training/Travel Plan for all EH&S staff including a dedicated dollar amount for each.
- EH&S senior management and supervisors participated in the Zenger-Miller pilot program.
- Ad hoc working groups, focused on problem-solving, formed as a result of consultant Kay Iwata's team building work within the Division.
- Rita Risser, J.D. provided sexual harassment training classes to Fire Department management and staff.

<sup>1</sup> Due to rounding, the sum of category percentage totals for underrepresented groups may not equal 100%.

- Kam Tung, Department Head for Environment Restoration and Waste Management, participated in the UCLA training program, LEAP, for professional development of Asian Pacific technical managers.
- David Balgobin represented the Division on the Laboratory-wide Diversity Committee.
- To foster trust and to evoke a sense of community involvement, management has conducted periodic meetings with the City of Berkeley. At these meetings, Division management address concerns and inquiries by the public and assure that LBL is abiding by required city, state and federal regulations and standards. These meetings will continue in 1994.
- Four employees from protected classes were promoted internally through reclassification and internal competition as part of a restructuring effort.
- Through successful affirmative action recruitment efforts, the Department was able to offer high level positions to two applicants from protected classes.
- The Department supported the following collaborative programs offered by the Center for Science and Engineering Education: provided Staff Scientist III level research guidance and lectures on the field of geology and hydraulics to the Ana G. Mendez University System in Puerto Rico; provided coordination efforts towards the annual National Energy Research Conference held in Puerto Rico and assisted in the preparation of grant proposals; assisted in developing program-enhancing curriculum in a cooperative agreement with Sandia; assisted in interviewing, selecting and placing minority students from Jackson State University, Florida A&M University and Ana G. Mendez University System in the CSEE Summer Student Program at LBL. The Division provided projects and mentoring for eight college level minority students.
- Nine Division employees received Outstanding Performance Awards.
- Ten Division employees participated in the Laboratory's educational aid program and completed Career Development Programs.

#### **PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS**

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact in hiring and promotions/reclassifications. There was adverse impact on terminations of African-Americans in Job Group D01 (Office Services). Further review disclosed that two African-Americans were terminated for voluntary reasons, one to accept another job and one after giving birth to a child. Given these reasons, the evidence supports that the adverse impact has not disclosed a problem area.

#### **DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994**

The 151 Employees fall into the fourteen job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	1	24	No	
A03 - Admin Mgmt	Officials/Mgrs	1	82	Yes	9 Female 2 African-American 2 Hispanic

A05 - Tech Mgmt	Officials/Mgrs	3	54	Yes	5 Female 2 African-American 2 Hispanic 4 Asian-American
B01 - Bio-Med Science	Professionals	3	82	No	
B05 - Elect/Electron Engr	Professionals	1	92	Yes	3 Female 3 Hispanic 8 Asian-American
B07 - Other Engr/Earth	Professionals	1	58	No	
B13 - Admin/Analyst	Professionals	15	219	No	
B16 - Envir, H & S	Professionals	51	58	Yes	1 Hispanic
C04 - Tech Research	Technicians	3	62	Yes	7 Female 1 Hispanic 10 Asian-American
C06 - Health/Medical	Technicians	34	38	Yes	8 Female 2 Hispanic 1 Asian-American
C07 - Tech Assoc	Technicians	2	37	Yes	9 Female 2 African-American 5 Asian-American
D01 - Office Services	Clericals	16	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	3	63	Yes	1 African-American 1 Hispanic
G01 - Fire	Serv Workers	17	17	Yes	1 Hispanic

#### ACTION-ORIENTED PROGRAMS / ACTIVITIES FOR 1994

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.

- The Department will sponsor a Napa Valley College Hazardous Waste Management Internship Program.
- The Department is designing a mandatory EH&S supervisory training program touching on the following areas: recruitment, selection, job descriptions, employee assistance, employee relations, sexual harassment.
- Leadership training is planned for three management level women in the Department.

## SECTION II

### L. INFORMATION AND COMPUTING SCIENCES DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Information and Computing Sciences Division has 145 employees with the following distribution by race and sex.

**Table 1**  
**Division Population**

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	3 27%	8 73%	0 -	1 9%	0 -	0 -	10 91%	11 100%
B. Professionals	28 35%	53 65%	2 3%	3 4%	12 15%	0 -	64 79%	81 100%
C. Technicians	11 33%	22 67%	3 9%	3 9%	3 9%	0 -	24 73%	33 100%
D. Office Clerical	17 90%	2 10%	7 37%	2 11%	3 16%	0 -	7 37%	19 100%
F. Semi-Skilled	1 100%	0 -	0 -	1 100%	0 -	0 -	0 -	1 100%
All Categories <sup>1</sup>	60 41%	85 59%	12 8%	10 7%	18 12%	0 -	105 72%	145 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

For the most part, the Division's affirmative action activities are initiatives of individual staff members.

- Frank Ling represented the Division on the Laboratory-wide Diversity Committee.
- The Division carried out a number of activities aimed at increasing the number of women and students of color in computing science. It conducted an annual Computing Science Summer Student Program aimed at junior- and senior-standing computer science majors. Announcements were sent to all of the major universities, historically black colleges and universities, and universities with large minority enrollments. This recruitment strategy has been a good method for introducing female and minority students into the Division and to encourage them to seek higher degrees in the computer science field. Additionally, the Division participates in CSEE efforts and has started a mentorship program. Currently, it supports an African-American UC Berkeley computer science undergraduate student.

<sup>1</sup> Due to rounding, the sum of category percentage totals for underrepresented groups may not equal 100%.

- Two employees were active in professional and community organizations. Loretta Lizama in the Lion's Association and Frank Ling in the Asian community in San Francisco.
- The Division initiated a variety of efforts to increase the visibility of LBL in the community. It conducted computer training classes for high school teachers in UNIX and C programming, and in various Macintosh and PC software applications. It has close ties with Berkeley High School and is trying to set up a network link which would allow students to use the computers in the Computer Center. It funded a project entitled "The Whole Frog," which will be used to enhance high school science education. Some of the scientific staff teach at San Francisco State and, consequently, a few of their students participate in ICSD research programs as student assistants or guests.
- More than 60 staff members attended classes on sexual harassment, leadership training and on performance management.
- The Division is supporting Suzanna Lewis in earning a Ph.D. in Biology while continuing half-time with her research work.
- Russ Wright received an Outstanding Performance Award for his mentorship program.
- The Division adopted some new strategies in its continuing efforts to develop diverse applicant pools for its professional positions.

#### PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

#### DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 145 Employees fall into the fifteen job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

Table 2  
Division Profile and Laboratory Underutilization

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	1	24	No	
A03 - Admin Mgmt	Officials/Mgrs	6	82	Yes	9 Female 2 African-American 2 Hispanic
A05 - Tech Mgmt	Officials/Mgrs	4	54	Yes	5 Female 2 African-American 2 Hispanic 4 Asian-American
B04 - Comp/Math/Stats	Professionals	53	103	Yes	7 Female 3 African-American 2 Hispanic
B08 - Facilities Engr	Professionals	1	37	Yes	1 Hispanic
B10 - Tech Edit/Writing	Professionals	14	28	Yes	1 African-American

B11 - Research Assoc	Professionals	1	128	Yes	4 Female 4 African-American 1 Hispanic
B13 - Admin/Analyst	Professionals	12	219	No	
C01 - Computer Tech	Technicians	7	17	Yes	2 Asian-American
C04 - Tech Research	Technicians	3	62	Yes	7 Female 1 Hispanic 10 Asian-American
C05 - Design/Graphics	Technicians	19	54	Yes	2 Hispanic
C07 - Tech Assoc	Technicians	4	37	Yes	9 Female 2 African-American 5 Asian-American
D01 - Office Services	Clericals	15	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	4	63	Yes	1 African-American 1 Hispanic
F01 - Semi-Skilled	Operatives	1	33	Yes	5 Female 3 Asian-American

#### **ACTION-ORIENTED PROGRAMS IN 1994**

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.



## SECTION II

### M. LIFE SCIENCES DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Life Sciences Division has 189 employees with the following distribution by race and sex.

Table 1  
Division Population

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	2 50%	2 50%	1 25%	0 -	1 25%	0 -	2 50%	4 100%
B. Professionals	81 51%	78 49%	2 1%	3 2%	32 20%	0 -	122 77%	159 100%
C. Technicians	4 50%	4 50%	2 25%	1 13%	3 38%	0 -	2 25%	8 100%
D. Office Clerical	15 88%	2 12%	2 12%	2 12%	0 -	0 -	13 77%	17 100%
F. Semi-Skilled	1 100%	0 -	0 -	0 -	0 -	0 -	1 100%	1 100%
All Categories <sup>1</sup>	103 55%	86 45%	7 4%	6 3%	36 19%	0 -	140 74%	189 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- Mary Worth represented the Division on the Laboratory-wide Diversity Committee.
- Priscilla Cooper served as a mentor in a program sponsored by the Center for Science and Engineering Education, and lectured to a group of undergraduate minority students in the NASA Space Life Sciences Training Program at the Kennedy Space Center.
- Bob Glaeser applied for and received special grant money to employ Dr. Felicia Handrickson.
- John Conboy worked as a sponsor and mentor with a number of students in programs sponsored by the Center for Science and Engineering Education.
- Richard Schwarz participated in a number of Center for Science and Engineering Education programs and served as a mentor in assisting a recent graduate of UCLA in finding a permanent research position at the Laboratory.

<sup>1</sup> Due to rounding, the sum of category percentage totals for underrepresented groups may not equal 100%.

- Joel Anne Chasis participated in a number of Center for Science and Engineering Education programs and served as a mentor to female undergraduate students interested in careers in science and medicine.
- Henry Van Brocklin participated in the Lawrence Hall of Science STEP (Scientists and Teachers in Educational Partnership Programs) and served as a mentor to a high school student working at the Laboratory in a summer program.
- Pam Coxson served as mentor for a student participating in CSEE's summer program for high school students. In addition, she made five presentations at schools and colleges including a workshop on Imaging your Brain at a conference at San Francisco State, a presentation at an after school science program for elementary school students and a talk on energy conservation to a Girl Scout Group. She has continued as an leader in the LBL Women Scientists and Engineers Seminar Series.
- Stephen Derenzo hired a student of color who is a second year Chemistry student at UC Berkeley.
- Mary Barcellos-Hoff hosted two teachers and two students in CSEE summer programs, maintained an active membership in several professional organizations including Women in Cell Biology, American Women in Science and Women in Radiation Research.
- Trudy Forte continued as Chair of the LBL Diversity Committee and received an Outstanding Performance Award for her contributions to diversity at the Laboratory, supported three women/minority students participating in three CSEE programs in addition to supporting three women/minority students from UC Berkeley in her lab. She also chaired the Women and Minority Leadership Committee of the Arteriosclerosis Council of the American Heart Association and organized a luncheon for that group as part of an effort to increase the number of visibility of women in research on atherosclerosis.

#### **PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS**

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

#### **DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994**

The 189 Employees fall into the sixteen job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	1	24	No	
A03 - Admin Mgmt	Officials/Mgrs	2	82	Yes	9 Female 2 African-American 2 Hispanic
A05 - Tech Mgmt	Officials/Mgrs	1	54	Yes	5 Female 2 African-American 2 Hispanic 4 Asian-American
B01 - Bio-Med Science	Professionals	71	82	No	

B02 - Chemistry	Professionals	5	67	Yes	1 African-American
B03 - Physics	Professionals	7	223	Yes	2 Female
B04 - Comp/Math/Stats	Professionals	8	103	Yes	7 Female 3 African-American 2 Hispanic
B10 - Tech Edit/Writing	Professionals	1	28	Yes	1 African-American
B11 - Research Assoc	Professionals	54	132	Yes	4 Female 4 African-American 1 Hispanic
B13 - Admin/Analyst	Professionals	13	219	No	
C04 - Tech Research	Technicians	3	62	Yes	7 Female 1 Hispanic 10 Asian-American
C06 - Health/Medical	Technicians	4	38	Yes	8 Female 2 Hispanic 1 Asian-American
C07 - Tech Assoc	Technicians	1	37	Yes	9 Female 2 African-American 5 Asian-American
D01 - Office Services	Clericals	13	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	4	63	Yes	1 African-American 1 Hispanic
F01 - Semi-Skilled	Operatives	1	33	Yes	5 Female 3 Asian-American

#### ACTION-ORIENTED PROGRAMS IN 1994

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.



## SECTION II

### N. MATERIALS SCIENCES DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Materials Sciences Division has 107 employees with the following distribution by race and sex.

Table 1  
Division Population

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	1 20%	4 80%	0 -	0 -	0 -	0 -	5 100%	5 100%
B. Professionals	17 24%	53 76%	2 3%	2 3%	10 14%	0 -	56 80%	70 100%
C. Technicians	1 10%	9 90%	0 -	0 -	1 10%	0 -	9 90%	10 100%
D. Office Clerical	21 96%	1 4%	6 27%	0 -	0 -	0 -	16 73%	22 100%
All Categories	40 37%	67 63%	8 8%	2 2%	11 10%	0 -	86 80%	107 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- Zuzanna Liliental-Weber represented the Division on the Laboratory-wide Diversity Committee.
- The Division instituted a Speaker Services on science for the non-scientist. The purpose of this series was to improve administrative staff's understanding of research conducted within the Division.

#### PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact in hiring and promotions/reclassifications. There was adverse impact on terminations of Asian-Americans in Job Group B03 (Physics). Further review disclosed that one Asian-American was terminated when his appointment expired. Given the evidence there is no reason to believe that discrimination occurred in the termination.

#### DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 107 Employees fall into the fourteen job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	3	24	No	
A03 - Admin Mgmt	Officials/Mgrs	2	82	Yes	9 Female 2 African-American 2 Hispanic
B01 - Bio-Med Science	Professionals	1	82	No	
B02 - Chemistry	Professionals	11	67	Yes	1 African-American
B03 - Physics	Professionals	27	223	Yes	2 Female
B05 - Elect/Electron Engr	Professionals	2	92	Yes	3 Female 3 Hispanic 8 Asian-American
B07 - Other Engr/Earth	Professionals	17	58	No	
B10 - Tech Edit/Writing	Professionals	1	28	Yes	1 African-American
B11 - Research Assoc	Professionals	4	132	Yes	4 Female 4 African-American 1 Hispanic
B13 - Admin/Analyst	Professionals	7	219	No	
C04 - Tech Research	Technicians	7	62	Yes	7 Female 1 Hispanic 10 Asian-American
C07 - Tech Assoc	Technicians	3	37	Yes	9 Female 2 African-American 5 Asian-American
D01 - Office Services	Clericals	16	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	6	63	Yes	1 African-American 1 Hispanic

#### **ACTION-ORIENTED PROGRAMS IN 1994**

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.

- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.



## SECTION II

### O. NUCLEAR SCIENCE DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Nuclear Sciences Division has 87 employees with the following distribution by race and sex.

Table 1  
Division Population

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	2 33%	1 67%	0 -	0 -	0 -	0 -	3 100%	3 100%
B. Professionals	9 14%	54 86%	2 3%	3 5%	11 18%	0 -	47 75%	63 100%
C. Technicians	3 37%	5 63%	0 -	0 -	0 -	0 -	8 100%	8 100%
D. Office Clerical	11 85%	2 15%	3 23%	0 -	1 8%	0 -	9 69%	13 100%
All Categories <sup>1</sup>	25 29%	62 71%	5 6%	3 3%	12 14%	0 -	67 77%	87 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- Grazyna Odyniec represented the Division on the Laboratory-wide Diversity Committee.

#### PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

#### DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 87 Employees fall into the twelve job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

<sup>1</sup> Due to rounding, the sum of category percentage totals for underrepresented groups may not equal 100%.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	2	24	No	
A03 - Admin Mgmt	Officials/Mgrs	1	82	Yes	9 Female 2 African-American 2 Hispanic
B01 - Bio-Med Science	Professionals	1	82	No	
B02 - Chemistry	Professionals	9	67	Yes	1 African-American
B03 - Physics	Professionals	46	223	Yes	2 Female
B04 - Comp/Math/Stats	Professionals	3	103	Yes	7 Female 3 African-American 2 Hispanic
B05 - Elect/Electron Engr	Professionals	1	92	Yes	3 Female 3 Hispanic 8 Asian-American
B13 - Admin/Analyst	Professionals	3	219	No	
C04 - Tech Research	Technicians	1	62	Yes	7 Female 1 Hispanic 10 Asian-American
C08 - Accel Oper	Technicians	7	20	Yes	3 Asian-American
D01 - Office Services	Clericals	11	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	2	63	Yes	1 African-American 1 Hispanic

#### **ACTION-ORIENTED PROGRAMS IN 1994**

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of FEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.

- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.





**AIIM**

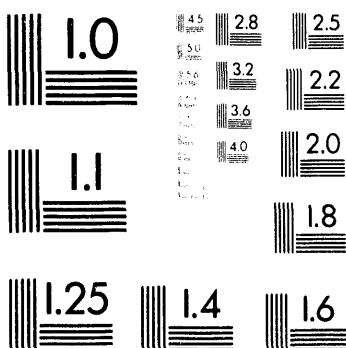
**Association for Information and Image Management**

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**Centimeter**



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2 of 4

## SECTION II

### P. OPERATIONS DIVISION & FACILITIES DEPARTMENT 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Operations Division and Facilities Department combined have 285 employees with the following distribution by race and sex.

**Table 1**  
**Division Population**

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	2 7%	25 93%	4 15%	0 -	1 4%	0 -	22 81%	27 100%
B. Professionals	17 23%	58 77%	4 5%	1 1%	13 17%	1 1%	56 75%	75 100%
C. Technicians	4 17%	19 83%	1 4%	4 17%	3 13%	1 4%	14 61%	23 100%
D. Office Clerical	11 85%	2 15%	3 23%	3 23%	0 -	0 -	7 54%	13 100%
E. Skilled Crafts	0 -	101 100%	10 10%	8 8%	4 4%	3 3%	76 75%	101 100%
F. Semi-Skilled	1 9%	10 91%	2 18%	4 36%	1 9%	0 -	4 36%	11 100%
G. Service Wkrs	13 37%	22 63%	7 20%	10 29%	7 20%	0 -	11 31%	35 100%
All Categories <sup>1</sup>	48 17%	237 83%	31 11%	30 11%	29 10%	5 2%	190 67%	285 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- Operations Division Directors and Department Heads are evaluated on their performance regarding AAP efforts including recruitment, development and program planning.
- All Division supervisors participated in Zenger-Miller supervisory training and Rita Risser's training on *Managing within the Law* and *Employee Rights and Responsibilities*.

<sup>1</sup> Due to rounding, the sum of category percentage totals for underrepresented groups may not equal 100%.

- Laura Chen and Martin Luk attended the Leadership Effectiveness for Asian Pacific Islanders (LEAP) offered by UCLA.
- Laura Chen and Greg Raymond represented the Division on the Laboratory's Diversity Committee.
- Two students were hired for summer programs offered by the Center for Science and Engineering Education.
- Greg Raymond is a member of the National Organization of Minority Architects (NOMA).
- Danica Truchlikova is a member of the National Organization of Women Architects.
- Weygand Younge, an active member of the Association of Black Engineers, made a presentation before that organization.
- Laura Chen was nominated and selected for participation in the University of California's Management Skills Assessment Program.
- Doug Lockhart acted as a judge for the Oakland Science Fair.

#### **PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROTECTION AREAS**

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

#### **DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994**

The 285 Employees fall into the eighteen job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A-01 - Directors	Officials/Mgrs	1	24	No	
A03 - Admin Mgmt	Officials/Mgrs	8	82	Yes	9 Female 2 African-American 2 Hispanic
A05 - Tech Mgmt	Officials/Mgrs	18	54	Yes	5 Female 2 African-American 2 Hispanic 4 Asian-American
B05 - Elect/Electron Engr	Professionals	9	92	Yes	3 Female 3 Hispanic 8 Asian-American
B06 - Mech Engr	Professionals	19	76	Yes	2 Female 1 African-American 2 Hispanic 3 Asian-American
B07 - Other Engr/Earth	Professionals	1	58	No	
B08 - Facilities Engr	Professionals	27	37	Yes	1 Hispanic
B13 - Admin/Analyst	Professionals	14	219	No	

B16 - Envir, H & S	Professionals	5	58	Yes	1 Hispanic
C01 - Computer Tech	Technicians	1	17	Yes	2 Asian-American
C04 - Tech Research	Technicians	8	62	Yes	7 Female 1 Hispanic 10 Asian-American
C05 - Design/Graphics	Technicians	8	54	Yes	2 Hispanic
C07 - Tech Assoc	Technicians	6	37	Yes	9 Female 2 African-American 5 Asian-American
D01 - Office Services	Clericals	10	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	3	63	Yes	1 African-American 1 Hispanic
E02 - Crafts/Trades	Skilled Crafts	101	79	Yes	2 Female 4 Hispanic 1 Asian-American
F01 - Semi-Skilled	Operatives	11	33	Yes	5 Female 3 Asian-American
G03 - Custodians	Service Wrkers	35	35	Yes	4 Hispanic

#### ACTION-ORIENTED PROGRAMS IN 1994

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.



## SECTION II

### Q. PHYSICS DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Physics Division has 75 employees with the following distribution by race and sex.

**Table 1**  
**Division Population**

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	1 33%	2 67%	0 -	0 -	1 33%	0 -	2 67%	3 100%
B. Professionals	10 18%	46 82%	0 -	0 -	7 13%	0 -	49 88%	56 100%
C. Technicians	0 -	6 100%	0 -	0 -	0 -	0 -	6 100%	6 100%
D. Office Clerical	9 90%	1 10%	3 30%	0 -	0 -	0 -	7 70%	10 100%
All Categories <sup>1</sup>	20 27%	55 73%	3 4%	0 -	8 11%	0 -	64 85%	75 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- The Division served as the home of the Hands on Universe (HOU) program, an innovative education effort, headed by Carl Pennypacker and Elizabeth Arsem. By bringing real science into the high school classroom using the electronic information highway, HOU sets a new standard for contemporary science education. Pennypacker and Arsem have brought high schools from around the country into their program, paying special attention to the needs of classroom teachers. An important aspect of HOU is its concern with the needs of students in urban areas.
- Lonnette Robinson represented the Division on the Laboratory-wide Diversity Committee. In addition, she received an Outstanding Performance Award for her superb and selfless contributions to the work of the Division.
- Natalie Roe received an Outstanding Performance Award in recognition of her scientific achievements (including leading an LDDR project while a postdoctoral scientist) and her substantial contributions to LBL diversity activities, including membership on the Diversity Committee in the first year, serving as a founding member of the Women Scientists and Engineers groups, playing a leadership role in LBL efforts to bring child care to the Laboratory.

<sup>1</sup> Due to rounding, the category totals for underrepresented groups may not equal 100%.

- Manylibo Matthews, an African-American undergraduate student from UC Berkeley, participated in the Division's summer student program. Matthews, now a graduate student at Harvard, has received strong support from a senior scientist in the Division.
- Mark Covington and Tevar Perry have been active in formation of the new African-American Employees' Association. Both employees have also participated in a series of employee development efforts which have contributed to their continued professional growth in the Division.

#### **PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS**

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

#### **DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994**

The 75 Employees fall into the thirteen job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under-Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	2	24	No	
A03 - Admin Mgmt	Officials/Mgrs	1	82	Yes	9 Female 2 African-American 2 Hispanic
B03 - Physics	Professionals	43	223	Yes	2 Female
B04 - Comp/Math/Stats	Professionals	5	103	Yes	7 Female 3 African-American 2 Hispanic
B-05 - Elect/Electron Engr	Professionals	1	92	Yes	3 Female 3 Hispanic 8 Asian-American
B10 - Tech Edit / Writing	Professionals	1	28	Yes	1 African-American
B11 - Research Assoc	Professionals	2	132	Yes	4 Female 4 African-American 1 Hispanic
B13 - Admin/Analyst	Professionals	4	219	No	
C01 - Computer Tech	Technicians	2	17	Yes	1 Asian-American
C04 - Tech Research	Technicians	1	62	Yes	7 Female 1 Hispanic 10 Asian-American
C07 - Tech Assoc	Technicians	3	37	Yes	9 Female 2 African-American 5 Asian-American

D01 - Office Services	Clerical	7	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clerical	3	63	Yes	1 African-American 1 Hispanic

#### **ACTION-ORIENTED PROGRAMS IN 1994**

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.



## SECTION II

### R. PLANNING & DEVELOPMENT OFFICE 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Office of Planning and Development has 27 employees with the following distribution by race and sex.

**Table 1**  
**Division Population**

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	2 29%	5 71%	1 14%	0 -	0 -	0 -	6 86%	7 100%
B. Professionals	10 71%	4 29%	2 14%	0 -	0 -	0 -	12 86%	14 100%
D. Office Clerical	4 67%	2 33%	3 50%	1 17%	0 -	0 -	2 33%	6 100%
All Categories	16 59%	11 41%	6 22%	1 4%	0 -	0 -	20 74%	27 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- Rollie Otto represented the Office on the Laboratory-wide Diversity Committee.
- The Office includes the Center for Science and Engineering Education and the Community Relations Office, both of which play active roles in affirmative action efforts. They are described elsewhere in Section II.

#### PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

#### DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 27 Employees fall into the eight job groups listed below. Although the Office can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division or Office has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Office Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under- Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	1	24	No	
A03 - Admin Mgmt	Officials/Mgrs	6	82	Yes	9 Female 2 African-American 2 Hispanic
B02 - Chemistry	Professionals	1	67	Yes	1 African-American
B10 - Tech Edit / Writing	Professionals	6	28	Yes	1 African-American
B13 - Admin/Analyst	Professionals	6	219	No	
B16 - Envir, H & S	Professionals	1	58	Yes	1 Hispanic
D01 - Office Services	Clericals	3	239	Yes	9 Hispanic 20 Asian-American
D02 - Office Spec/Sups	Clericals	3	63	Yes	1 African-American 1 Hispanic

#### **ACTION-ORIENTED PROGRAMS IN 1994**

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Office will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Office will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Office will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.
- The Office will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.

## SECTION II

### S. STRUCTURAL BIOLOGY DIVISION 1993 ACCOMPLISHMENTS; PROBLEM AREAS AND ACTION-ORIENTED PROGRAMS

#### OVERVIEW

The Structural Biology Division has 18 employees with the following distribution by race and sex.

**Table 1**  
**Division Population**

EEO Category	Total Female	Total Male	Total African-American	Total Hispanic	Total Asian-American	Total Native American	Total Caucasian	Total Staff
A. Officials/Mgrs	0 -	2 100%	0 -	0 -	1 50%	0 -	1 50%	2 100%
B. Professionals	3 25%	9 75%	0 -	0 -	4 33%	0 -	8 67%	12 100%
D. Office Clerical	4 100%	0 -	2 50%	0 -	1 25%	0 -	1 25%	4 100%
All Categories	7 39%	11 61%	2 11%	0 -	6 33%	0 -	10 56%	18 100%

#### AFFIRMATIVE ACTION ACTIVITIES IN 1993

- The Division has always provided opportunities for undergraduates to do research in the Laboratory and has actively participated in CSEE programs. Last summer, the Division employed nine undergraduate students. In addition, the Division participates in the UC Berkeley campus-run Undergraduate Research Apprenticeship Program which arranges for undergraduates to work in the lab for academic credit.
- Sun-hou and Rosaline Kim have conducted several tours of the Laboratory for the College Preparatory School in Oakland. Tours have hosted interested parents and students and students with teachers who were participants in an intern-term class studying research laboratories.
- The Division initiated the first sexual harassment class aimed at graduate students affiliated with LBL. The class was a joint effort of the Laboratory's Equal Opportunity Administrator and the Title IX Officer on the UC Berkeley campus.
- Three out of five of the Division's administrative employees have employee development programs on file and have taken advantage of the tuition reimbursement program. Rosalyn Farmer is working toward an AA degree at Contra Costa College; Susan Torrano is working toward an MA degree in English at Holy Names College; and Regina McFarlane has taken courses at Laney College. Additionally, Torrano and McFarlane have worked in a series of developmental assignments during the last year.
- Hisao Yokoto represented the Division on the Laboratory-wide Diversity Committee.

## PERSONNEL ACTIONS WITH ADVERSE IMPACT / PROBLEM AREAS

A review of hiring, promotions/reclassifications and terminations disclosed no adverse impact on protected classes in those personnel actions.

## DIVISION ROLE IN ADDRESSING LABORATORY UNDERUTILIZATION IN 1994

The 18 Employees fall into the six job groups listed below. Although the Division can assist in addressing underutilization at the Laboratory in all of its hiring, whenever a Division has a significant portion of any one job group, it bears a greater responsibility in addressing underutilization.

**Table 2**  
**Division Profile and Laboratory Underutilization**

Job Group & Title	Category	Total Division Employees	Total LBL Employees	LBL Under- Utilization?	Specific Class(es)
A01 - Directors	Officials/Mgrs	2	24	No	
B01 - Bio-Med Science	Professionals	2	82	No	
B02 - Chemistry	Professionals	8	67	Yes	1 African-American
B11 - Research Assoc	Professionals	1	132	Yes	4 Female 4 African-American 1 Hispanic
B13 - Admin/Analyst	Professionals	1	219	No	
D01 - Office Services	Clericals	4	239	Yes	9 Hispanic 20 Asian-American

## ACTION-ORIENTED PROGRAMS IN 1994

Given that the adverse impact analyses do not disclose specific problem areas, the Laboratory and Division will carry out a variety of baseline and development activities aimed at obtaining diverse applicant pools and developing and retaining employees. These activities are part of a program that has expanded steadily over the last three years.

- The Division will continue to carry out basic equal opportunity/affirmative action efforts such as inclusion of EEO/AA responsibilities in supervisor's performance reviews, development of recruitment plans when vacancies exist, equity reviews of salary actions and participation in related training programs. These are ongoing activities.
- The Human Resources Department will distribute the Division-focused Recruitment Resource Guides that have been under development during 1993. These Recruitment Guides will be available to supervisors and managers in their recruitment planning for vacancies. Estimated distribution date is June 1994.
- The Division will continue to promote employee development efforts, such as participation in training, promotion of the tuition reimbursement program and on-the-job training. These are ongoing activities.
- The Laboratory will continue to promote programs such as the UC Postdoctoral Program, the Management Skills Assessment Program and the LEAP Program. These are ongoing programs.

- The Division will continue to send a representative to the Diversity Committee, which, in turn, will make recommendations to the Director about ways to make the LBL an environment that is comfortable for all employees.

**EXHIBIT A**

**WORKFORCE ARRAY**

## **EXHIBIT A** **WORKFORCE ARRAY**

### **Procedure**

The following Workforce Array was developed from personnel records effective September 30, 1992. The analysis ranks jobs within division from job titles with the lowest maximum salary to those with the highest maximum salary and indicates the race/sex composition of the incumbents of each job. Supervisory positions are indicated with asterisks. The Workforce Array in the "Exclude Division" section of the report shows persons at the Laboratory who are not career employees such as students and UC faculty members, who are either on Indeterminate time, Temporary or Alien Status. Because of the transitory nature of their work and indefinite length of stay at the Laboratory, these employees are not included in the AA Plan analysis.

### **Lines of Progression**

The University of California and Lawrence Berkeley Laboratory do not have automatic career lines of progression; however, the University and the Laboratory do have a transfer and promotion policy that encourages employees to apply for promotion and transfer opportunities. Appendix A of DOE contract 98 describes the job classifications at the Laboratory. These classification, listed as appropriate in the following Workforce Array, consist of job families, some of which are 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

Such sequential structure, however, does not apply to the families of Professional Scientists and Engineers. Within the sequential structure of job families, career lines of progression are possible, but do not exist in all families. Additional information on promotional sequences appears in Appendix A which gives the established LBL job classifications.

EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 1  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY

ORGANIZATIONAL UNIT - ACCELERATOR AND FUSION RESEARCH DIVISION

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL EMPLOYEES			MINORITIES						
			MIN	MAX		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI
113.0	*	SR PHYSICIST III	8570.00	BY DOE		1	0	1	0	0	0	0	0	0	0
510.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		0	3	3	0	0	0	0	2	0	0
510.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		2	7	9	0	0	0	0	1	2	0
510.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	4	4	0	0	0	0	0	0	0
167.2		ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0
169.2	*	SUPERVISOR ADMIN SERVICES 2	2550.00	3826.00		0	3	3	0	0	0	0	1	0	0
119V1		VISITING POST DOCTORAL FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0
730.2		ASSISTANT TECH COORDINATOR	2498.64	4021.14		1	0	1	0	0	0	0	0	0	0
167.3		ADMINISTRATOR 3	2806.00	4208.00		1	1	2	0	0	0	0	0	0	0
167.9	*	ADMINISTRATOR 3	2806.00	4208.00		0	2	2	0	0	0	0	0	1	0
113.3		PHYSICIST STAFF SCI 1	2680.00	4820.00		5	1	6	0	1	0	1	0	0	0
374.2		PRINCIPAL ACCELERATOR OPERATOR	2957.00	5038.00		8	1	9	1	0	0	1	0	0	0
167.4	*	ADMINISTRATOR 4	3373.00	5059.00		0	1	1	0	0	0	0	0	0	0
168.4	*	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		0	1	1	0	0	0	0	0	0	0
310.1		SCIENTIFIC/ENGRG ASSOC	3438.00	5159.00		2	0	2	0	0	0	1	0	0	0
374.3		ACCELERATOR OPNS SUPERVISOR	3301.00	5811.00		2	1	3	0	0	0	0	0	0	0
374.3	*	ACCELERATOR OPNS SUPERVISOR	3301.00	5811.00		1	0	1	0	0	0	0	0	0	0
167.5		ADMINISTRATOR 5	3878.00	5842.00		1	0	1	0	0	0	0	0	0	0
310.2		SCIENTIFIC/ENGRG ASSOC. SR	3981.00	5972.00		4	0	4	0	1	0	0	0	0	0
310.2	*	SCIENTIFIC/ENGRG ASSOC. SR	3981.00	5972.00		1	0	1	0	0	0	0	0	0	0
380.3	*	TECHNICAL MANAGER	4642.00	6962.00		3	0	3	0	0	0	0	0	0	0
111.4		CHEMIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 2  
 ON 11/09/93

PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - ACCELERATOR AND FUSION RESEARCH DIVISION

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN			WOMEN				
			MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS			
113.4	*	PHYSICIST STAFF SCI 2	3430.00	6965.00		22	1	23	0	7	0	1	0	0	0	0
113.4	*	PHYSICIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0
140.4	*	METL STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0
113.5	*	PHYSICIST STAFF SCI 3	4390.00	8460.00		11	1	12	0	2	0	0	0	0	0	0
113.5	*	PHYSICIST STAFF SCI 3	4390.00	8460.00		6	0	6	0	1	0	0	0	0	0	0
113.6	*	SR PHYSICIST I	5355.00	8785.00		2	0	2	0	0	0	0	0	0	0	0
113.6	*	SR PHYSICIST I	5355.00	8785.00		7	0	7	0	3	0	0	0	0	0	0
140.6	*	SR METALLURGIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0	0
113.7	*	SR PHYSICIST II	6855.00	10605.00		3	0	3	0	0	0	0	0	0	0	0
113.7	*	SR PHYSICIST II	6855.00	10605.00		4	0	4	0	0	0	0	0	0	0	0
198.1	*	DIVISION DIRECTOR	7606.00	11730.00		1	0	1	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT			93	28	121	1	16	0	4	4	3	0	2			

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 3  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 ACCTG/FINANCIAL MGMT

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN		BLK		ASI		WOMEN	
			MEN	WOMEN	ALL	BLK	AI	HIS	BLK	AI	HIS	BLK	AI	HIS		
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		0	3	3	0	0	0	0	1	1	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		3	18	21	1	1	0	1	6	3	0	1
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	5	5	0	0	0	0	0	2	0	1
168.2		ADMINISTRATIVE SPECIALIST 2	2550.00	3826.00		0	4	4	0	0	0	0	0	1	0	0
169.2		SUPERVISOR ADMIN SERVICES 2	2550.00	3826.00		0	1	1	0	0	0	0	0	1	0	0
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		4	5	9	0	0	0	0	1	0	0	0
168.4		ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		1	1	2	0	2	0	0	1	1	0	0
168.4	*	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		2	2	4	0	1	0	0	0	0	0	0
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	0	1	0	0	0	0	0	0	0	0
199.1	*	MANAGEMENT I	4842.00	6962.00		0	2	2	0	0	0	0	0	0	0	0
199.2	*	MANAGEMENT II	5606.00	8408.00		1	0	1	0	0	0	0	0	0	0	0

TOTALS WITHIN ORGANIZATIONAL UNIT

12 41 53 1 4 0 1 9 8 0 2

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 4  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 ADMIN COMPUTER OPERA

JOB CLASS CODE	N G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN	MAX		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
759.2		COMPUTING TECHNICIAN, SENIOR	2105.40	3572.22		3	0	3	1	1	0	0	0	0	0	0
759.3		COMPUTING TECHNICIAN, PRINC	2498.64	4021.14		2	0	2	0	0	0	1	0	0	0	0
168.4		ADMINISTRATIVE SPECIALIST 4	9978.00	5059.00		1	0	1	0	0	0	0	0	0	0	0
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	0	1	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						7	0	7	1	1	0	1	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 5  
 DW 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 ADMIN DIV OFFICE

JOB CLASS CODE	N Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN			
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS							
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	1	1	0	0	0	0	1	0	0	0	
518.5	*	ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	1	1	0	0	0	0	0	0	0	0	1
168.2		ADMINISTRATIVE SPECIALIST 2	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0	0	0
168.4		ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		1	0	1	0	0	0	0	0	0	0	0	0
199.1	*	MANAGEMENT I	4642.00	6962.00		0	1	1	0	0	0	0	0	0	0	0	0
199.2	*	MANAGEMENT II	5606.00	8408.00		1	0	1	0	0	0	0	0	0	0	0	0
198.3	*	ASSOCIATE LABORATORY DIRECTOR	APPROVED	BY DOE		1	0	1	0	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						3	4	7	0	0	0	0	1	0	0	1	

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 6  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 BUDGET/RESOURCE PLNG

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN		
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS						
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	1	1	0	0	0	0	1	0	0	0
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		3	2	5	0	0	0	0	1	0	0	0
168.5		ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		2	0	2	0	0	0	0	0	0	0	0
199.2	*	MANAGEMENT II	5606.00	8408.00		1	0	1	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						6	3	9	0	0	0	1	1	1	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 7  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 BUSINESS SERVICES

JOB CLASS CODE	Q R	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES								
			MIN MAX		EMPLOYEES			MEN WOMEN ALL			BLK ASI AI HIS			WOMEN		
			MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI
518.8	-	ADMINISTRATIVE SERVICES 3	1726.08	2448.18	0	1	1	0	0	0	0	1	0	0	0	
518.4	-	ADMINISTRATIVE SERVICES 4	1945.32	2818.80	0	2	2	0	0	0	0	0	0	0	0	
738.1	-	BUS DRIVER	1797.42	2977.14	5	6	11	3	0	0	0	6	0	0	0	
738.2	-	LEAD BUS DRIVER	2382.06	3262.50	2	0	2	1	0	0	0	0	0	0	0	
168.2	-	ADMINISTRATIVE SPECIALIST 2	2550.00	3826.00	0	2	2	0	0	0	0	0	1	0	1	
739.1	-	VEHICLE MECHANIC	2583.90	3941.10	4	0	4	1	1	0	0	0	0	0	0	
739.1	+	VEHICLE MECHANIC	2583.90	3941.10	1	0	1	0	0	0	0	0	0	0	0	
168.3	-	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00	1	0	1	0	0	0	0	0	0	0	0	
169.3	-	SUPERVISOR ADMIN SERVICES 3	2806.00	4208.00	0	1	1	0	0	0	0	0	0	0	0	
168.4	-	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00	1	1	2	0	0	0	0	0	0	0	0	
330.1	-	TECHNICAL SUPERVISOR	3438.00	5159.00	1	0	1	0	0	0	0	0	0	0	0	
199.2	-	MANAGEMENT II	5606.00	8408.00	1	0	1	0	0	0	0	0	0	0	0	
TOTALS WITHIN ORGANIZATIONAL UNIT					16	13	29	5	1	0	0	7	1	0	1	

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 9  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 CFO OFFICE

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES									
			MIN	MAX		EMPLOYEES		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
518.4	-	ADMINISTRATIVE SERVICES 4	1945.82	2818.00		0	1	1	0	0	0	0	0	0	0	0	0	0
199.3	*	MANAGEMENT III	6446.00	9670.00		1	0	1	0	0	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						1	1	2	0	0	0	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 9  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 HUMAN RESOURCES

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN	
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS					
518.3		ADMINISTRATIVE SERVICES 8	1726.08	2448.18		0	1	1	0	0	0	0	0	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	6	6	0	0	0	0	1	0	0
518.4	*	ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	2	2	0	0	0	0	0	1	0
518.5	*	ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	3	3	0	0	0	0	2	0	0
167.3	*	ADMINISTRATOR 3	2806.00	4208.00		0	1	1	0	0	0	0	0	1	0
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0
167.4	*	ADMINISTRATOR 4	3373.00	5059.00		0	1	1	0	0	0	0	0	0	0
168.4	*	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		1	3	4	0	0	0	1	3	0	0
168.4	*	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		5	3	8	0	0	0	1	1	1	0
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	3	4	0	0	0	0	0	2	0
TOTALS WITHIN ORGANIZATIONAL UNIT			7	24	31	0	0	0	2	7	5	0	2		

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 10  
 ON 11/09/93

PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 INFO SYSTEMS & SVCS

JOB CLASS CODE	M Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN		WOMEN		BLK		ASI	
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS						
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	1	1	0	0	0	0	0	0	0	
167.2	*	ADMINISTRATOR 2	2550.00	3926.00		0	1	1	0	0	0	0	0	0	0	
168.2	*	ADMINISTRATIVE SPECIALIST 2	2550.00	3926.00		1	0	1	1	0	0	0	0	0	0	
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		1	1	2	0	0	0	0	0	1	0	
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		1	0	1	0	0	0	0	0	0	0	
168.4	*	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		9	10	19	0	0	0	0	0	2	0	
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		4	1	5	0	0	0	0	0	0	0	
199.1	*	MANAGEMENT I	4642.00	6962.00		0	1	1	0	0	0	0	0	0	0	
199.2	*	MANAGEMENT II	5606.00	8408.00		1	0	1	0	0	0	0	0	0	0	
118.5	*	CS/M PROG STAFF SCI 3	4390.00	8460.00		0	1	1	0	0	0	0	0	0	0	

TOTALS WITHIN ORGANIZATIONAL UNIT

17 16 33 1 3 0 0 0 0 3 0 0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 INTERNAL AUDIT

PAGE 11  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

JOB CLASS CODE	M Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN	MAX		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
160.2		ADMINISTRATIVE SPECIALIST 2	2550.00	3825.00		0	1	1	0	0	0	0	0	0	0	0
160.5		ADMINISTRATIVE SPECIALIST 5	3870.00	5842.00		2	0	2	0	2	0	0	0	0	0	0
199.2	*	MANAGEMENT II	5606.00	8408.00		0	1	1	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						2	2	4	0	2	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 12  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 INVENTORY MGMT

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN	MAX		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS
518.8		ADMINISTRATIVE SERVICES 3	1726.00	2448.18		1	3	4	0	0	0	0	1	1	0	1
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	3	3	0	0	0	0	1	0	1	0
168.2		ADMINISTRATIVE SPECIALIST 2	2550.00	3826.00		0	3	3	0	0	0	0	0	0	0	0
167.3	*	ADMINISTRATOR 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0	1
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		1	2	3	0	0	0	0	0	0	0	1
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		1	1	2	0	0	0	0	1	0	0	0
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	0	1	0	0	0	0	0	0	0	0
199.2	*	MANAGEMENT II	5606.00	8408.00		0	1	1	0	0	0	0	0	0	0	0
199.3	*	MANAGEMENT III	6446.00	9670.00		1	0	1	0	0	0	1	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						5	14	19	0	0	0	1	3	1	1	3

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 13  
 ON 11/09/93  
 PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 MATERIEL MGMT(STRMS)

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN	MAX		EMPLOYEES		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		0	2	2	0	0	0	0	1	0	0	0	0
566.2		MATERIAL HANDLER 2	1948.00	2745.72		0	2	10	4	0	1	1	0	0	0	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		1	2	3	0	0	0	0	0	0	0	0	0
566.3		MATERIAL HANDLER 3	2110.62	3036.80		7	0	7	1	0	0	0	2	0	0	0	0
745.1		TRUCK DRIVER, LIGHT	2218.50	3304.26		5	1	6	2	0	0	0	1	0	0	0	0
745.2		TRUCK DRIVER	2575.20	3807.12		1	0	1	0	0	0	0	0	0	0	0	0
168.1		MATERIAL SPECIALIST	2550.00	3826.00		3	1	4	1	0	0	0	0	0	0	0	0
168.1	*	MATERIAL SPECIALIST	2550.00	3826.00		5	0	5	0	0	0	0	2	0	0	0	0
168.2		ADMINISTRATIVE SPECIALIST 2	2550.00	3826.00		1	1	2	1	0	0	0	0	0	0	0	0
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		1	0	1	0	0	0	0	0	0	0	0	0
745.8		LEAD TRUCK DRIVER	2684.82	4276.92		2	0	2	1	0	0	0	0	0	0	0	0
330.1	*	TECHNICAL SUPERVISOR	3438.00	5159.00		1	0	1	0	0	0	0	0	0	0	0	0
167.5	*	ADMINISTRATOR 5	3878.00	5842.00		1	0	1	0	0	0	0	0	0	0	0	0
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	0	1	0	0	0	0	0	0	0	0	0
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	0	1	0	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT			38	9	47	10	0	1	6	1	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 14  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 PURCHASING

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES											
			MIN		MAX	EMPLOYEES		ALL	MEN		BLK	ASI	AI	HIS	WOMEN		BLK	ASI	AI	HIS
			MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS			
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		0	2	2	0	0	0	0	2	0	0	0	0			
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.00		1	3	4	1	0	0	0	1	1	0	0	0			
167.2	*	ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	1	0	0	0	0			
168.2	*	ADMINISTRATIVE SPECIALIST 2	2550.00	3826.00		3	2	5	0	1	0	0	1	0	1	0	0			
168.3	*	ADMINISTRATIVE SPECIALIST 3	2808.00	4208.00		3	5	8	0	0	0	0	0	1	0	0	1			
168.4	*	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		5	2	7	1	2	0	0	0	1	0	0	1			
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	0	1	0	0	0	0	0	0	0	0	0			
199.2	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	0	1	0	0	0	0	0	0	0	0	0			
		MANAGEMENT II	5606.00	8408.00		1	0	1	0	0	0	0	0	0	0	0	0			
TOTALS WITHIN ORGANIZATIONAL UNIT						15	15	30	2	3	0	1	5	3	0	2				

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 15  
 ON 11/09/93

PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 RECEPTION CENTER

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES											
			MIN		MAX	EMPLOYEES			MEN			BLK			ASI			WOMEN		
						MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS
518.8		ADMINISTRATIVE SERVICES 8	1726.08	2448.18		0	1	1	0	0	0	0	1	0	0	0	0	0		
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	2	2	0	0	0	0	1	0	0	0	0	0		
169.2	*	SUPERVISOR ADMIN SERVICES 2	2550.00	3826.00		0	1	1	0	0	0	0	1	0	0	0	0	0		
120.5	*	ELCTRN ENG STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0	0		
TOTALS WITHIN ORGANIZATIONAL UNIT						1	4	5	0	0	0	0	3	0	0	0	0	0		

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 16  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 SPONSORED RES ADMIN

JOB CLASS CODE	G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN MAX			EMPLOYEES			MEN			BLK ASI AI HIS			WOMEN		
			MEN	WOMEN	ALL	BLK	ASI	AI HIS	BLK	ASI	AI HIS	BLK	ASI	AI HIS			
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	3	3	0	0	0	0	0	3	0	0	
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	1	1	0	0	0	0	0	1	0	0	
168.4		ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		2	2	4	1	0	0	0	0	0	0	0	
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		0	1	1	0	0	0	0	0	0	0	0	
199.1	*	MANAGEMENT I	4642.00	6962.00		1	0	1	0	1	0	0	0	0	0	0	
TOTALS WITHIN ORGANIZATIONAL UNIT						3	7	10	1	1	0	0	0	4	0	0	

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 17  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ADMINISTRATION DIVISION  
 TECHNOLOGY TRANSFER

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN		WOMEN		BLK		ASI	
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS						
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		1	1	2	0	0	0	0	0	0	0	
518.5		ADMINISTRATIVE SERVICES 5	2120.02	3151.14		0	1	1	0	0	0	0	1	0	0	
168.4	*	ADMINISTRATIVE SPECIALIST 4	8378.00	5059.00		1	0	1	0	0	0	0	0	0	0	
280.3	*	PATENT ADVISOR III	3872.00	7246.00		0	1	1	0	0	0	0	0	0	0	
199.2	*	MANAGEMENT II	5606.00	8408.00		0	1	1	0	0	0	0	0	0	0	
TOTALS WITHIN ORGANIZATIONAL UNIT						2	4	6	0	0	0	0	1	0	0	

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 18  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - CHEMICAL SCIENCES DIVISION

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN		MAX	EMPLOYEES			MEN			WOMEN			BLK ASI AI HIS		
			MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS				
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		0	1	1	0	0	0	0	1	0	0	0	
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2918.80		0	2	2	0	0	0	0	1	0	0	0	
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	1	1	0	0	0	0	1	0	0	0	
381.1		RESEARCH ASSOCIATE	2100.00	3800.00		1	0	1	0	0	0	0	0	0	0	0	
167.2		ADMINISTRATOR 2	2550.00	3826.00		0	3	3	0	0	0	0	0	2	0	0	
111.1		CHEMIST POST DOC FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0	
146.1		GEOCHEMIST POST DOC FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0	
167.3	*	ADMINISTRATOR 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0	0	
167.5	*	ADMINISTRATOR 5	3878.00	5842.00		0	1	1	0	0	0	0	0	0	0	0	
111.4		CHEMIST STAFF SCI 2	3430.00	6965.00		3	0	3	0	0	0	0	0	0	0	0	
113.4		PHYSICIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0	
111.5		CHEMIST STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	
113.5		PHYSICIST STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	
113.6		SR PHYSICIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0	0	
113.6	*	SR PHYSICIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0	0	
111.7	*	SR CHEMIST II	6855.00	10605.00		1	0	1	0	0	0	0	0	0	0	0	
198.2	*	DIVISION DIRECTOR, FACULTY	APPROVED	BY DOE		1	0	1	0	0	0	0	0	0	0	0	

TOTALS WITHIN ORGANIZATIONAL UNIT

18 9 22 0 2 0 0 3 2 0 0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 19  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - DIRECTOR'S OFFICE  
DIRECTOR'S OFFICE

JOB CLASS CODE	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
		MIN		MAX	EMPLOYEES		MEN		WOMEN		BLK		ASI	
		BLK	ASI	AI	HIS	BLK	ASI	AI	HIS					
518.3	ADMINISTRATIVE SERVICES 8	1726.08	2448.18	1	0	1	0	1	0	0	0	0	0	0
518.4	ADMINISTRATIVE SERVICES 4	1945.32	2018.00	0	1	1	0	0	0	0	0	0	0	0
518.5	ADMINISTRATIVE SERVICES 5	2128.02	3151.14	0	1	1	0	0	0	0	0	0	0	1
167.2	ADMINISTRATOR 2	2550.00	3826.00	0	1	1	0	0	0	0	0	0	0	0
167.2	ADMINISTRATOR 2	2550.00	3826.00	0	1	1	0	0	0	0	0	0	0	0
167.3	ADMINISTRATOR 3	2806.00	4208.00	0	1	1	0	0	0	0	0	0	0	1
199.1	MANAGEMENT I	4642.00	6962.00	0	1	1	0	0	0	0	0	0	0	0
107.4	BIOPHY STAFF SCI 2	3430.00	6965.00	1	0	1	0	0	0	0	0	0	0	0
143.5	PGM MGT E/S STAFF SCI 3	4390.00	8460.00	1	0	1	0	0	0	0	0	0	0	0
198.5	LABORATORY DIRECTOR	APPROVED	BY DOE	1	0	1	0	0	0	0	0	0	0	0
198.4	DEPUTY LABORATORY DIRECTOR	APPROVED	BY DOE	1	0	1	0	0	0	1	0	0	0	0

TOTALS WITHIN ORGANIZATIONAL UNIT

5    6    11    0    1    0    1    0    0    0    0    2

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 20  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - DIRECTOR'S OFFICE  
 LABORATORY COURSEL

JOB CLASS CODE	G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN	
			BLK	ASI	AI	NIS	BLK	ASI	AI	NIS	BLK	ASI	AI	NIS	
518.4	*	ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	1	1	0	0	0	0	0	0	0
518.5	*	ADMINISTRATIVE SERVICES 5	2120.02	3151.14		0	1	1	0	0	0	0	0	1	0
280.3	*	PATENT ADVISOR III	3872.00	7248.00		0	1	1	0	0	0	0	0	0	0
280.3	*	PATENT ADVISOR III	3872.00	7248.00		0	1	1	0	0	0	0	0	0	0
199.2	*	MANAGEMENT II	5606.00	9408.00		1	1	2	0	0	0	0	0	0	0
199.3	*	MANAGEMENT III	6446.00	9670.00		1	0	1	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						2	5	7	0	0	0	0	0	1	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    NIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 21  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - DIRECTOR'S OFFICE  
 WORK FORCE DIVER DFC

JOB CLASS CODE	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES						
		MIN MAX		EMPLOYEES			MEN WOMEN ALL						
		BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS
568.1	ADMINISTRATIVE SPECIALIST 1	2126.02	3151.14	0	1	1	0	0	0	0	1	0	
168.5	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00	0	1	1	0	0	0	0	0	0	
199.2	MANAGEMENT II	5606.00	8408.00	1	0	1	1	0	0	0	0	0	
TOTALS WITHIN ORGANIZATIONAL UNIT				1	2	3	1	0	0	0	0	1	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 22  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - EARTH SCIENCE DIVISION

JOB CLASS CODE	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES							
		MIN	MAX	MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
518.4	ADMINISTRATIVE SERVICES 4	1945.82	2818.80	0	4	4	0	0	0	0	1	0	0	0
795.1	RESEARCH TECHNICIAN	1837.44	3041.52	1	0	1	0	0	0	0	0	0	0	0
518.5	ADMINISTRATIVE SERVICES 5	2120.02	3151.14	0	1	1	0	0	0	0	0	0	0	0
518.5	ADMINISTRATIVE SERVICES 5	2120.02	3151.14	0	1	1	0	0	0	0	0	0	0	0
381.1	RESEARCH ASSOCIATE	2100.00	3800.00	4	0	4	0	0	0	0	0	0	0	0
795.2	RESEARCH TECHNICIAN, SENIOR	2105.40	3572.22	0	1	1	0	0	0	0	0	0	0	0
167.2	ADMINISTRATOR 2	2550.00	3826.00	1	0	1	1	0	0	0	0	0	0	0
167.2	ADMINISTRATOR 2	2550.00	3826.00	0	1	1	0	0	0	0	0	0	0	0
124.1	CIVIL ENGR POST DOC FELLOW	1940.00	3865.00	0	1	1	0	0	0	0	0	0	0	0
141V1	VISITING POST DOCTORAL FELLOW	1940.00	3865.00	0	1	1	0	0	0	0	0	1	0	0
144.1	GEOL ENGR POST DOC FELLO	1940.00	3865.00	1	0	1	1	0	0	0	0	0	0	0
145.1	GEOLIST POST DOC FELLOW	1940.00	3865.00	1	0	1	1	0	0	0	0	0	0	0
381.2	SENIOR RESEARCH ASSOCIATE	2550.00	4000.00	7	4	11	0	0	0	0	0	1	0	0
111.3	CHEMIST STAFF SCI 1	2680.00	4820.00	1	0	1	0	1	0	0	0	0	0	0
145.3	GEOLOGIST STAFF SCI 1	2680.00	4820.00	1	1	2	0	0	0	0	0	0	0	0
381.3	PRINCIPAL RESEARCH ASSOCIATE	3045.00	4875.00	1	0	1	0	0	0	0	0	0	0	0
167.4	ADMINISTRATOR 4	3378.00	5059.00	0	1	1	0	0	0	0	0	0	0	0
310.1	SCIENTIFIC/ENGR ASSOC	3438.00	5159.00	1	0	1	0	0	0	1	0	0	0	0
111.4	CHEMIST STAFF SCI 2	3430.00	6965.00	1	2	3	0	1	0	0	0	1	0	0
116.4	MATH STAFF SCI 2	3430.00	6965.00	1	1	2	0	1	0	0	0	0	0	0
117.4	STAT STAFF SCI 2	3430.00	6965.00	1	0	1	0	0	0	0	0	0	0	0
122.4	MECH ENGR STAFF SCI 2	3430.00	6965.00	1	0	1	0	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 23  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - EARTH SCIENCE DIVISION

JOB CLASS CODE	G R	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES							
			MIN	MAX	EMPLOYEES	MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI
124.4		CIVIL ENGR STAFF SCI 2	3430.00	6965.00	1	1	2	0	0	0	0	0	1	0	0
129.4		PETR ENGR STAFF SCI 2	3430.00	6965.00	2	0	2	0	1	0	1	0	0	0	0
141.4		HYDROLOGIST STAFF SCI 2	3430.00	6965.00	5	0	5	0	2	0	0	0	0	0	0
142.4		GEOPH STAFF SCI 2	3430.00	6965.00	1	0	1	0	0	0	0	0	0	0	0
145.4		GEOLOGIST STAFF SCI 2	3430.00	6965.00	2	0	2	0	0	0	0	0	0	0	0
146.4		GEOCHEMIST STAFF SCI 2	3430.00	6965.00	1	0	1	0	0	0	0	0	0	0	0
111.5	*	CHEMIST STAFF SCI 3	4390.00	8460.00	1	0	1	0	0	0	0	0	0	0	0
113.5		PHYSICIST STAFF SCI 3	4390.00	8460.00	1	1	2	0	1	0	0	0	0	1	0
124.5		CIVIL ENGR STAFF SCI 3	4390.00	8460.00	1	0	1	0	0	0	0	0	0	0	0
141.5		HYDROLOGIST STAFF SCI 3	4390.00	8460.00	1	0	1	0	0	0	0	0	0	0	0
142.5		GEOPH STAFF SCI 3	4390.00	8460.00	1	0	1	0	0	0	0	0	0	0	0
142.5	*	GEOPH STAFF SCI 3	4390.00	8460.00	1	0	1	0	0	0	0	0	0	0	0
143.5	*	PGM MGT E/S STAFF SCI 3	4390.00	8460.00	1	0	1	0	0	0	0	0	0	0	0
144.5	*	GEOL ENGR STAFF SCI 3	4390.00	8460.00	0	1	1	0	0	0	0	0	0	0	0
145.5	*	GEOLOGIST STAFF SCI 3	4390.00	8460.00	2	0	2	0	1	0	0	0	0	0	0
145.5	*	GEOLOGIST STAFF SCI 3	4390.00	8460.00	1	0	1	0	0	0	0	0	0	0	0
111.6	*	SR CHEMIST I	5355.00	8785.00	2	0	2	0	0	0	0	0	0	0	0
113.6	*	SR PHYSICIST I	5355.00	8785.00	2	0	2	0	0	0	0	0	0	0	0
144.6	*	SR GEOLOGICAL ENG I	5355.00	8785.00	1	0	1	0	0	0	0	0	0	0	0
145.6	*	SR GEOLOGIST I	5355.00	8785.00	1	0	1	0	0	0	0	0	0	0	0
113.7	*	SR PHYSICIST II	6855.00	10605.00	1	0	1	0	0	0	0	0	0	0	0
190.1	*	DIVISION DIRECTOR	7606.00	11730.00	0	1	1	0	1	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 24  
 ON 11/09/93

PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - EARTH SCIENCE DIVISION

JOB CLASS CODE	N G R	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES						
			MIN	MAX	EMPLOYEES	NEW	WOMEN	BLK	ASI	AI	HIS	BLK	ASI	AI
198.2	*	DIVISION DIRECTOR, FACULTY	APPROVED	BY DOE	1	0	1	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT					52	28	76	2	9	0	2	1	5	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 25  
DN 11/09/93

PROCEDURE USED: PRSF0850  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY

ORGANIZATIONAL UNIT - ENERGY AND ENVIRONMENT DIVISION

JOB CLASS CODE	M Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL EMPLOYEES			MINORITIES							
			MIN	MAX		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		2	6	8	0	0	0	0	2	1	0	2
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.00		1	18	19	1	0	0	0	2	0	0	2
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	2	2	0	0	0	0	0	0	0	0
801.1		RESEARCH ASSOCIATE	2100.00	3800.00		7	3	10	0	2	0	1	0	0	0	0
795.2		RESEARCH TECHNICIAN, SENIOR	2105.40	3572.22		1	0	1	0	0	0	0	0	0	0	0
167.2		ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0	0
167.2	*	ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0	0
111.1		CHEMIST POST DOC FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0
118.1		PHYSICIST POST DOC FELLOW	1940.00	3865.00		3	1	4	0	0	0	0	0	0	0	0
129.2		CHEM ENGR POST DOC FELLOW	1940.00	3865.00		2	0	2	0	1	0	0	0	0	0	0
127.1		INDUS ENGR POST DOC FELLOW	1940.00	3865.00		1	0	1	0	1	0	0	0	0	0	0
182.1		MINING ENGR POST DOC FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0
168.1		ENG/ENV P.A. POST DOC FELLOW	1940.00	3865.00		2	0	2	1	0	0	0	0	0	0	0
150.1		ECOLOGIST POST DOC FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0
801.2		SENIOR RESEARCH ASSOCIATE	2550.00	4000.00		16	6	22	0	2	0	0	0	0	0	0
730.2		ASSISTANT TECH COORDINATOR	2498.64	4021.14		1	0	1	0	0	0	0	0	0	0	0
167.3		ADMINISTRATOR 3	2806.00	4208.00		0	2	2	0	0	0	0	0	0	0	0
167.3	*	ADMINISTRATOR 3	2806.00	4208.00		0	3	3	0	0	0	0	1	0	0	0
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0	0
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0	1
191.2		TECHNICAL EDITOR AND WRITER II	2388.00	4252.00		1	0	1	0	0	0	0	0	0	0	0
702.3		ELECT ENG TECHNOL III	2971.92	4457.00		1	0	1	0	1	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 26  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENERGY AND ENVIRONMENT DIVISION

JOB CLASS CODE	M O R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN		MAX	EMPLOYEES			MEN		WOMEN		BLK		ASI		
						MEN	WOMEN	ALL				BLK	ASI	AI	HIS	BLK	ASI
118.3	-	CS/M PROG STAFF SCI 1	2680.00	4820.00		1	0	1	0	1	0	0	0	0	0	0	0
140.3	-	METL STAFF SCI 1	2680.00	4820.00		1	0	1	0	1	0	0	0	0	0	0	0
148.3	-	ENG/ENV P.A. STF SCI 1	2680.00	4820.00		1	0	1	0	1	0	0	0	0	0	0	0
301.3	-	PRINCIPAL RESEARCH ASSOCIATE	3045.00	4875.00		15	5	20	0	1	0	0	1	0	1	0	0
301.3	*	PRINCIPAL RESEARCH ASSOCIATE	3045.00	4875.00		1	0	1	0	1	0	0	0	0	0	0	0
191.3	-	TECH EDITOR AND WRITER III	2830.00	4986.00		1	3	4	1	0	1	0	0	0	0	0	0
168.4	-	ADMINISTRATIVE SPECIALIST 4	3379.00	5059.00		2	1	3	0	1	0	0	0	0	0	0	0
310.1	-	SCIENTIFIC/ENGRG ASSOC	3438.00	5159.00		5	0	5	0	0	0	0	0	0	0	0	0
310.2	-	SCIENTIFIC/ENGRG ASSOC, SR	3981.00	5972.00		2	1	3	0	1	0	0	0	0	0	0	0
199.1	-	MANAGEMENT I	4642.00	6962.00		0	1	1	0	1	0	0	0	0	1	0	0
105.4	-	BIOLOGIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	1	0	0	0	0	0	0	0
111.4	-	CHEMIST STAFF SCI 2	3430.00	6965.00		5	1	6	0	1	0	0	0	0	0	0	0
118.4	-	PHYSICIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	1	0	0	0	0	0	0	0
118.4	*	PHYSICIST STAFF SCI 2	3430.00	6965.00		2	0	2	0	2	0	0	0	0	0	0	0
118.4	*	CS/M PROG STAFF SCI 2	3430.00	6965.00		1	0	1	0	1	0	0	0	0	0	0	0
118.4	*	CS/M PROG STAFF SCI 2	3430.00	6965.00		1	0	1	0	1	0	0	0	0	0	0	0
122.4	*	MECH ENGR STAFF SCI 2	3430.00	6965.00		3	0	3	0	3	0	0	0	0	1	0	0
122.4	*	MECH ENGR STAFF SCI 2	3430.00	6965.00		2	0	2	0	2	0	0	0	0	0	0	0
128.4	*	CHEM ENGR STAFF SCI 2	3430.00	6965.00		0	1	1	0	1	0	0	0	0	0	0	0
138.4	*	ARCHITECT STAFF SCI 2	3430.00	6965.00		2	0	2	0	2	0	0	0	0	0	0	0
147.4	*	ECONOMIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	1	0	0	0	0	0	0	0
148.4	*	ENG/ENV P.A. STF SCI 2	3430.00	6965.00		7	2	9	2	0	0	0	0	0	1	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - ENERGY AND ENVIRONMENT DIVISION

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES									
			MIN	MAX		EMPLOYEES		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
148.4	*	ENG/ENV P.A. STF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0	0	0
150.4	*	ECOLOGIST STAFF SCI 2	3430.00	6965.00		0	1	1	0	0	0	0	0	0	0	0	0	0
103.5	*	BIOCHEMIST STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0	0
107.5	*	BIOPHY STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0	0
111.5	*	CHEMIST STAFF SCI 3	4390.00	8460.00		3	1	4	0	0	0	0	0	0	0	0	0	0
111.5	*	CHEMIST STAFF SCI 3	4390.00	8460.00		2	0	2	0	0	0	0	0	0	0	0	0	0
118.5	*	PHYSICIST STAFF SCI 3	4390.00	8460.00		3	0	3	0	1	0	0	0	0	0	0	0	0
118.5	*	PHYSICIST STAFF SCI 3	4390.00	8460.00		8	0	8	0	0	0	0	0	0	0	0	0	0
122.5	*	MECH ENGR STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	1	0	0	0	0	0	0	0
122.5	*	MECH ENGR STAFF SCI 3	4390.00	8460.00		2	0	2	0	0	1	0	0	0	0	0	0	0
123.5	*	CHEM ENGR STAFF SCI 3	4890.00	8460.00		2	0	2	0	0	1	0	0	0	0	0	0	0
138.5	*	ARCHITECT STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0	0
140.5	*	METL STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0	0
148.5	*	ENG/ENV P.A. STF SCI 3	4390.00	8460.00		3	0	3	0	0	0	0	0	0	0	0	0	0
148.5	*	ENG/ENV P.A. STF SCI 3	4390.00	8460.00		5	0	5	0	0	1	0	0	0	0	0	0	0
111.6	*	SR CHEMIST I	5855.00	8785.00		1	2	3	0	1	0	0	0	0	0	0	0	0
118.6	*	SR PHYSICIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0	0	0	0
148.6	*	SR ENRGY/ENV POLICY ANLYST I	5355.00	8785.00		2	0	2	0	0	0	0	0	0	0	0	0	0
118.7	*	SR PHYSICIST II	6855.00	10605.00		2	0	2	0	0	0	0	0	0	0	0	0	0
170.4	*	DEPUTY ASSOC/ASSIST DIRECTOR	APPROVED	BY DOE		1	0	1	0	0	0	0	0	0	0	0	0	0
198.2	*	DIVISION DIRECTOR, FACULTY	APPROVED	BY DOE		1	0	1	0	0	0	0	0	0	0	0	0	0

TOTALS WITHIN ORGANIZATIONAL UNIT

138 64 202 2 21 0 3 5 4 0 5

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

**EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))**

PAGE 28  
ON 11/09/93

**FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENGINEERING  
ADMIN & CLERICAL**

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC  
INDICATES SUPERVISORY STATUS

PAGE 29  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - ENGINEERING  
ELECTRONICS ENGR

JOB CLASS CODE	M Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES		ALL	MEN		WOMEN		BLK	ASI	AI	HIS
			MEN	WOMEN		MEN	WOMEN		BLK	ASI	AI	HIS	BLK	ASI	AI	HIS
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		1	0	1	0	0	0	0	0	0	0	
113.3		PHYSICIST STAFF SCI 1	2680.00	4820.00		1	0	1	0	0	0	1	0	0	0	
118.3		CS/M PROG STAFF SCI 1	2680.00	4820.00		4	0	4	0	1	0	0	0	0	0	
120.3		ELCTRNL ENGR STAFF SCI 1	2680.00	4820.00		4	2	6	1	0	0	0	0	1	0	
122.3		MECH ENGR STAFF SCI 1	2680.00	4820.00		3	1	4	0	0	0	0	0	0	0	
167.4	*	ADMINISTRATOR 4	3373.00	5059.00		0	1	1	0	0	0	0	0	0	0	
168.4	*	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		0	1	1	0	0	0	0	0	0	0	
302.1		ELECTRONICS ENGRNG ASSOCIATE	3438.00	5159.00		27	0	27	1	2	0	1	0	0	0	
302.1	*	ELECTRONICS ENGRNG ASSOCIATE	3438.00	5159.00		1	1	2	0	1	0	0	0	1	0	
306.1		MECHANICAL ENGRG ASSOCIATE	3438.00	5159.00		34	0	34	0	4	0	0	0	0	0	
306.1	*	MECHANICAL ENGRG ASSOCIATE	3438.00	5159.00		2	0	2	0	0	0	0	0	0	0	
310.1		SCIENTIFIC/ENGRG ASSOC	3438.00	5159.00		0	1	1	0	0	0	0	0	0	0	
330.1		TECHNICAL SUPERVISOR	3438.00	5159.00		4	0	4	0	0	0	0	0	0	0	
330.1	*	TECHNICAL SUPERVISOR	3438.00	5159.00		13	0	13	0	0	0	1	0	0	0	
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		0	1	1	0	0	0	0	0	0	0	
302.2		ELECTRONICS ENGRG ASSOC, SR	3981.00	5972.00		11	0	11	0	1	0	0	0	0	0	
302.2	*	ELECTRONICS ENGRG ASSOC, SR	3981.00	5972.00		1	0	1	0	0	0	0	0	0	0	
306.2		MECHANICAL ENGRG ASSOC, SR	3981.00	5972.00		10	0	10	0	2	0	0	0	0	0	
306.2	*	MECHANICAL ENGRG ASSOC, SR	3981.00	5972.00		5	0	5	0	1	0	0	0	0	0	
310.2		SCIENTIFIC/ENGRG ASSOC, SR	3981.00	5972.00		1	0	1	0	0	0	0	0	0	0	
330.2	*	TECHNICAL SUPERINTENDENT	3981.00	5972.00		4	0	4	0	1	0	0	0	0	0	
330.3		TECHNICAL MANAGER	4642.00	6962.00		1	0	1	0	0	0	0	0	0	0	

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 30  
 ON 11/09/93  
 PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENGINEERING  
 ELECTRONICS ENGR

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN	MAX		EMPLOYEES		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI
330.8	*	TECHNICAL MANAGER	4642.00	6962.00		1	0	1	0	0	0	0	0	0	0	0	0
111.4		CHEMIST STAFF SCI 2	3430.00	6965.00		0	1	1	0	0	0	0	0	0	0	0	0
118.4		CS/M PROG STAFF SCI 2	3430.00	6965.00		7	4	11	0	1	0	0	0	0	0	0	0
120.4		ELCTRN ENG STAFF SCI 2	3430.00	6965.00		22	3	25	0	2	0	0	0	1	0	0	0
120.4	*	ELCTRN ENG STAFF SCI 2	3430.00	6965.00		2	1	3	0	0	0	0	0	1	0	0	0
122.4		MECH ENGR STAFF SCI 2	3430.00	6965.00		16	1	17	0	3	0	0	0	0	1	0	0
122.4	*	MECH ENGR STAFF SCI 2	3430.00	6965.00		9	0	9	0	0	0	0	0	0	0	0	0
148.4		PGM MGT E/S STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0	0
111.5		CHEMIST STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0
113.5		PHYSICIST STAFF SCI 3	4390.00	8460.00		3	0	3	0	0	0	0	0	0	0	0	0
118.5		CS/M PROG STAFF SCI 3	4390.00	8460.00		8	0	8	0	0	0	0	0	0	0	0	0
118.5	*	CS/M PROG STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0
120.5		ELCTRN ENG STAFF SCI 3	4390.00	8460.00		21	0	21	1	3	0	0	0	0	0	0	0
120.5	*	ELCTRN ENG STAFF SCI 3	4390.00	8460.00		9	0	9	0	0	0	0	0	0	0	0	0
122.5		MECH ENGR STAFF SCI 3	4390.00	8460.00		12	0	12	0	1	0	0	0	0	0	0	0
122.5	*	MECH ENGR STAFF SCI 3	4390.00	8460.00		5	0	5	0	0	0	0	0	0	0	0	0
126.5		HLTH/SFT ENG/SCI STF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0
127.5	*	INDUS ENGR STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0
140.5		METL STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0
148.5	*	PGM MGT E/S STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0
118.6	*	SR COMPUTER SCI/MATH PROG I	5355.00	8785.00		2	0	2	0	1	0	0	0	0	0	0	0
120.6	*	SR ELECTRONIC ENG I	5355.00	8785.00		3	0	3	0	1	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 31  
 ON 11/09/93  
 PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENGINEERING  
 ELECTRONICS ENGR

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN	
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS					
120.6	*	SR ELECTRONIC ENG I	5355.00	8785.00		2	0	2	0	0	0	0	0	0	0
122.6	*	SR MECHANICAL ENG I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0
122.6	*	SR MECHANICAL ENG I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0
111.7	*	SR CHEMIST II	6855.00	10605.00		1	0	1	0	0	0	0	0	0	0
110.7	*	SR COMPUTER SCI/MATH PROG II	6855.00	10605.00		1	0	1	0	0	0	0	0	0	0
120.7	*	SR ELECTRONIC ENG II	6855.00	10605.00		2	0	2	0	0	0	0	0	0	0
120.7	*	SR ELECTRONIC ENG II	6855.00	10605.00		5	0	5	0	0	0	0	0	0	0
122.7	*	SR MECHANICAL ENG II	6855.00	10605.00		3	0	3	1	0	0	0	0	0	0
122.7	*	SR MECHANICAL ENG II	6855.00	10605.00		2	0	2	0	0	0	0	0	0	0
190.1	*	DIVISION DIRECTOR	7606.00	11730.00		1	0	1	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT			267	18	285	3	28	0	3	1	3	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 32  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENGINEERING  
 ENG. ADMINISTRATION

JOB CLASS CODE	G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN		BLK		ASI		WOMEN	
			MEN	WOMEN	ALL	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	
518.3		ADMINISTRATIVE SERVICES 3	1726.00	2448.18		0	5	5	0	0	0	0	3	0	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2918.00		0	7	7	0	0	0	0	0	1	0	2
518.5		ADMINISTRATIVE SERVICES 5	2120.02	3151.14		0	2	2	0	0	0	0	0	1	0	0
167.2		ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0	0
169.2		SUPERVISOR ADMIN SERVICES 2	2550.00	3826.00		0	3	3	0	0	0	0	0	0	0	0
167.3		ADMINISTRATOR 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						0	19	19	0	0	0	0	3	2	0	2

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

**EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))**

PAGE 38  
ON 11/09/93  
PROCEDURE USED: PRSF0850  
AS OF SEPTEMBER 30, 93

JOB CLASS CODE	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES		
		MIN	MAX	EMPLOYEES	MEN	WOMEN	BLK	ASI	AI
706.3	MECH ENG TECHNOL III	2971.92	4457.88	1	0	1	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT									
				1	0	1	0	0	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 34  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENGINEERING  
MECHANICAL ENG

JOB CLASS CODE	G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES													
			MIN		MAX	EMPLOYEES			MEN		WOMEN		BLK		ASI		AI		HIS		WOMEN	
			•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
784.1		PRINT ROOM OPERATOR	1479.00	2296.80		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
730.0		ENGINEERING ASSISTANT	1837.44	3041.52		2	2	4	0	0	0	0	0	0	0	0	0	0	0	0		
795.1		RESEARCH TECHNICIAN	1837.44	3041.52		0	1	1	0	0	0	0	0	0	0	0	0	0	0	0		
784.3		PRINT ROOM OPERATOR, PRINC	2044.50	3159.84		0	1	1	1	0	0	0	0	0	0	0	0	0	0	0		
700.1		DRAFTER I	2216.76	3325.14		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
702.1		ELECT ENG TECHNOL I	2216.76	3325.14		6	2	8	1	1	0	0	0	0	0	0	0	1	1	0		
706.1		MECH ENG TECHNOL I	2216.76	3325.14		3	0	3	0	0	0	0	0	0	0	0	0	0	0	0		
707.1		MECH ENG MACH ASST I	2216.76	3325.14		5	0	5	1	0	0	0	0	0	0	0	0	0	0	0		
730.1		ENGINEERING ASSISTANT, SENIOR	2105.40	3572.22		0	1	1	0	0	0	0	0	0	0	0	0	0	0	0		
759.2		COMPUTING TECHNICIAN, SENIOR	2105.40	3572.22		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
960.3		PAINTER	3742.74	3742.74		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
700.2		DESIGN/DRAFTER II	2566.50	3848.88		5	1	6	0	0	0	0	0	0	0	0	0	1	0	0		
702.2		ELECT ENG TECHNOL II	2566.50	3848.88		25	8	33	5	4	0	0	0	0	0	0	0	1	0	0		
706.2		MECH ENG TECHNOL II	2566.50	3848.88		26	2	28	0	1	0	0	0	0	0	0	0	1	0	0		
707.2		MECH ENG MACHINIST II	2566.50	3848.88		2	0	2	0	0	0	0	0	0	0	0	0	0	0	0		
906.3		WELDER	3988.88	3985.88		5	6	5	0	0	0	0	0	0	0	0	2	0	0	0		
730.2		ASSISTANT TECH COORDINATOR	2498.64	4021.14		3	1	4	1	0	0	0	0	0	0	0	0	1	0	0		
759.3		COMPUTING TECHNICIAN, PRINC	2498.64	4021.14		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
795.3		RESEARCH TECHNICIAN, PRINC	2498.64	4021.14		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
902.3		SHHEET METAL WORKER	4191.66	4191.66		7	0	7	0	0	0	0	0	0	0	0	0	1	0	0		
700.3		DESIGNER III	2971.92	4457.88		14	1	15	1	0	0	0	0	0	0	0	0	0	0	0		
702.3		ELECT ENG TECHNOL III	2971.92	4457.88		37	0	37	1	6	0	0	0	0	0	0	0	0	0	0		

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

• INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENGINEERING  
 MECHANICAL ENG

PAGE 33  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

JOB CLASS CODE	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES								
		MIN MAX		EMPLOYEES			MEN WOMEN ALL			BLK ASI AI HIS			WOMEN		
		MIN	MAX	MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	
706.8	MECH ENG TECHNOL III	2971.92	4457.88	40	0	40	1	5	0	4	0	0	0		
707.8	MECH ENG MACHINIST III	2971.92	4457.88	27	0	27	2	8	0	2	0	0	0		
720.0	LEAD TECHNOLOGIST	3119.92	4677.12	21	1	22	0	0	0	0	0	0	0		
730.8	ASST TECH COORDINATOR, SENIOR	2872.74	4731.06	3	0	3	0	0	0	0	0	0	0		
TOTALS WITHIN ORGANIZATIONAL UNIT				247	16	263	14	24	0	17	2	4	0		

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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**EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))**

PAGE 36  
ON 11/09/93  
PROCEDURE USED: PRSF0850  
AS OF SEPTEMBER 30, 93

**FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENGINEERING  
POSTDOCTORAL FELLOW**

JOB CLASS CODE	M GR	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN	MAX		EMPLOYEES		MEN	WOMEN	ALL	BLK	ASI	AI	WIS	BLK	ASI	AI
120.1		ELCTRNC ENGR POST DOC FELLOW	1940.00	3865.00		1	0	1	0	1	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT																	

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 37  
 ON 11/09/93  
 PROCEDURE USED: PRSF0250  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 ANALYTICAL SERVICES

JOB CLASS CODE	M O R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN	MAX		EMPLOYEES	MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
795.2	-	RESEARCH TECHNICIAN, SENIOR	2105.40	3572.22		0	1	1	0	0	0	0	0	0	0	0	0
740.8		RADIATION SAFETY TECH, PRINC	2498.64	4021.14		0	1	1	0	0	0	0	0	0	0	0	0
795.3		RESEARCH TECHNICIAN, PRINC	2498.64	4021.14		1	0	1	1	0	0	0	0	0	0	0	0
810.1		SCIENTIFIC/ENGRG ASSOC	3430.00	5159.00		1	0	1	0	0	0	0	0	0	0	0	0
126.4	*	HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		0	1	1	0	0	0	0	0	0	0	0	0
126.5	*	HLTH/SFT ENG/SCI STF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						3	3	6	1	0	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 38  
 ON 11/09/93  
 PROCEDURE USED: PRSF0250  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 DIVISION OFFICE

JOB CLASS CODE	G O R	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES								
			MIN	MAX	EMPLOYEES	MEH	WOMEN	ALL	MEN	BLK	ASI	AI	HIS	WOMEN	BLK	ASI
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.00	0	1	1	0	0	0	0	0	0	0	0	0
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14	1	1	2	0	1	0	0	1	0	0	0	0
167.2		ADMINISTRATOR 2	2550.00	3826.00	0	1	1	0	0	0	0	0	0	0	0	0
167.5	*	ADMINISTRATOR 5	3878.00	5842.00	1	0	1	0	1	0	0	0	0	0	0	0
146.5	*	GEOCHEMIST STAFF SCI 3	4390.00	6460.00	1	0	1	0	0	0	0	0	0	0	0	0
198.1	*	DIVISION DIRECTOR	7608.00	11730.00	1	0	1	0	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT					4	3	7	0	2	0	0	1	0	0	0	0

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 39  
 ON 11/09/93  
 PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 EMERGENCY PREP

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN	MAX		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
510.4		ADMINISTRATIVE SERVICES 4	1945.82	2018.80		1	0	1	0	0	0	0	0	0	0	0
310.2	*	SCIENTIFIC/ENGRG ASSOC, SR	3981.00	5972.00		1	0	1	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						2	0	2	0	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 40  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 ENVIRNMNTL PROTECT

JOB CLASS CODE	N G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN MAX			EMPLOYEES			MEN			BLK ASI AI HIS			WOMEN		
						MEN WOMEN ALL											
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2018.80		1	0	1	0	0	0	0	0	0	0		
741.3		HEALTH/SAFETY TECH PRINCIPAL	2498.64	4021.14		2	0	2	0	1	0	0	0	0	0		
126.8		HLTH/SFT ENG/SCI STF SCI 1	2680.00	4820.00		1	0	1	0	0	0	0	0	0	0		
126.4		HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		4	2	6	1	3	0	0	0	0	0		
126.4	*	HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		1	0	1	0	1	0	0	0	0	0		
126.5	*	HLTH/SFT ENG/SCI STF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0		
TOTALS WITHIN ORGANIZATIONAL UNIT						10	2	12	1	2	0	0	0	0	0		

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 41  
 ON 11/09/93

PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY

ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 ENVIRNMNTL RESTOR

JOB CLASS CODE	N O R	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES							
			MIN MAX		EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN		
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80	0	1	1	0	0	0	0	0	1	0	0
741.2		HEALTH/SAFETY TECH SENIOR	2105.40	3572.22	1	1	2	0	0	0	0	0	0	0	0
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00	0	1	1	0	0	0	0	0	0	0	0
168.4		ADMINISTRATIVE SPECIALIST 4	3873.00	5059.00	1	0	1	0	0	0	0	0	0	0	0
126.4	*	HLTH/SFT ENQ/SCI STF SCI 2	3430.00	6965.00	0	1	1	0	0	0	0	1	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT					2	4	6	0	0	0	0	1	1	0	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 42  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 ENVIRONMENT DEPT OFC

JOB CLASS CODE	M Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN		WOMEN		BLK		ASI	
			MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS			
167.8	*	ADMINISTRATOR 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0	
126.4	*	HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	
126.5	*	HLTH/SFT ENG/SCI STF SCI 3	4390.00	8460.00		1	0	1	0	1	0	0	0	0	0	
TOTALS WITHIN ORGANIZATIONAL UNIT						2	1	3	0	1	0	0	0	0	0	

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 43  
 ON 11/09/93

PROCEDURE USED: PRSF0250  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 FIRE DEPARTMENT

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES								
			MIN MAX		EMPLOYEES			MEN WOMEN ALL			BLK ASI AI HIS			WOMEN		
644.0		FIREFIGHTER	2131.50	2770.00	13	1	14	1	0	0	0	0	0	0	0	
642.0		DISPATCHER, EMRGNCY COMM	1733.04	2900.58	0	1	1	0	0	0	0	0	0	0	0	
644.1	*	FIRE CAPTAIN	2451.66	3185.94	3	0	3	0	0	0	0	0	0	0	0	
741.4	*	HEALTH/SAFETY TECH SPECIALIST	2872.74	4731.06	1	0	1	0	0	0	0	0	0	0	0	
345.0	*	ASSISTANT FIRE CHIEF	3205.00	5595.00	2	0	2	0	0	0	1	0	0	0	0	
345.1	*	FIRE CHIEF	3835.00	6717.00	1	0	1	0	0	1	0	0	0	0	0	
126.4		HLTH/SFT ENQ/SCI STF SCI 2	3430.00	6965.00	1	0	1	0	1	0	0	0	0	0	0	
TOTALS WITHIN ORGANIZATIONAL UNIT					21	2	23	1	1	1	1	0	0	0	0	

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 44  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 HAZARD MGT UNIT

JOB CLASS CODE	M O R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN		WOMEN		BLK		ASI	
			MEN	WOMEN	ALL	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	
126.4		HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	
126.5		HLTH/SFT ENG/SCI STF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	
TOTALS WITHIN ORGANIZATIONAL UNIT						2	0	2	0	0	0	0	0	0	0	

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 45  
 ON 11/09/93

PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 HEALTH DEPARTMENT

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
			MIN	MAX		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI
167.8	*	ADMINISTRATOR 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0
103.5	*	BIOCHEMIST STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0
126.5	*	HLTH/SFT ENG/SCI STF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						2	1	3	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 46  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 INDUSTRIAL HYGIENE

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN	MAX		EMPLOYEES		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI
741.4		HEALTH/SAFETY TECH SPECIALIST	2872.74	4781.06		2	0	2	0	0	0	0	0	0	0	0	0
126.3		HLTH/SFT ENG/SCI STF SCI 1	2680.00	4820.00		1	0	1	0	0	0	0	0	0	0	0	0
126.4		HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		2	1	3	0	0	0	0	0	0	0	0	0
126.4	*	HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						6	1	7	0	0	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 47  
 ON 11/09/93

PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 MEDICAL SERVICES

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN		WOMEN		BLK		ASI	
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS						
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.16		0	2	2	0	0	0	0	1	0	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	1	1	0	0	0	0	0	0	0	0
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	1	1	0	0	0	0	0	0	0	0
180.1		OCCUPATIONAL HEALTH NURSE I	2764.00	4146.00		0	3	3	0	0	0	0	0	0	0	0
731.1		MED LAB TECHNOLOGIST I	2618.70	4276.92		0	2	2	0	0	0	0	0	0	0	0
167.4	*	ADMINISTRATOR 4	3378.00	5059.00		0	1	1	0	0	0	0	0	1	0	0
168.4	*	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		0	1	1	0	0	0	0	0	0	0	0
180.3	*	OCCUPATIONAL HEALTH NURSE III	3438.00	5159.00		0	2	2	0	0	0	0	0	0	0	0
101.5		PHYSICIAN STAFF SCI 3	4390.00	8460.00		0	1	1	0	0	0	0	0	0	0	0
101.7	*	SR PHYSICIAN II	6855.00	10605.00		1	0	1	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						1	14	15	0	0	0	0	1	1	0	0

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EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 48  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
OCCUPATIONAL SAFETY

JOB CLASS CODE	G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN	
			BLK	ASI	AI	MIS	BLK	ASI	AI	MIS					
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	1	1	0	0	0	0	0	0	0
741.1		HEALTH/SAFETY TECHNICIAN	1937.44	3041.52		0	1	1	0	0	0	0	1	0	0
126.3		HLTH/SFT ENG/SCI STF SCI 1	2680.00	4820.00		1	0	1	1	0	0	0	0	0	0
126.3	*	HLTH/SFT ENG/SCI STF SCI 1	2680.00	4820.00		0	1	1	0	0	0	0	0	0	0
126.4	*	HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		2	1	3	0	0	0	0	1	0	0
126.4	*	HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0
126.5	*	HLTH/SFT ENG/SCI STF SCI 3	4390.00	8460.00		2	0	2	1	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						6	4	10	2	2	0	0	2	0	0

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 49  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 OPERATIONS

JOB CLASS CODE	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES																			
		MIN		MAX	EMPLOYEES			MEN		BLK		ASI		AI		HIS		WOMEN		BLK		ASI		AI		HIS	
		Men	Women	All	Men	Women	All	Men	Women	BLK	ASI	AI	HIS	Men	Women	BLK	ASI	AI	HIS	Men	Women	BLK	ASI	AI	HIS		
518.4	ADMINISTRATIVE SERVICES 4	1945.32	2818.80		2	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
167.3	ADMINISTRATOR 3	2006.00	4208.00		0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
168.3	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
168.4	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTALS WITHIN ORGANIZATIONAL UNIT					4	2	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 50  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY

ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 RADIATION ASSESSMENT

JOB CLASS CODE	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES											
		MIN		MAX	EMPLOYEES			MEN		WOMEN		BLK		ASI		AI		NIS	
		MIN	MAX		Men	Women	All	Men	Women	Men	Women	BLK	ASI	AI	NIS	BLK	ASI	AI	NIS
740.2	RADIATION SAFETY TECH, SENIOR	2105.40	3572.22		0	1	1	0	0	0	0	1	0	0	0	0	0	0	
740.3	RADIATION SAFETY TECH, PRINC	2498.64	4021.14		2	0	2	0	0	0	0	0	0	0	0	0	0	0	
741.3	HEALTH/SAFETY TECHN PRINCIPAL	2498.64	4021.14		4	0	4	0	0	0	0	0	0	0	0	0	0	0	
720.0	LEAD TECHNOLOGIST	3119.82	4677.12		0	1	1	0	0	0	0	0	0	0	0	1	0	0	
741.4	HEALTH/SAFETY TECH SPECIALIST	2872.74	4731.06		2	1	3	0	0	0	0	0	0	0	0	1	0	0	
741.4	HEALTH/SAFETY TECHN SPECIALIST	2872.74	4731.06		1	0	1	0	0	0	0	0	0	0	0	0	0	0	
126.4	HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		6	0	6	0	0	0	0	0	0	0	0	0	0	0	
126.4	HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		2	1	3	0	0	0	0	0	0	0	0	0	0	0	
120.5	ELCTR ENG STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0	0	0	
126.5	HLTH/SFT ENG/SCI STF SCI 3	4390.00	8460.00		2	0	2	0	0	0	0	0	0	0	0	0	0	0	
TOTALS WITHIN ORGANIZATIONAL UNIT		20	4	24	1	1	0	1	3	0	0	0	0	0	0	0	0	0	

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE NIS - NISPAHIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 51  
 ON 11/09/93

PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 SAFETY DEPT OFFICE

JOB CLASS CODE	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES										
		MIN MAX		EMPLOYEES			MEN			WOMEN							
		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS					
167.8	ADMINISTRATOR 3	2806.00	4208.00	0	1	1	0	0	0	0	1	0	0	0			
TOTALS WITHIN ORGANIZATIONAL UNIT																	
							0	1	1	0	0	0	0	1	0	0	0

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 52  
 ON 11/09/93

PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 TRAINING

JOB CLASS CODE	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES							
		MIN MAX		EMPLOYEES			MEN			WOMEN				
		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS		
168.4	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00	0	2	2	0	0	0	0	0			
168.4	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00	0	1	1	0	0	0	0	0			
TOTALS WITHIN ORGANIZATIONAL UNIT				0	3	3	0	0	0	C	0	0	0	0

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 59  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - ENVIRONMENT HEALTH & SAFETY DIVISION  
 WASTE MANAGEMENT

JOB CLASS CODE	M Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN		
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS						
518.3		ADMINISTRATIVE SERVICES 8	1726.08	2448.18		0	1	1	0	0	0	0	1	0	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	3	3	0	0	0	0	0	0	0	0
741.2		HEALTH/SAFETY TECH SENIOR	2105.40	3572.22		4	0	4	0	1	0	0	0	0	0	0
741.3		HEALTH/SAFETY TECH PRINCIPAL	2498.64	4021.14		2	0	2	2	0	0	0	0	0	0	0
741.3	*	HEALTH/SAFETY TECH PRINCIPAL	2498.64	4021.14		1	0	1	1	0	0	0	0	0	0	0
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	1	1	0	0	0	0	0	1	0	0
126.3		HLTH/SFT ENQ/SCI STF SCI 1	2680.00	4620.00		1	3	4	0	0	0	0	0	0	0	0
126.3	*	HLTH/SFT ENQ/SCI STF SCI 1	2680.00	4620.00		0	1	1	0	0	0	0	0	0	0	0
126.4		HLTH/SFT ENQ/SCI STF SCI 2	3430.00	6965.00		0	1	1	0	0	0	0	0	0	0	0
126.4	*	HLTH/SFT ENQ/SCI STF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0
126.5		HLTH/SFT ENQ/SCI STF SCI 3	4390.00	8460.00		1	0	1	0	1	0	0	0	0	0	0
126.5	*	HLTH/SFT ENQ/SCI STF SCI 3	4390.00	8460.00		1	0	1	0	1	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT			11	10	21	3	3	0	0	1	1	0	0	0	0	0

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EO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 54  
ON 11/09/93

PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - FACILITIES DEPARTMENT  
CONSTR AND MAINT

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES		ALL	MEN		WOMEN		BLK		ASI	
			MEN	WOMEN		AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	
518.2		ADMINISTRATIVE SERVICES 2	1546.86	2138.46		0	1	1	0	0	0	0	1	0	0	0
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		1	0	1	0	0	0	0	0	0	0	0
630.1		CUSTODIAN	1661.70	2467.92		21	12	33	4	5	0	0	7	2	2	0
630.2		SENIOR CUSTODIAN	1818.30	2710.92		1	1	2	0	0	0	0	0	1	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	2	2	0	0	0	0	0	1	0	0
791.1		PLANT ASSISTANT I	1827.00	2977.14		4	0	4	1	1	0	0	2	0	0	0
910.2		PLANT MAINTENANCE TECH, SR	3118.08	3118.08		11	0	11	1	0	0	0	1	0	0	0
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	1	1	0	0	0	0	0	0	0	0
745.1		TRUCK DRIVER, LIGHT	2218.50	3304.26		1	0	1	0	0	0	0	1	0	0	0
791.2		PLANT ASSISTANT II	2192.40	3497.40		5	1	6	1	0	0	0	1	0	0	0
910.3		PLANT MAINTENANCE TECH, PRIN	3580.92	3580.92		14	0	14	2	2	1	1	0	0	0	0
960.3		PAINTER	3742.74	3742.74		4	0	4	0	0	0	0	0	0	0	0
910.4		PLANT MAINTENANCE TECH SPEC	3821.04	3821.04		5	0	5	0	0	0	1	0	0	0	0
168.2		ADMINISTRATIVE SPECIALIST 2	2550.00	3826.00		0	1	1	0	0	0	0	1	0	0	0
930.3		CARPENTER	3855.84	3855.84		12	0	12	1	0	1	1	0	0	0	0
730.2		ASSISTANT TECH COORDINATOR	2498.64	4021.14		1	0	1	0	0	0	0	0	0	0	0
730.2	*	ASSISTANT TECH COORDINATOR	2498.64	4021.14		1	1	2	0	0	0	0	1	0	0	0
759.3		COMPUTING TECHNICIAN, PRINC	2498.64	4021.14		0	1	1	0	0	0	0	0	0	1	0
795.3		RESEARCH TECHNICIAN, PRINC	2498.64	4021.14		3	0	3	0	0	0	0	2	0	0	0
960.5		LEAD PAINTER	4022.88	4022.88		1	0	1	0	0	0	0	1	0	0	0
910.5		LEAD PLANT MAINTENANCE TECH	4108.14	4108.14		5	0	5	0	0	0	1	0	0	0	0
930.5		LEAD CARPENTER	4144.68	4144.68		4	0	4	1	0	0	0	0	0	0	0

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EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 55  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - FACILITIES DEPARTMENT  
CONSTR AND MAINT

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES							
			MIN	MAX	MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS
940.3		ELECTRICIAN	4191.66	4191.66	23	0	23	3	2	0	8	0	0	0	0
950.3		PLUMBER/FITTER	4191.66	4191.66	8	0	8	1	0	0	0	0	0	0	0
167.3		ADMINISTRATOR 3	2806.00	4208.00	0	1	1	0	0	0	0	0	0	0	0
167.3	*	ADMINISTRATOR 3	2806.00	4208.00	0	1	1	0	0	0	0	0	0	0	0
952.3		AIR COND/REFRIG MECHANIC	4278.66	4278.66	6	0	6	0	0	0	0	0	0	0	0
930.6		PLANNER ESTIMATOR	4010.70	4400.46	1	0	1	1	0	0	0	0	0	0	0
942.3		ELEVATOR MECHANIC	4400.46	4400.46	1	0	1	0	0	0	0	0	0	0	0
700.3		DESIGNER III	2971.92	4457.88	1	0	1	0	0	0	0	0	0	0	0
940.5		LEAD ELECTRICIAN	4506.50	4506.50	5	0	5	0	0	0	0	0	0	0	0
950.5		LEAD PLUMBER/FITTER	4506.50	4506.50	1	0	1	0	0	0	0	0	0	0	0
795.4		RESEARCH SPECIALIST	2872.74	4731.06	2	0	2	1	0	0	0	0	0	0	0
308.1		PLNT/FAC ENGRG ASSOC	3438.00	5159.00	1	0	1	0	0	0	0	0	0	0	0
308.1	*	PLNT/FAC ENGRG ASSOC	3438.00	5159.00	1	0	1	0	0	0	0	0	0	0	0
330.1		TECHNICAL SUPERVISOR	3438.00	5159.00	1	0	1	1	0	0	0	0	0	0	0
330.1	*	TECHNICAL SUPERVISOR	3438.00	5159.00	11	1	12	2	0	0	0	0	0	0	0
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00	1	0	1	0	1	0	0	0	0	0	0
330.2	*	TECHNICAL SUPERINTENDENT	3981.00	5972.00	1	0	1	0	0	0	0	0	0	0	0
330.2	*	TECHNICAL SUPERINTENDENT	3981.00	5972.00	2	0	2	0	0	0	0	0	0	0	0
330.3	*	TECHNICAL MANAGER	4642.00	6962.00	2	0	2	0	0	0	0	0	0	0	0
122.4		MECH ENGR STAFF SCI 2	3430.00	6965.00	2	0	2	0	0	0	0	0	0	0	0
199.2	*	MANAGEMENT II	5606.00	8408.00	1	0	1	0	0	0	0	0	0	0	0
127.5	*	INDUS ENGR STAFF SCI 3	4390.00	8450.00	1	0	1	1	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 56  
ON 11/09/93

PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - FACILITIES DEPARTMENT  
CONSTR AND MAINT

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN		WOMEN		BLK		ASI	
			MEN	WOMEN	ALL	AI	HIS	BLK	ASI	AI	HIS					
TOTALS WITHIN ORGANIZATIONAL UNIT			166	24	190	21	11	8	22	6	2	1	3			

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**EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))**

PAGE 57  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

**FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - FACILITIES DEPARTMENT  
PLANT ENGINEERING**

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 58  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - FACILITIES DEPARTMENT  
 PLANT ENGINEERING

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES											
			MIN		MAX	EMPLOYEES		ALL	MEN		BLK	ASI	AI	HIS	WOMEN		BLK	ASI	AI	HIS
			MEN	WOMEN					BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS
133.4	*	ARCHITECT STAFF SCI 2	3430.00	6965.00		0	1	1		0	0	0	0	0	1	0	0	0		
143.4		PGM MGT E/S STAFF SCI 2	3430.00	6965.00		1	0	1		0	0	0	0	0	0	0	0	0		
121.5		ELCT ENGR STAFF SCI 3	4390.00	8460.00		4	0	4		0	1	0	0	0	0	0	0	0		
121.5	*	ELCT ENGR STAFF SCI 3	4390.00	8460.00		2	0	2		0	0	0	0	0	0	0	0	0		
122.5		MECH ENGR STAFF SCI 3	4390.00	8460.00		4	0	4		0	3	0	0	0	0	0	0	0		
122.5	*	MECH ENGR STAFF SCI 3	4390.00	8460.00		2	0	2		0	0	0	0	0	0	0	0	0		
124.5		CIVIL ENGR STAFF SCI 3	4390.00	8460.00		1	0	1		0	0	0	0	0	0	0	0	0		
181.5		STRC ENGR STAFF SCI 3	4390.00	8460.00		2	0	2		0	0	0	0	0	0	0	0	0		
181.5	*	STRC ENGR STAFF SCI 3	4390.00	8460.00		1	0	1		0	0	0	0	0	0	0	0	0		
193.5	*	ARCHITECT STAFF SCI 3	4390.00	8460.00		2	1	3		0	1	0	0	0	0	0	0	0		
193.5	*	ARCHITECT STAFF SCI 3	4390.00	8460.00		2	0	2		0	0	0	0	0	0	0	0	0		
199.3	*	MANAGEMENT III	6446.00	9670.00		1	0	1		0	0	0	0	0	0	0	0	0		

TOTALS WITHIN ORGANIZATIONAL UNIT

53 17 70 1 9 1 3 0 3 0 2

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 59  
 ON 11/09/93  
 PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - FACILITIES DEPARTMENT  
 PROJECT MANAGEMENT

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN MAX			EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN		
			BLK	ASI	AI HIS	BLK	ASI	AI HIS	BLK	ASI	AI HIS	BLK	ASI	AI HIS		
121.4		ELCT ENGR STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0
122.4		MECH ENGR STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0
124.4		CIVIL ENGR STAFF SCI 2	3430.00	6965.00		3	1	4	0	2	0	0	1	0	0	0
133.4		ARCHITECT STAFF SCI 2	3430.00	6965.00		4	1	5	1	0	0	0	0	0	0	0
124.5		CIVIL ENGR STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0
124.5	*	CIVIL ENGR STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						11	2	13	1	2	0	0	1	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 60  
 ON 11/09/93  
 PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - INFORMATION & COMPUTING SCIENCE

JOB CLASS CODE	M Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES											
			MIN		MAX	EMPLOYEES		ALL	MEN		BLK	ASI	AI	HIS	WOMEN		BLK	ASI	AI	HIS
			MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI	HIS		
788.1		PRINTER 1	1583.40	2422.08		0	1	1	0	0	0	0	0	0	0	0	0	1		
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		0	6	6	0	0	0	0	2	0	0	0	0	1		
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.60		1	8	9	1	0	0	0	3	2	0	0	1			
788.2		PRINTER 2	1914.00	2977.14		1	1	2	0	0	0	0	1	0	0	0	0	0		
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	3	3	0	0	0	0	1	1	0	0	0	0		
568.1		ADMINISTRATIVE SPECIALIST 1	2128.02	8151.14		1	0	1	0	0	0	0	0	0	0	0	0	0		
801.1		RESEARCH ASSOCIATE	2100.00	3300.00		1	0	1	0	0	0	0	0	0	0	0	0	0		
781.2		SENIOR GRAPHIC ARTS TECH	2065.38	3412.14		0	1	1	0	0	0	0	0	0	0	0	0	0		
757.2		DIGITAL COMP. OPERATOR, SENIOR	2105.40	3572.22		0	2	2	0	0	0	0	0	1	0	0	0	0		
783.4		PRINTER 4	2523.00	3765.36		2	0	2	0	1	0	0	0	0	0	0	0	0		
167.2		ADMINISTRATOR 2	2550.00	8826.00		0	2	2	0	0	0	0	0	0	0	0	0	0		
168.2		ADMINISTRATIVE SPECIALIST 2	2550.00	3826.00		0	3	3	0	0	0	0	0	0	0	0	0	0		
781.3		PRINCIPAL GRAPHIC ARTS TECH	2319.42	3845.40		0	2	2	0	0	0	0	0	0	0	0	0	1		
759.3		COMPUTING TECHNICIAN, PRINC	2498.64	4021.14		0	2	2	0	0	0	0	0	0	0	0	0	1		
797.3		TECHNICAL ILLUSTRATOR III	2498.64	4021.14		1	1	2	0	0	0	0	1	0	0	0	0	0		
798.3		PHOTOGRAPHIC SPECIALIST III	2498.64	4021.14		5	0	5	1	1	0	0	0	0	0	0	0	0		
167.3	*	ADMINISTRATOR 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0	0	0	1		
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0	0	0	0		
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	2	2	0	0	0	0	0	0	0	0	0	0		
191.2		TECHNICAL EDITOR AND WRITER II	2388.00	4252.00		0	1	1	0	0	0	0	1	0	0	0	0	0		
720.0		LEAD TECHNOLOGIST	3119.82	4677.12		1	0	1	0	0	0	0	0	0	0	0	0	0		

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - INFORMATION & COMPUTING SCIENCE

PAGE 61  
ON 11/09/93

PROCEDURE USED: PRSF0250  
AS OF SEPTEMBER 30, 93

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES						
			MIN MAX		EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN	
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS				
730.3		ASST TECH COORDINATOR, SENIOR	2872.74	4731.06	2	0	2	0	0	0	0	0	0	0
757.4		DIGITAL CMPTR OPRTR, SPECIALST	2872.74	4731.06	3	0	3	0	0	0	0	0	0	0
797.4		TECHNICAL ILLUSTRATOR IV	2872.74	4731.06	2	1	3	0	0	0	0	0	0	0
798.4		PHOTOGRAPHIC SPECIALIST IV	2872.74	4731.06	2	0	2	1	0	0	0	0	0	0
118.3		CS/M PROG STAFF SCI 1	2680.00	4820.00	8	2	10	0	5	0	0	0	1	0
191.3		TECH EDITOR AND WRITER III	2830.00	4986.00	1	1	2	0	0	0	0	0	0	0
194.3		TECHNICAL INFORMATION SPEC III	2830.00	4986.00	1	2	3	0	0	0	0	1	0	0
168.4		ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00	1	0	1	0	0	0	0	0	0	0
168.4	*	ADMINISTRATIVE SPECIALIST 4	3373.00	5059.00	0	1	1	0	0	0	0	0	0	0
308.1	*	PLNT/FAC ENGRG ASSOC	3438.00	5159.00	0	1	1	0	0	0	0	0	0	0
308.1	*	PLNT/FAC ENGRG ASSOC	3438.00	5159.00	1	0	1	0	0	0	0	0	0	0
310.1	*	SCIENTIFIC/ENGRG ASSOC	3438.00	5159.00	2	0	2	0	0	0	0	0	0	0
330.1	*	TECHNICAL SUPERVISOR	3438.00	5159.00	2	1	3	0	0	0	1	0	0	0
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00	1	1	2	0	0	0	0	0	0	0
191.4	*	TECHNICAL EDITOR AND WRITER IV	3341.00	5856.00	8	1	4	0	1	0	0	0	0	0
191.4	*	TECHNICAL EDITOR AND WRITER IV	3341.00	5856.00	0	1	1	0	0	0	0	0	0	1
194.4	*	TECHNICAL INFORMATION SPEC IV	3341.00	5856.00	1	0	1	0	0	0	0	1	0	0
194.4	*	TECHNICAL INFORMATION SPEC IV	3341.00	5856.00	0	1	1	0	0	0	0	0	0	0
191.5	*	TECH EDITOR AND WRITER V	3946.00	6920.00	0	1	1	0	0	0	0	0	0	0
199.1	*	MANAGEMENT I	4642.00	6962.00	2	1	3	0	0	0	0	0	0	0
330.3	*	TECHNICAL MANAGER	4642.00	6962.00	1	0	1	0	0	0	0	0	0	0
118.4	*	CS/M PROG STAFF SCI 2	3430.00	6965.00	14	4	18	0	3	0	0	0	1	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 62  
 ON 11/09/93  
 PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - INFORMATION & COMPUTING SCIENCE

JOB CLASS CODE	N G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN	MAX		EMPLOYEES		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	BLK	ASI	AI
118.4	*	CS/M PROG STAFF SCI 2	3430.00	6965.00		2	0	2	0	0	0	0	0	0	0	0	0
133.4	*	ARCHITECT STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0	0
199.2	*	MANAGEMENT II	5606.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0
116.5	*	MATH STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0	0
118.5	*	CS/M PROG STAFF SCI 3	4390.00	8460.00		9	2	11	0	1	0	0	0	0	0	0	0
118.5	*	CS/M PROG STAFF SCI 3	4390.00	8460.00		0	1	9	0	0	0	0	0	0	0	0	0
118.6	*	SR COMPUTER SCI/MATH PROG I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0	0	0
118.7	*	SR COMPUTER SCI/MATH PROG II	6855.00	10605.00		1	0	1	0	0	0	0	0	0	0	0	0
198.1	*	DIVISION DIRECTOR	7806.00	11730.00		1	0	1	0	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						85	60	145	3	12	0	3	9	6	0	7	

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - LIFE SCIENCES DIVISION

PAGE 63  
 ON 11/09/93  
 PROCEDURE USED: PRSF0250  
 AS OF SEPTEMBER 30, 93

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN MAX			EMPLOYEES			MEN WOMEN ALL			MEN			WOMEN		
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS			
724.1	-	TECHNICAL ASSISTANT 1	1374.60	2150.64		1	0	1	1	0	0	0	0	0	0	0	
518.3		ADMINISTRATIVE SERVICES 3	1725.08	2448.18		0	3	3	0	0	0	0	1	0	0	0	
724.2		TECHNICAL ASSISTANT 2	1607.76	2524.74		0	1	1	0	0	0	0	0	1	0	0	
518.4		ADMINISTRATIVE SERVICES 4	1945.82	2616.90		2	8	10	0	0	0	0	1	0	0	1	
795.1		RESEARCH TECHNICIAN	1837.44	3041.52		0	1	1	0	0	0	0	0	0	0	1	
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	3	3	0	0	0	0	0	0	0	1	
518.5	+	ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	1	1	0	0	0	0	0	0	0	0	
381.1		RESEARCH ASSOCIATE	2100.00	3200.00		10	18	28	0	5	0	0	0	0	0	0	
744.3		ANIMAL TECHNICIAN 3	2248.08	3620.94		2	0	2	1	1	0	0	0	0	0	0	
168.1	+	MATERIAL SPECIALIST	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0	0	
167.2		ADMINISTRATOR 2	2550.00	3826.00		0	2	2	0	0	0	0	0	0	0	0	
167.2	+	ADMINISTRATOR 2	2550.00	3826.00		1	2	3	0	0	0	0	0	0	0	0	
158.2		ADMINISTRATIVE SPECIALIST 2	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0	0	
103.1		BIOCHEMIST POST DOC FELLOW	1940.00	3865.00		2	0	2	0	1	0	0	0	0	0	0	
103V1		VISITING POST DOCTORAL FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0	
104.1		MOLECULAR BIOLOGIST POST DOC FELLO	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0	
105.1		BIOLOGIST POST DOC FELLOW	1940.00	3865.00		0	1	1	0	0	0	0	0	0	0	0	
107.1		BIOPHY POST DOC FELLOW	1940.00	3865.00		0	1	1	0	0	0	0	0	0	0	0	
111.1		CHEMIST POST DOC FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	1	0	0	0	
381.2		SENIOR RESEARCH ASSOCIATE	2550.00	4000.00		5	14	19	1	0	0	0	0	1	0	0	
167.3		ADMINISTRATOR 3	2806.00	4208.00		0	2	2	0	0	0	0	0	2	0	0	
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	3	3	0	0	0	0	0	2	0	0	

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 64  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - LIFE SCIENCES DIVISION

JOB CLASS CODE	N G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN	
			BLK	ASI	AI	MIS	BLK	ASI	AI	MIS					
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	2	2	0	0	0	0	0	0	0
781.2		MED LAB TECHNOLOGIST II	2879.70	4701.48		0	1	1	0	0	0	0	0	0	0
102.3		MED SCI STAFF SCI 1	2680.00	4820.00		1	0	1	0	1	0	0	0	0	0
103.3	*	BIOCHEMIST STAFF SCI 1	2680.00	4820.00		1	0	1	0	0	0	0	0	0	0
103.3	*	BIOCHEMIST STAFF SCI 1	2680.00	4820.00		0	1	1	0	0	0	0	0	0	0
104.3	*	MOLECULAR BIOLO STAFF SCI 1	2680.00	4820.00		0	1	1	0	0	0	0	0	0	0
105.3		BIOLOGIST STAFF SCI 1	2680.00	4820.00		0	1	1	0	0	0	0	0	0	0
107.3	*	BIOPHY STAFF SCI 1	2680.00	4820.00		2	0	2	0	1	0	0	0	0	0
107.3	*	BIOPHY STAFF SCI 1	2680.00	4820.00		0	1	1	0	0	0	0	1	0	0
111.3		CHEMIST STAFF SCI 1	2680.00	4820.00		1	0	1	0	0	0	0	0	0	0
113.3		PHYSICIST STAFF SCI 1	2680.00	4820.00		1	0	1	0	0	0	0	0	0	0
117.3		STAT STAFF SCI 1	2680.00	4820.00		0	1	1	0	0	0	0	0	0	0
118.3		CS/M PROG STAFF SCI 1	2680.00	4820.00		2	0	2	0	1	0	0	0	0	0
381.3	*	PRINCIPAL RESEARCH ASSOCIATE	3045.00	4875.00		1	4	5	0	0	0	0	1	0	0
381.3	*	PRINCIPAL RESEARCH ASSOCIATE	3045.00	4875.00		0	2	2	0	0	0	0	0	0	0
191.3		TECH EDITOR AND WRITER III	2830.00	4986.00		1	0	1	0	0	0	0	0	0	0
310.1		SCIENTIFIC/ENGRG ASSOC	3438.00	5159.00		1	0	1	0	1	0	0	0	0	0
372.1		CHF RES CLIN LAB TECHNOLOGIST	3311.00	5403.00		0	1	1	0	0	0	0	0	0	0
167.5	*	ADMINISTRATOR 5	3878.00	5842.00		1	0	1	0	1	0	0	0	0	0
330.2	*	TECHNICAL SUPERINTENDENT	3981.00	5972.00		1	0	1	0	0	0	0	0	0	0
199.1	*	MANAGEMENT I	4642.00	6962.00		0	1	1	0	0	0	0	1	0	0
101.4		PHYSICIAN STAFF SCI 2	3430.00	6965.00		1	0	1	1	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

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FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - LIFE SCIENCES DIVISION

PAGE 65  
ON 11/09/93  
PROCEDURE USED: PRSF0850  
AS OF SEPTEMBER 30, 93

JOB CLASS CODE	G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN	
			BLK	ASI	AI	NIS	BLK	ASI	AI	NIS					
101.4	*	PHYSICIAN STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0
102.4		MED SCI STAFF SCI 2	3430.00	6965.00		2	1	3	0	0	0	0	0	0	0
103.4		BIOCHEMIST STAFF SCI 2	3430.00	6965.00		7	4	11	0	1	0	0	0	1	0
103.4	*	BIOCHEMIST STAFF SCI 2	3430.00	6965.00		3	1	4	0	0	0	0	0	0	0
104.4		MOLECULAR BIOLO STAFF SCI 2	3430.00	6965.00		1	1	2	0	0	0	1	0	0	0
104.4	*	MOLECULAR BIOLO STAFF SCI 2	3430.00	6965.00		1	0	1	0	1	0	0	0	0	0
105.4		BIOLOGIST STAFF SCI 2	3430.00	6965.00		2	4	6	0	0	0	0	0	1	0
107.4		BIOPHY STAFF SCI 2	3430.00	6965.00		3	2	5	0	0	0	0	0	0	0
107.4	*	BIOPHY STAFF SCI 2	3430.00	6965.00		1	1	2	0	0	0	0	0	0	0
109.4		PHYSIO STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0
109.4	*	PHYSIO STAFF SCI 2	3430.00	6965.00		0	1	1	0	0	0	0	0	0	0
111.4		CHEMIST STAFF SCI 2	3430.00	6965.00		2	0	2	0	0	0	0	0	0	0
111.4	*	CHEMIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0
113.4		PHYSICIST STAFF SCI 2	3430.00	6965.00		3	0	3	0	0	0	0	0	0	0
113.4	*	PHYSICIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0
116.4		MATH STAFF SCI 2	3430.00	6965.00		0	1	1	0	0	0	0	0	0	0
118.4		CS/M PROG STAFF SCI 2	3430.00	6965.00		2	0	2	0	1	0	0	0	0	0
103.5		BIOCHEMIST STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0
103.5	*	BIOCHEMIST STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0
104.5		MOLECULAR BIOLO STAFF SCI 3	4390.00	8460.00		0	1	1	0	0	0	0	0	1	0
105.5	*	BIOLOGIST STAFF SCI 3	4390.00	8460.00		0	1	1	0	0	0	0	0	0	0
107.5	*	BIOPHY STAFF SCI 3	4390.00	8460.00		1	1	2	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 66  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - LIFE SCIENCES DIVISION

JOB CLASS CODE	G	R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
				MIN	MAX		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI
117.5	*		STAT STAFF SCI 3	4390.00	8460.00		1	1	2	0	0	0	0	0	0	0
108.6	*		SR BIOCHEMIST I	5355.00	8785.00		1	1	2	0	0	0	0	0	0	0
104.6	*		SR MOLECULAR BIOLOGIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0
107.6	*		SR BIOPHYSICIST I	5355.00	8785.00		3	1	4	0	1	0	0	0	0	0
108.6	*		SR PHYSIOLOGIST I	5355.00	8785.00		0	1	1	0	0	0	0	0	0	0
113.6	*		SR PHYSICIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0
102.7	*		SR MEDICAL SCIENTIST II	6055.00	10605.00		1	0	1	0	0	0	0	0	0	0
107.7	*		SR BIOPHYSICIST II	6055.00	10605.00		2	1	3	0	1	0	0	0	0	0
109.7	*		SR PHYSIOLOGIST II	6055.00	10605.00		1	0	1	0	0	0	0	0	0	0
118.7	*		SR PHYSICIST II	6055.00	10605.00		1	0	1	0	1	0	0	0	0	0
198.8	*		ASSOCIATE LABORATORY DIRECTOR	APPROVED	BY DOE		0	1	1	0	0	0	0	0	0	0

TOTALS WITHIN ORGANIZATIONAL UNIT

86 108 189 4 18 0 8 3 18 0 3

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - MATERIALS SCIENCES DIVISION

PAGE 67  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN		
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS						
510.4		ADMINISTRATIVE SERVICES 4	1945.82	2818.80		1	15	16	0	0	0	0	5	0	0	0
795.1		RESEARCH TECHNICIAN	1837.44	3041.52		0	1	1	0	0	0	0	0	1	0	0
510.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	3	3	0	0	0	0	0	0	0	0
510.5	*	ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	1	1	0	0	0	0	0	0	0	0
381.1		RESEARCH ASSOCIATE	2100.00	3300.00		0	1	1	0	0	0	0	0	0	0	0
167.2		ADMINISTRATOR 2	2550.00	3826.00		0	2	2	0	0	0	0	0	0	0	0
167.2	*	ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	0	1	0	0
169.2		SUPERVISOR ADMIN SERVICES 2	2550.00	3826.00		0	1	1	0	0	0	0	0	1	0	0
169.2	*	SUPERVISOR ADMIN SERVICES 2	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0	0
111.1		CHEMIST POST DOC FELLOW	1940.00	3865.00		5	2	7	0	2	0	0	0	0	1	0
119.1		PHYSICIST POST DOC FELLOW	1940.00	3865.00		5	0	5	0	1	0	0	0	0	0	0
128.1		CHEM ENGR POST DOC FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0
381.2		SENIOR RESEARCH ASSOCIATE	2550.00	4000.00		1	0	1	0	0	0	0	0	0	0	0
795.3		RESEARCH TECHNICIAN, PRINC	2498.64	4021.14		3	0	3	0	0	0	0	0	0	0	0
168.3	*	ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	2	2	0	0	0	0	0	0	0	0
795.4		RESEARCH SPECIALIST	2872.74	4731.06		8	0	8	0	0	0	0	0	0	0	0
118.3		PHYSICIST STAFF SCI 1	2680.00	4820.00		0	1	1	0	0	0	0	0	0	0	0
381.3		PRINCIPAL RESEARCH ASSOCIATE	3045.00	4875.00		2	0	2	0	1	0	0	0	0	0	0
191.3		TECH EDITOR AND WRITER III	2830.00	4986.00		1	0	1	0	0	0	0	0	0	0	0
168.4		ADMINISTRATIVE SPECIALIST 4	3378.00	5059.00		0	2	2	0	0	0	0	0	0	0	0
310.1		SCIENTIFIC/ENGRG ASSOC	3438.00	5159.00		2	0	2	0	0	0	0	0	0	0	0
167.5	*	ADMINISTRATOR 5	3878.00	5842.00		0	1	1	0	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 68  
 ON 11/09/93  
 PROCEDURE USED: PRSF0850  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - MATERIALS SCIENCES DIVISION

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES						
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN	
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS					
310.2		SCIENTIFIC/ENGRG ASSOC, SR	3981.00	5972.00		1	0	1	0	0	0	0	0	0	0
103.4		BIOCHEMIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0
111.4		CHEMIST STAFF SCI 2	3430.00	6965.00		3	0	3	0	0	0	0	0	0	0
113.4		PHYSICIST STAFF SCI 2	3430.00	6965.00		10	1	11	0	1	0	0	0	0	0
120.4		ELECTRICAL ENGR STAFF SCI 2	3430.00	6965.00		2	0	2	0	0	0	0	0	0	0
123.4		CHEM ENGR STAFF SCI 2	3430.00	6965.00		0	1	1	0	0	0	0	0	0	0
140.4		METL STAFF SCI 2	3430.00	6965.00		5	2	7	0	2	0	0	0	1	0
113.5		PHYSICIST STAFF SCI 3	4390.00	8460.00		6	0	6	1	0	0	0	0	0	0
113.5	*	PHYSICIST STAFF SCI 3	4390.00	8460.00		0	1	1	0	0	0	0	0	0	0
125.5		CERM ENGR STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0
125.5	*	CERM ENGR STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0
140.5		METL STAFF SCI 3	4390.00	8460.00		1	0	1	0	1	0	0	0	0	0
140.5	*	METL STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0
143.5	*	PGM MGT E/S STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0
113.6		SR PHYSICIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0
113.6	*	SR PHYSICIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0
140.6	*	SR METALLURGIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0
111.7	*	SR CHEMIST II	6855.00	10605.00		2	1	3	0	0	0	0	1	0	0
113.7		SR PHYSICIST II	6855.00	10605.00		1	0	1	0	0	0	0	0	0	0
123.7	*	SR CHEMICAL ENGINEER II	6855.00	10605.00		1	0	1	0	0	0	0	0	0	0
170.4	*	DEPUTY ASSOC/ASSIST DIRECTOR	APPROVED	BY DDE		2	0	2	0	0	0	0	0	0	0
198.2	*	DIVISION DIRECTOR, FACULTY	APPROVED	BY DDE		1	0	1	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 69  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY

ORGANIZATIONAL UNIT - MATERIALS SCIENCES DIVISION

JOB CLASS CODE	M Q R	JOB CLASSIFICATION	SALARY RANGE		TOTAL			MINORITIES							
			MIN	MAX	EMPLOYEES	MEN	WOMEN	ALL	BLK	ASI	AI HIS	BLK	ASI	AI HIS	
TOTALS WITHIN ORGANIZATIONAL UNIT					67	40	107	1	8	0	2	7	3	0	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 70  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - NUCLEAR SCIENCE DIVISION

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN	MAX		EMPLOYEES		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		1	2	3	0	0	0	0	1	0	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		1	7	8	0	1	0	0	2	0	0	0
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	2	2	0	0	0	0	0	0	0	0
795.2		RESEARCH TECHNICIAN, SENIOR	2105.40	3572.22		1	0	1	0	0	0	0	0	0	1	0
167.2		ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	0	1	0	0
167.2	*	ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	0	1	0	0
107.1		BIOPHY POST DOC FELLOW	1940.00	3865.00		1	0	1	0	1	0	0	0	0	0	0
111.1		CHEMIST POST DOC FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0
113.1		PHYSICIST POST DOC FELLOW	1940.00	3865.00		12	0	12	1	1	0	0	1	0	0	
374.1		ACCELERATOR OPERATOR	2099.00	4021.00		0	1	1	0	0	0	0	0	0	0	0
113.3		PHYSICIST STAFF SCI 1	2680.00	4820.00		1	0	1	0	0	0	0	0	0	0	0
118.3		CS/M PROG STAFF SCI 1	2680.00	4820.00		1	0	1	0	1	0	0	0	0	0	0
374.2		PRINCIPAL ACCELERATOR OPERATOR	2967.00	5038.00		2	2	4	0	0	0	0	0	0	0	0
167.4	*	ADMINISTRATOR 4	3373.00	5059.00		0	1	1	0	0	0	0	0	0	0	0
374.3		ACCELERATOR OPNS SUPERVISOR	3301.00	5811.00		2	0	2	0	0	0	0	0	0	0	0
167.5	*	ADMINISTRATOR 5	3878.00	5842.00		0	1	1	0	0	0	0	0	0	0	0
111.2		CHEMIST DIV FELLOW	3855.00	6750.00		1	0	1	0	0	0	0	0	0	0	0
113.2		PHYSICIST DIV FELLOW	3855.00	6750.00		9	0	9	0	1	0	0	0	0	0	0
111.4		CHEMIST STAFF SCI 2	3430.00	6965.00		1	1	2	0	0	0	0	0	0	0	0
113.4		PHYSICIST STAFF SCI 2	3430.00	6965.00		7	2	9	3	0	0	0	1	0	0	
118.4		CS/M PROG STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	1	0
111.5		CHEMIST STAFF SCI 3	4390.00	8460.00		0	1	1	0	0	0	0	0	0	1	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 71  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - NUCLEAR SCIENCE DIVISION

JOB CLASS CODE	N G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN	MAX		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
111.5	*	CHEMIST STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0
113.5	*	PHYSICIST STAFF SCI 3	4390.00	8460.00		5	1	6	0	1	0	0	0	0	0	0
113.5	*	PHYSICIST STAFF SCI 3	4390.00	8460.00		3	1	4	0	1	0	1	0	0	0	0
118.5	*	CS/M PROG STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0
120.5	*	ELCTRN ENQ STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0
111.6	*	SR CHEMIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0	0
113.6	*	SR PHYSICIST I	5355.00	8785.00		7	0	7	0	0	0	0	0	0	0	0
111.7	*	SR CHEMIST II	6855.00	10605.00		2	0	2	0	0	0	0	0	0	0	0
113.7	*	SR PHYSICIST II	6855.00	10605.00		4	0	4	0	0	0	0	0	0	0	0
170.4	*	DEPUTY ASSOC/ASSIST DIRECTOR	APPROVED	BY DOE		0	1	1	0	0	0	0	0	0	0	0
198.3	*	ASSOCIATE LABORATORY DIRECTOR	APPROVED	BY DOE		1	0	1	0	0	0	0	0	0	0	0

TOTALS WITHIN ORGANIZATIONAL UNIT

62 25 87 1 10 0 3 4 2 0 0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - OPERATIONS  
 ALD-OPERATIONS

PAGE 72  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

JOB CLASS CODE	M G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN		
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS						
518.3		ADMINISTRATIVE SERVICES 8	1726.08	2448.18		0	1	1	0	0	0	0	1	0	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	1	1	0	0	0	0	0	0	0	0
167.2		ADMINISTRATOR 2	2550.00	3826.00		1	0	1	0	0	0	0	0	0	0	0
168.8	*	ADMINISTRATIVE SPECIALIST 8	2806.00	4208.00		0	1	1	0	0	0	0	0	0	0	0
199.1	*	MANAGEMENT I	4642.00	6962.00		0	1	1	0	0	0	0	0	0	0	0
126.4		HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		4	1	5	0	1	0	0	0	1	0	0
140.7		SR METALLURGIST II	6855.00	10605.00		1	0	1	0	0	0	0	0	0	0	0
198.3	*	ASSOCIATE LABORATORY DIRECTOR	APPROVED	BY DOE		1	0	1	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						7	5	12	0	1	0	0	1	1	0	0

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
WORK FORCE ARRAY  
(BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 73  
ON 11/09/93  
PROCEDURE USED: PRSF0350  
AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - PHYSICS DIVISION

JOB CLASS CODE	M O R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES		ALL	MEN		WOMEN		BLK	ASI	AI	HIS
			Men	Women		Men	Women		Men	Women	BLK	ASI	AI	HIS		
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		1	6	7	1	0	0	0	2	0	0	0
795.1		RESEARCH TECHNICIAN	1837.44	3041.52		1	0	1	0	0	0	0	0	0	0	0
518.5		ADMINISTRATIVE SERVICES 5	2128.02	8151.14		0	2	2	0	0	0	0	0	0	0	0
518.5	*	ADMINISTRATIVE SERVICES 5	2128.02	8151.14		0	1	1	0	0	0	0	0	0	0	0
116.1		MATH POST DOC FELLOW	1880.00	8750.00		1	0	1	0	0	0	0	0	0	0	0
167.2	*	ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0	0
119.1		PHYSICIST POST DOC FELLOW	1940.00	3865.00		11	2	13	4	0	0	0	0	1	0	0
361.2		SENIOR RESEARCH ASSOCIATE	2550.00	4000.00		2	0	2	0	0	0	0	0	0	0	0
759.3		COMPUTING TECHNICIAN, PRINC	2498.54	4021.14		2	0	2	0	0	0	0	0	0	0	0
167.3	*	ADMINISTRATOR 3	2806.00	4208.00		0	2	2	0	0	0	0	0	0	0	0
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	1	1	0	0	0	0	0	1	0	0
191.3		TECH EDITOR AND WRITER III	2830.00	4986.00		0	1	1	0	0	0	0	0	0	0	0
810.1		SCIENTIFIC/ENGRG ASSOC	3438.00	5159.00		2	0	2	0	0	0	0	0	0	0	0
168.5		ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		0	1	1	0	0	0	0	0	0	1	0
810.2		SCIENTIFIC/ENGRG ASSOC, SR	3981.00	5972.00		1	0	1	0	0	0	0	0	0	0	0
118.4		PHYSICIST STAFF SCI 2	3430.00	6965.00		6	1	7	1	0	0	0	0	0	0	0
118.4		MATH STAFF SCI 2	3430.00	6965.00		0	1	1	0	0	0	0	0	0	0	0
118.4		CS/M PROG STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0
118.5		PHYSICIST STAFF SCI 3	4390.00	8460.00		2	0	2	0	0	0	0	0	0	0	0
118.5		CS/M PROG STAFF SCI 3	4390.00	8460.00		1	0	1	0	0	0	0	0	0	0	0
118.6		SR PHYSICIST I	5355.00	8785.00		4	0	4	0	0	0	0	0	0	0	0
118.6	*	SR PHYSICIST I	5355.00	8785.00		3	0	3	0	0	0	0	0	0	0	0

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 74  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - PHYSICS DIVISION

JOB CLASS CODE	M Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES									
			MIN	MAX		EMPLOYEES		MEN	WOMEN	ALL	BLK	ASI	AI	HIS	WOMEN	BLK	ASI	AI
120.6	*	SR ELECTRONIC ENG I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0	0	0	0
119.7	*	SR PHYSICIST II	6855.00	10605.00		7	1	8	0	0	0	0	0	0	0	0	0	0
119.7	*	SR PHYSICIST II	6855.00	10605.00		6	0	6	0	0	0	0	0	0	0	0	0	0
116.7	*	SR MATHEMATICIAN II	6855.00	10605.00		1	0	1	0	0	0	0	0	0	0	0	0	0
198.1	*	DIVISION DIRECTOR	7606.00	11730.00		1	0	1	0	0	0	0	0	0	0	0	0	0
170.4	*	DEPUTY ASSOC/ASSIST DIRECTOR	APPROVED	BY DOE		1	0	1	0	0	0	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						55	20	75	1	5	0	0	2	3	0	0	0	

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 75  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY      ORGANIZATIONAL UNIT - PLANNING & DEVELOPMENT  
 ENVIRON & LAB DEVEL

JOB CLASS CODE	N G R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES							
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN		
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS						
518.3		ADMINISTRATIVE SERVICES 8	1726.08	2448.18		1	0	1	1	0	0	0	0	0	0	0
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		1	1	2	0	0	0	0	1	0	0	0
518.5		ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	2	2	0	0	0	0	0	0	0	0
518.5	*	ADMINISTRATIVE SERVICES 5	2128.02	3151.14		0	1	1	0	0	0	0	1	0	0	0
167.2	*	ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	1	0	0	0
168.3		ADMINISTRATIVE SPECIALIST 3	2806.00	4208.00		0	2	2	0	0	0	0	1	0	0	0
191.3		TECH EDITOR AND WRITER III	2830.00	4986.00		1	2	3	0	0	0	0	0	0	0	0
168.4		ADMINISTRATIVE SPECIALIST 4	3878.00	5059.00		1	2	3	0	0	0	0	0	0	0	0
168.5		ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	0	1	1	0	0	0	0	0	0	0
168.5	*	ADMINISTRATIVE SPECIALIST 5	3878.00	5842.00		1	1	2	0	0	0	0	0	0	0	0
191.4		TECHNICAL EDITOR AND WRITER IV	3841.00	5056.00		1	2	3	0	0	0	0	0	0	0	0
188.1	*	MANAGEMENT I	4642.00	6962.00		1	0	1	0	0	0	0	0	0	0	0
111.4		CHEMIST STAFF SCI 2	3430.00	6965.00		1	0	1	0	0	0	0	0	0	0	0
126.4		HLTH/SFT ENG/SCI STF SCI 2	3430.00	6965.00		0	1	1	0	0	0	0	0	0	0	0
148.5	*	PGM MGT E/S STAFF SCI 8	4390.00	8460.00		2	0	2	0	0	0	0	0	0	0	0
198.3	*	ASSOCIATE LABORATORY DIRECTOR	APPROVED	BY DOE		0	1	1	0	0	0	0	0	0	0	0

TOTALS WITHIN ORGANIZATIONAL UNIT

11 16 27 2 0 0 0 4 0 0 0 1

ETHNIC KEYS: BLK - BLACK    ASI - ASIAN OR PACIFIC ISLANDER    AI - AMERICAN INDIAN OR ALASKAN NATIVE    HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

EEO WORK FORCE ANALYSIS  
 WORK FORCE ARRAY  
 (BY JOB TITLE WITHIN ORGANIZATIONAL UNITS/60.2.11(A))

PAGE 76  
 ON 11/09/93  
 PROCEDURE USED: PRSF0350  
 AS OF SEPTEMBER 30, 93

FACILITY - LAWRENCE BERKELEY LABORATORY ORGANIZATIONAL UNIT - STRUCTURAL BIOLOGY DIVISION

JOB CLASS CODE	Q R	JOB CLASSIFICATION	SALARY RANGE			TOTAL			MINORITIES								
			MIN		MAX	EMPLOYEES			MEN WOMEN ALL			MEN		WOMEN			
			BLK	ASI	AI	HIS	BLK	ASI	AI	HIS	BLK	ASI	AI	HIS			
518.2		ADMINISTRATIVE SERVICES 2	1546.86	2138.46		0	1	1	0	0	0	0	1	0	0	0	
518.3		ADMINISTRATIVE SERVICES 3	1726.08	2448.18		0	2	2	0	0	0	0	1	0	0	0	
518.4		ADMINISTRATIVE SERVICES 4	1945.32	2818.80		0	1	1	0	0	0	0	0	1	0	0	
167.2	*	ADMINISTRATOR 2	2550.00	3826.00		0	1	1	0	0	0	0	0	0	0	0	0
111.1		CHEMIST POST DOC FELLOW	1940.00	3865.00		1	0	1	0	0	0	0	0	0	0	0	0
381.3		PRINCIPAL RESEARCH ASSOCIATE	3045.00	4875.00		0	1	1	0	0	0	0	0	0	0	0	0
103.4		BIOCHEMIST STAFF SCI 2	3430.00	6965.00		1	1	2	0	1	0	0	0	1	0	0	0
111.4		CHEMIST STAFF SCI 2	3430.00	6965.00		4	0	4	0	2	0	0	0	0	0	0	0
111.5		CHEMIST STAFF SCI 3	4390.00	8460.00		2	0	2	0	0	0	0	0	0	0	0	0
111.6	*	SR CHEMIST I	5355.00	8785.00		1	0	1	0	0	0	0	0	0	0	0	0
170.4	*	DEPUTY ASSOC/ASSIST DIRECTOR	APPROVED	BY DOE		1	0	1	0	0	0	0	0	0	0	0	0
198.2	*	DIVISION DIRECTOR, FACULTY	APPROVED	BY DOE		1	0	1	0	1	0	0	0	0	0	0	0
TOTALS WITHIN ORGANIZATIONAL UNIT						11	7	18	0	4	0	0	2	2	0	0	0
TOTALS WITHIN DIVISIONAL UNIT						1666	722	2388	88	209	6	81	106	93	2	38	

ETHNIC KEYS: BLK - BLACK ASI - ASIAN OR PACIFIC ISLANDER AI - AMERICAN INDIAN OR ALASKAN NATIVE HIS - HISPANIC

\* INDICATES SUPERVISORY STATUS

**EXHIBIT B**

**AVAILABILITY ESTIMATES**

## EXHIBIT B

### AVAILABILITY ESTIMATES

#### General Technique

Computation of the availability estimates was performed in accordance with Revised Order No. 4 (41 CFR Section 60.211(b)).

Initially, all of the jobs were organized into job groups based on content, wage rates, and opportunities as identified in Exhibit A. Second, percentages ("raw statistics") were assigned for each of the eight factors for females, minorities, Blacks, Hispanics, Asians, and Native Americans for each of the job groups. Next, for each job group, each of the eight factors was assigned a value weight to reflect its estimated importance in overall availability. For each job group the raw statistic was multiplied by its corresponding value weight to produce the "weighted factor" for each of the eight factors for women and minorities. The sum of the weighted factors is the estimated availability for each group.

#### Job Groups

To determine the job groups, the Laboratory's job titles were first divided into seven basic categories: (1) Officials and Managers, (2) Professionals, (3) Technicians, (4) Office and Clerical Workers, (5) Craft Workers, (6) Operatives, and (7) Service Workers. The job titles within each of these basic categories were then divided into job groups on the basis of wages, content and opportunities (Exhibit C).

#### External Pool

To define its local labor market, the Laboratory reviewed applicants' home addresses to determine which counties play a significant role in the recruitment process. As a result of this review, a seven county area was designated as the relevant immediate labor area. These seven counties are Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara and Solano. Raw statistics for the availability computations were computed from relevant data for these counties.

In many cases, the appropriate labor market is national in scope and requires census data or degree data on populations such as scientists, engineers, and technical people with special skills.

#### Internal Pool

To quantify Factors 6 and 8, internal promotable pool and trainable pool, the Laboratory determined the sex and ethnic composition of internal sources (particular positions or job groups) to fill those positions.

#### Value Weights

For each job group, the foregoing technique provided eight factors ("raw statistics") from which to compute the availability estimates. In order to determine how much each factor should "count," the Laboratory considered the relative importance of the various recruitment sources. For example, openings in many of the professional job groups are most often filled by experienced scientists. Therefore, Factors 4 and 5 were weighted most heavily.

The availability estimate computed on the 8-factor worksheet for each job group is compared to actual utilization of women and minorities in order to set goals.

#### Notes to the Availability Analysis Tables

- Factor 1a, Job Groups A01-G03. For women, the availability of women seeking employment in the labor or recruitment area of the contractor.

- Factor 1, Job Groups A01-G03. U.S. Census Bureau; 1990 Census population counts for California aggregated for seven counties: Alameda, Contra Costa, Marin, Santa Clara, San Francisco, San Mateo, and Solano.
- Factors 2, 3, Job Groups A01-G03. Labor Market information for Affirmative Action Programs aggregated for seven counties: Alameda, Contra Costa, Marin, Santa Clara, San Francisco, San Mateo, and Solano.
- 
- Factors 4 and 5, Job Groups A01-A05, B04-B08, B10, C01-C08, D01-D02, E01-E03, F01, G01-G03. Detailed Occupations, 1990 Census/EEO Special File, aggregated for seven counties: Alameda, Contra Costa, Marin, Santa Clara, San Francisco, San Mateo, and Solano.
- Factor 5, Job Groups A01, B01-B03, B09, B11, B16. Relevant Degree Data - National.
- Factors 6 and 8, Job Groups A01-G03. Promotion and reclassification data at Lawrence Berkeley Laboratory, 1992.
- Final availability for some protected groups within certain job groups is less than either Factor 4 or Factor 5 as a result of the Laboratory's past experience in filling available positions in this job group largely through internal promotions and its resulting reliance on Factor 6. Because internal availability in these protected group is less than either Factor 4 or Factor 5, LBL will monitor hiring activity in the feeder job group(s) and make a concerted effort to increase the representation of women and minorities in that job group(s).

## AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Sup:Directors		(A01)							Raw Statistics							Weighted Statistics						
Factor	Female	Total	Min.	Black	Hisp.	Am Ind	Asian	Value	Weight	Female	Total	Min.	Black	Hisp.	Am Ind	Asian						
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79	-	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-	-	-					
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	7.87	8.42	1.83	1.58	0.62	4.39	25.00	1.96	2.10	0.45	0.39	0.15	1.09	-	-	-	-					
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	7.87	8.42	1.83	1.58	0.62	4.39	50.00	3.93	4.21	0.91	0.79	0.31	2.19	-	-	-	-					
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	9.87	14.57	0.45	3.21	0.00	10.91	25.00	2.46	3.64	0.11	0.80	0.00	2.72	-	-	-	-					
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	9.87	14.57	0.45	3.21	0.00	10.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
Final Job Group Availabilities								100.00	8.37	9.96	1.48	1.98	0.47	6.02	-----	-----	-----					
								*****	*****	*****	*****	*****	*****	*****	*****	*****	*****					



**AIIM**

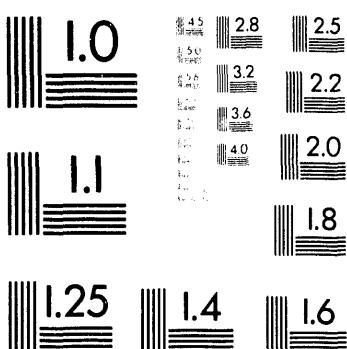
**Association for Information and Image Management**

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Silver Spring, Maryland 20910  
301/587-8202

**Centimeter**



**Inches**



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BY APPLIED IMAGE, INC.

**3 of 4**

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Group: Technical Management (A05)

Factor	Female	Raw Statistics						Value	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	15.18	32.29	10.05	10.39	0.60	10.50	70.00	10.63	22.60	7.03	7.27	0.42	7.35	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	15.18	32.29	10.05	10.39	0.60	10.50	20.00	3.03	6.45	2.01	2.07	0.12	2.10	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	1.60	17.20	6.12	7.14	1.17	2.77	10.00	0.16	1.72	0.61	0.71	0.11	0.27	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	1.60	17.20	6.12	7.14	1.17	2.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities								100.00	13.82	30.78	9.66	10.06	0.65	9.73
								=====	=====	=====	=====	=====	=====	=====

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

**Job Group: Bio-Med Science**

**(B01)**

Factor	Female	Raw Statistics						Value	Weighted Statistics						
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind	Asian
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	30.55	8.12	1.51	1.35	0.24	5.00	66.25	20.24	5.38	1.00	0.89	0.16	3.71		
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	30.55	8.12	1.51	1.35	0.24	5.00	10.00	3.05	0.81	0.15	0.13	0.02	0.50		
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	35.56	24.44	1.11	2.22	0.00	21.11	23.75	8.44	5.80	0.26	0.52	0.00	5.01		
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	42.60	8.93	2.40	2.38	0.23	3.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	35.56	24.44	1.11	2.22	0.00	21.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Final Job Group Availabilities								100.00	31.74	11.99	1.42	1.55	0.18	8.83	
								=====	=====	=====	=====	=====	=====	=====	=====

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job Group: Chemistry		(B02)						Raw Statistics						Weighted Statistics					
Factor	Female	Total	Min.	Black	Hisp.	Am Ind	Asian	Value	Weight	Female	Total	Min.	Black	Hisp.	Am Ind	Asian			
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79	-	-	-	-	0.00	0.00	0.00	0.00	0.00	0.00			
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	-	0.00	-	-	-	-	-	-			
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	17.13	10.75	1.48	1.47	0.17	7.62	65.75	11.26	7.06	0.97	0.96	0.11	5.01	-	-	-			
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	17.13	10.75	1.48	1.47	0.17	7.62	20.00	3.42	2.15	0.29	0.29	0.03	1.52	-	-	-			
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	16.67	26.39	0.00	2.78	0.00	23.61	14.25	2.37	3.76	0.00	0.39	0.00	3.36	-	-	-			
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	28.56	8.44	1.99	2.35	0.16	3.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	16.67	26.39	0.00	2.78	0.00	23.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Final Job Group Availabilities								100.00	17.06	12.97	1.27	1.66	0.14	9.90	-----	-----			

## AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Job Group:Physics

(B03)

Factor	Female	Raw Statistics						Value	Weighted Statistics					
		Total		Min.	Black	Hisp.	Am Ind	Asian	Total		Min.	Black	Hisp.	
		Female	Male	-----	-----	-----	-----	-----	Female	Male	-----	-----	-----	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	7.16	8.76	0.98	1.37	0.12	6.27	44.75	3.20	3.92	0.43	0.61	0.05	2.80	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	7.16	8.76	0.98	1.37	0.12	6.27	25.00	1.79	2.19	0.24	0.34	0.03	1.56	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	10.48	20.77	0.89	2.27	0.00	17.61	30.25	3.17	6.28	0.26	0.68	0.00	5.32	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	10.48	20.77	0.89	2.27	0.00	17.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Final Job Group Availabilities								100.00	8.16	12.39	0.95	1.64	0.08	9.70
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**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Sup:Computer/Math/Statistics (B04)

Factor	Female	Raw Statistics						Value	Weight	Weighted Statistics						
		Total	Min.	Black	Hisp.	Am Ind	Asian			Female	Total	Min.	Black	Hisp.	Am Ind	Asian
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79				-	0.00	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00		0.00	-	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	26.63	29.47	2.89	3.48	0.07	22.86	30.00	7.99	8.84	0.86	1.04	0.02	6.86			
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	31.39	15.79	5.50	2.83	0.27	7.12	15.00	4.70	2.36	0.82	0.42	0.04	1.06			
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	22.04	18.83	2.84	1.67	0.00	14.31	55.00	12.12	10.35	1.56	0.91	0.00	7.87			
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	22.04	18.83	2.84	1.67	0.00	14.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Final Job Group Availabilities								100.00	24.82	21.56	3.25	2.38	0.06	15.79		
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## AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Job Group:Elec/Electronic Engr (B05)

Factor	Female	Raw Statistics						Value	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	11.76	33.87	2.63	4.24	0.26	26.53	60.00	7.05	20.32	1.58	2.54	0.15	15.92	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	9.96	15.55	4.14	3.19	0.25	7.91	12.00	1.19	1.86	0.49	0.38	0.03	0.94	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	6.38	15.96	3.19	0.00	0.00	12.77	28.00	1.78	4.46	0.89	0.00	0.00	3.57	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	6.38	15.96	3.19	0.00	0.00	12.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities								100.00	10.04	26.66	2.97	2.93	0.19	20.44
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**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Sup:Mechanical Engineering (806)

Factor	Female	Raw Statistics						Value	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	7.49	32.04	2.23	3.91	0.12	25.70	51.50	3.85	16.50	1.14	2.01	0.06	13.23	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	5.26	11.21	2.71	2.36	0.23	5.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	2.45	18.90	0.16	3.72	0.00	15.02	48.50	1.18	9.16	0.07	1.80	0.00	7.28	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	2.45	18.90	0.16	3.72	0.00	15.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Final Job Group Availabilities								100.00	5.04	25.67	1.22	3.82	0.06	20.52
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## AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Job Group:Enrg &amp; Earth Sciences (B07)

Factor	Female	Raw Statistics						Value	Weighted Statistics						
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind	Asian
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79			-	0.00	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	15.93	17.38	2.42	2.48	0.17	12.30	60.00	9.56	10.43	1.45	1.49	0.10	7.38		
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	12.72	9.26	2.40	2.53	0.23	4.05	12.50	1.59	1.15	0.30	0.31	0.02	0.50		
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	17.46	25.40	1.59	3.17	0.00	20.63	27.50	4.80	6.98	0.43	0.87	0.00	5.67		
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	17.46	25.40	1.59	3.17	0.00	20.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Final Job Group Availabilities								100.00	15.95	18.57	2.19	2.68	0.13	13.56	

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Group: Facilities Engineers (B08)

Factor	Female	Raw Statistics						Value	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	16.61	28.24	2.71	4.98	0.35	20.04	46.00	7.64	12.99	1.24	2.29	0.16	9.21	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	11.72	13.86	3.00	4.34	0.25	6.20	15.00	1.75	2.07	0.45	0.65	0.03	0.93	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	14.71	26.47	5.88	0.00	2.94	17.65	39.00	5.73	10.32	2.29	0.00	1.14	6.88	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	14.71	26.47	5.88	0.00	2.94	17.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Final Job Group Availabilities								100.00	15.13	25.39	3.99	2.94	1.34	17.03
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AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Job Group:Econ/Analysis

(B09)

Factor	Raw Statistics							Value Weight	Weighted Statistics								
	Total		Female	Min.	Black	Hisp.	Am Ind	Asian		Total		Female	Min.	Black	Hisp.	Am Ind	Asian
	Female	Min.								Female	Min.						
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79			-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-	
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
3 Percentage of Minorities and Women in Total Work-force in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	18.61	7.62	1.91	1.42	0.12	4.16	13.00	2.42	0.99	0.24	0.18	0.01	0.54				
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	18.61	7.62	1.91	1.42	0.12	4.16	30.20	5.62	2.30	0.57	0.43	0.03	1.25				
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	22.83	22.00	3.50	0.78	0.98	16.74	56.80	12.96	12.49	1.98	0.44	0.55	9.50				
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	22.83	22.00	3.50	0.78	0.98	16.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities								100.00	21.00	15.79	2.81	1.06	0.60	11.30			
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**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Sup:Tech Editing/Writing

(B10)

Factor	Female	Raw Statistics						Value	Weight	Weighted Statistics						
		Total	Min.	Black	Hisp.	Am Ind	Asian			Female	Total	Min.	Black	Hisp.	Am Ind	Asian
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00		-	0.00	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00		0.00	-	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	52.99	13.56	3.53	3.52	0.14	6.28	40.00			21.19	5.42	1.41	1.40	0.05	2.51	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	50.28	9.90	4.87	2.55	0.35	2.08	18.75			9.42	1.85	0.91	0.47	0.06	0.39	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	46.64	30.00	10.71	9.12	1.53	8.64	41.25			19.23	12.37	4.41	3.76	0.63	3.56	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	46.64	30.00	10.71	9.12	1.53	8.64	0.00			0.00	0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities								100.00		49.86	19.65	6.74	5.65	0.75	6.47	
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## AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Job Group:Research Associate

(B11)

Factor	Female	Raw Statistics						Value	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79			-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	52.02	11.18	5.03	2.57	0.40	3.17	44.00	22.89	4.92	2.21	1.13	0.17	1.39	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	52.02	11.18	5.03	2.57	0.40	3.17	20.00	10.40	2.23	1.00	0.51	0.08	0.63	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	38.89	19.57	1.78	2.53	0.00	15.26	36.00	14.00	7.04	0.64	0.91	0.00	5.49	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	38.89	19.57	1.78	2.53	0.00	15.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities								100.00	47.29	14.20	3.86	2.55	0.25	7.52

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job Group: Administrators/Analysts (B13)

Factor	Female	Raw Statistics						Value	Weighted Statistics						
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind	Asian
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	45.82	23.08	5.70	5.96	0.36	10.91	40.00	18.32	9.23	2.28	2.38	0.14	4.36		
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	42.48	14.16	6.80	3.82	0.42	3.05	18.25	7.75	2.58	1.24	0.69	0.07	0.55		
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	78.19	32.26	13.23	6.32	0.11	12.60	41.75	32.64	13.46	5.52	2.63	0.04	5.26		
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	78.19	32.26	13.23	6.32	0.11	12.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Final Job Group Availabilities								100.00	58.72	25.28	9.04	5.72	0.26	10.18	
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**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job Group:Environ Health & Safety (B16)

Factor	Female	Raw Statistics						Value Weight	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	21.86	6.22	0.51	1.77	0.00	3.93	60.00	13.11	3.73	0.30	1.06	0.00	2.35	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	21.86	6.22	0.51	1.77	0.00	3.93	35.83	7.83	2.22	0.18	0.63	0.00	1.40	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	14.71	26.47	5.88	0.00	2.94	17.65	4.17	0.61	1.10	0.24	0.00	0.12	0.73	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	14.71	26.47	5.88	0.00	2.94	17.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities								100.00	21.56	7.06	0.73	1.70	0.12	4.50

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job:Computer Technicians (C01)

Factor	Female	Raw Statistics						Value	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	30.28	29.24	3.53	3.97	0.14	21.47	47.50	14.38	13.89	1.67	1.88	0.07	10.19	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	30.28	29.24	3.53	3.97	0.14	21.47	40.00	12.11	11.69	1.41	1.58	0.05	8.58	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	26.32	42.11	5.26	15.79	5.26	15.79	12.50	3.29	5.26	0.65	1.97	0.65	1.97	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	26.32	42.11	5.26	15.79	5.26	15.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities								100.00	29.79	30.85	3.75	5.44	0.78	20.76
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**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job Group: Mechanical Technicians (C02)

Factor	Raw Statistics							Value	Weighted Statistics						
	Female	Total					Weight		Female	Total					
		Min.	Black	Hisp.	Am Ind	Asian				Min.	Black	Hisp.	Am Ind	Asian	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-	
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	12.04	30.01	2.15	9.21	1.14	16.75	18.50	2.22	5.55	0.39	1.70	0.21	3.09		
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	12.04	30.01	2.15	9.21	1.14	16.75	4.00	0.48	1.20	0.08	0.36	0.04	0.67		
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	3.57	19.32	2.15	7.36	0.00	9.81	77.50	2.76	14.97	1.66	5.70	0.00	7.60		
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	3.57	19.32	2.15	7.36	0.00	9.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Final Job Group Availabilities								100.00	5.47	21.72	2.15	7.77	0.25	11.37	

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Group: Electronic Technicians (C03)

Factor	Female	Raw Statistics						Value	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79			-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	18.85	47.41	6.31	9.49	0.66	30.87	25.00	4.71	11.85	1.57	2.37	0.16	7.72	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	18.85	47.41	6.31	9.49	0.66	30.87	22.75	4.29	10.78	1.43	2.15	0.15	7.02	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	6.74	25.62	6.94	3.92	0.44	14.32	52.25	3.52	13.38	3.62	2.04	0.22	7.48	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	6.74	25.62	6.94	3.92	0.44	14.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Final Job Group Availabilities							100.00	12.52	36.02	6.64	6.58	0.54	22.22	
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## AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Job Group:Tech/Research (C04)

Factor	Raw Statistics							Value Weight	Weighted Statistics							
	Female	Total							Female	Total						
		Min.	Black	Hisp.	Am Ind	Asian	Weight			Min.	Black	Hisp.	Am Ind	Asian		
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00		
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-		
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	34.33	42.14	6.71	10.49	0.29	24.65	45.25	15.53	19.07	3.03	4.74	0.13	11.15			
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	34.33	42.14	6.71	10.49	0.29	24.65	20.00	6.86	8.42	1.34	2.09	0.05	4.93			
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	13.89	21.44	5.53	5.59	0.00	10.32	34.75	4.82	7.45	1.92	1.94	0.00	3.58			
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	13.89	21.44	5.53	5.59	0.00	10.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Final Job Group Availabilities								100.00	27.23	34.95	6.30	8.78	0.19	19.67		

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Group:Design Graphics		(C05)						Raw Statistics						Weighted Statistics						
Factor	Female	Total					Value	Weight	Total					Female	Raw Statistics					
		Min.	Black	Hisp.	Am Ind	Asian			Min.	Black	Hisp.	Am Ind	Asian		Min.	Black	Hisp.	Am Ind	Asian	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79	0.00	-	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	24.73	36.01	4.70	11.66	0.46	18.96	32.75	8.10	11.79	1.54	3.81	0.15	6.21	-	-	-	-	-	-	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	24.73	36.01	4.70	11.66	0.46	18.96	10.00	2.47	3.60	0.47	1.16	0.04	1.89	-	-	-	-	-	-	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	22.64	30.19	9.43	5.66	0.00	15.09	57.25	12.96	17.28	5.39	3.24	0.00	8.63	-	-	-	-	-	-	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	22.64	30.19	9.43	5.66	0.00	15.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	
Final Job Group Availabilities										100.00	23.53	32.68	7.41	8.22	0.19	16.74	-----	-----	-----	-----
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AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Job Group:Health/Medical Technicians (C06)

Factor	Female	Raw Statistics						Value	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79			-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	76.29	37.06	8.29	7.63	0.45	20.59	32.75	24.98	12.13	2.71	2.50	0.14	6.74	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	71.42	37.92	8.24	11.42	0.38	17.69	10.00	7.14	3.79	0.82	1.14	0.03	1.77	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	46.80	32.14	17.92	5.71	0.28	8.23	57.25	26.79	18.40	10.25	3.26	0.16	4.71	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	46.80	32.14	17.92	5.71	0.28	8.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Final Job Group Availabilities								100.00	58.92	34.33	13.80	6.91	0.34	13.22
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**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job Group: Technical Associates		(C07)						Raw Statistics						Weighted Statistics						
Factor	Female	Total					Value	Weight	Total					Female	Raw Statistics					
		Total	Min.	Black	Hisp.	Am Ind			Total	Min.	Black	Hisp.	Am Ind		Total	Min.	Black	Hisp.	Am Ind	Asian
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79			-	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	0.00		0.00	-	-	-	-		-	-	-	-	-	
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00		0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00		0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	33.24	36.07	4.38	9.26	0.61	21.77	75.00		24.93	27.05	3.28	6.95	0.46		16.32					
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	33.24	36.07	4.38	9.26	0.61	21.77	25.00		8.31	9.01	1.09	2.31	0.15		5.44					
Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities										100.00	33.24	36.07	4.38	9.26	0.61	21.77	-----	-----	-----	-----
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AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Job Group: Accelerator Operators (C08)

Factor	Raw Statistics							Value	Weighted Statistics								
	Female	Total							Weight	Female	Total						
		Min.	Black	Hisp.	Am Ind	Asian	-----				Min.	Black	Hisp.	Am Ind	Asian	-----	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79	-	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00		
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-	-		
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	34.33	42.14	6.71	10.49	0.29	24.65	45.00	15.45	18.96	3.02	4.72	0.13	11.09	-	-		
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	34.33	42.14	6.71	10.49	0.29	24.65	20.50	7.03	8.64	1.37	2.15	0.06	5.05	-	-		
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	22.72	9.09	4.54	4.54	0.00	0.00	34.50	7.84	3.13	1.56	1.56	0.00	0.00	-	-		
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-		
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-		
Final Job Group Availabilities								100.00	30.33	30.74	5.96	8.44	0.19	16.14	-	-	
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**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job:Office Services		(D01)						Raw Statistics						Weighted Statistics					
Factor	Female	Total	Min.	Black	Hisp.	Am Ind	Asian	Value	Weight	Female	Total	Min.	Black	Hisp.	Am Ind	Asian			
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79			0.00	-	0.00	0.00	0.00	0.00	0.00	0.00			
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00		0.00	-	-	-	-	-	-			
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	73.67	42.75	11.14	12.86	0.90	17.73	61.00	44.93	26.08	6.80	7.84	0.54	10.81						
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	73.67	42.75	11.14	12.86	0.90	17.73	30.00	22.10	12.82	3.34	3.85	0.27	5.32						
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	81.93	46.22	26.89	8.82	0.84	9.66	9.00	7.37	4.15	2.42	0.79	0.07	0.86						
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	81.93	46.22	26.89	8.82	0.84	9.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
Final Job Group Availabilities								100.00	74.41	43.06	12.56	12.49	0.89	17.00					
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## AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Job Group:Office Specialists/Sups (D02)

Factor	Raw Statistics							Value Weight	Weighted Statistics							
	Total		Female	Min.	Black	Hisp.	Am Ind	Asian	Total		Female	Min.	Black	Hisp.	Am Ind	Asian
	Female	Male	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-	
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
3 Percentage of Minorities and Women in Total Work-force in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	65.48	38.81	12.33	11.66	0.57	14.05	27.50	18.00	10.67	3.39	3.20	0.15	3.86			
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	65.48	38.81	12.33	11.66	0.57	14.05	24.00	15.71	9.31	2.95	2.79	0.13	3.37			
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	81.93	46.22	26.89	8.82	0.84	9.66	48.50	39.73	22.41	13.04	4.27	0.40	4.68			
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	81.93	46.22	26.89	8.82	0.84	9.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities								100.00	73.45	42.40	19.39	10.28	0.70	11.92		
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AVAILABILITY ANALYSIS

Lawrence Berkeley Laboratory-01/01/93

Group: Machine Shop		(E01)							Raw Statistics							Weighted Statistics							
Factor	Female	Total						Value	Weight	Total						Weighted Statistics							
		Min.	Black	Hisp.	Am Ind	Asian	Female			Min.	Black	Hisp.	Am Ind	Asian									
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79				-	0.00	0.00	0.00	0.00	0.00								
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	0.00		0.00	-	-	-	-	-	-								
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00								
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00								
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	11.82	46.18	2.73	26.23	0.48	16.69	75.00		8.86	34.64	2.04	19.67	0.36	12.52									
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	11.82	46.18	2.73	26.23	0.48	16.69	25.00		2.95	11.54	0.68	6.55	0.12	4.17									
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00								
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00								
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00								
Final Job Group Availabilities												100.00	11.82	46.18	2.73	26.23	0.48	16.69					
												=====	=====	=====	=====	=====	=====	=====					

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job Group:Craft/Trades

(E02)

Factor	Raw Statistics							Value	Weighted Statistics								
	Female	Total							Weight	Female	Total						
		Total	Min.	Black	Hisp.	Am Ind	Asian				Total	Min.	Black	Hisp.	Am Ind	Asian	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00	0.00		
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-		
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	3.33	36.09	6.49	20.25	1.12	7.96	52.25	1.74	18.85	3.39	10.58	0.58	4.15				
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	2.08	31.64	6.38	17.82	0.84	6.34	30.00	0.62	9.49	1.91	5.34	0.25	1.90				
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	0.88	28.08	10.53	9.65	3.51	4.39	17.75	0.15	4.98	1.86	1.71	0.62	0.77				
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	0.88	28.08	10.53	9.65	3.51	4.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Final Job Group Availabilities								100.00	2.52	33.33	7.17	17.64	1.46	6.84			
	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====		

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job Group: Mechanics/Repair		(EO3)						Raw Statistics						Weighted Statistics					
Factor	Female	Total	Min.	Black	Hisp.	Am Ind	Asian	Value	Weight	Female	Total	Min.	Black	Hisp.	Am Ind	Asian			
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79				-	0.00	0.00	0.00	0.00	0.00	0.00			
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00		0.00	-	-	-	-	-	-	-		
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	2.00	40.52	8.56	18.66	1.26	11.87	50.00	1.00		20.26	4.28	9.33	0.63	5.93					
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	2.00	40.52	8.56	18.66	1.26	11.87	50.00	1.00		20.26	4.28	9.33	0.63	5.93					
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	0.00	0.00	0.00	0.00	0.00	0.00		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Final Job Group Availabilities								100.00		2.00	40.52	8.56	18.66	1.26	11.87				
								=====		=====	=====	=====	=====	=====	=====	=====	=====		

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Job Group:Semi-skilled

(F01)

Factor	Raw Statistics							Value	Weighted Statistics								
	Female	Total							Weight	Female	Total						
		Total	Min.	Black	Hisp.	Am Ind	Asian				Total	Min.	Black	Hisp.	Am Ind	Asian	
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79		0.00	-	0.00	0.00	0.00	0.00	0.00	0.00		
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-		
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	30.56	52.49	8.71	27.34	0.33	15.98	50.75	15.51	26.64	4.42	13.87	0.17	8.11				
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	30.56	52.49	8.71	27.34	0.33	15.98	20.00	6.11	10.49	1.74	5.46	0.06	3.19				
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	36.20	44.29	20.07	18.50	0.28	5.44	29.25	10.58	12.95	5.87	5.41	0.08	1.59				
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	36.20	44.29	20.07	18.50	0.28	5.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Final Job Group Availabilities								100.00	32.21	50.09	12.03	24.75	0.32	12.89			
								=====	=====	=====	=====	=====	=====	=====	=====		

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Group: Firefighters		(G01)							Raw Statistics							Weighted Statistics								
Factor	Female	Total					Value	Weight	Total					Female	Raw Statistics					Weighted Statistics				
		Min.	Black	Hisp.	Am Ind	Asian			Min.	Black	Hisp.	Am Ind	Asian		Min.	Black	Hisp.	Am Ind	Asian	Min.	Black	Hisp.	Am Ind	Asian
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	4.48	20.49	8.11	7.84	1.81	2.53	50.00	2.24	10.24	4.05	3.92	0.90	1.26	-	-	-	-	-	-	-	-	-	-	
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	4.48	20.49	8.11	7.84	1.81	2.53	33.50	1.50	6.86	2.71	2.62	0.60	0.84	-	-	-	-	-	-	-	-	-	-	
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	0.00	0.00	0.00	0.00	0.00	0.00	16.50	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	-	-	
Final Job Group Availabilities														100.00	3.74	17.11	6.77	6.54	1.51	2.11	-----	-----	-----	-----
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**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

**Job Group:Bus Drivers (G02)**

Factor	Female	Raw Statistics						Value Weight	Weighted Statistics					
		Total	Min.	Black	Hisp.	Am Ind	Asian		Female	Total	Min.	Black	Hisp.	Am Ind
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79	-	0.00	-	0.00	0.00	0.00	0.00	0.00
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00	0.00	-	-	-	-	-
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	39.19	61.17	37.32	14.94	1.46	7.14	75.00	29.39	45.87	27.99	11.20	1.09	5.35	-
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	39.19	61.17	37.32	14.94	1.46	7.14	25.00	9.79	15.29	9.33	3.73	0.36	1.78	-
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Final Job Group Availabilities								100.00	39.19	61.17	37.32	14.94	1.46	7.14
								=====	=====	=====	=====	=====	=====	=====

**AVAILABILITY ANALYSIS**

Lawrence Berkeley Laboratory-01/01/93

Group:Custodians		(G03)							Raw Statistics							Weighted Statistics							
Factor	Female	Total	Min.	Black	Hisp.	Am Ind	Asian	Value	Weight	Female	Total	Min.	Black	Hisp.	Am Ind	Asian	-----	-----	-----	-----	-----	-----	-----
1A Percentage of Minorities in Population of Labor Area Surrounding Facility	-	41.22	9.25	15.71	0.47	15.79				-	0.00	0.00	0.00	0.00	0.00	0.00	-----	-----	-----	-----	-----	-----	-----
1B Percentage of Women Among Those Seeking Employment in Labor or Recruiting Area	50.23	-	-	-	-	-	-	0.00		0.00	-	-	-	-	-	-	-	-	-	-	-	-	
2 Percentage of Minorities and Women Among Unemployed in Labor Area Surrounding Facility	44.06	42.67	16.83	18.36	0.92	6.55		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
3 Percentage of Minorities and Women in Total Workforce in Immediate Labor Area	43.57	29.10	8.15	11.30	0.53	9.10		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4 Percentage of Minorities and Women Among Those Having Requisite Skills in Immediate Labor Area	23.92	68.48	13.91	39.95	0.56	13.75	75.00			17.94	51.36	10.43	29.96	0.42	10.31								
5 Percentage of Minorities and Women Among Those Having Requisite Skills in Reasonable Recruitment Area	23.92	68.48	13.91	39.95	0.56	13.75	25.00			5.98	17.12	3.47	9.98	0.14	3.43								
6 Percentage of Minorities and Women Among Those Promotable or Transferable Within Facility	0.00	0.00	0.00	0.00	0.00	0.00		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
7 Percentage of Minorities and Women at Institutions Providing Training in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8 Percentage of Minorities and Women Among Those at Facility Whom Contractor Can Train in Requisite Skills	0.00	0.00	0.00	0.00	0.00	0.00		0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Final Job Group Availabilities												100.00	23.92	68.48	13.91	39.95	0.56	13.75	-----	-----	-----	-----	-----
												xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx	-----	-----	-----	-----	-----

**EXHIBIT C**

**JOB GROUPS**

## EXHIBIT C

### JOB GROUP IDENTIFICATION

Job classes are combined into job groups with a minimum of 50 employees wherever possible, using the following guidelines:

- Similar job responsibilities and requisite skills or disciplines
- Similar wage rates
- Similar feeder jobs

The job group designator consists of a letter and two digits. The letters are "A" through "G" representing the following Federal Occupational Categories:

Officials and Managers	A
Professionals	B
Technicians	C
Office and Clericals	D
Skilled Crafts	E
Operatives	F
Service Workers	G

## JOB GROUP IDENTIFICATION - Officials and Managers

Group Name: DIRECTORS		Job Group: A01	
Code	Job Title	Code	Job Title
198.1	Division Director	198.3	Associate Laboratory Director
198.2	Division Director, Faculty	198.4	Deputy Director

Group Name: ADMINISTRATIVE MANAGEMENT		Job Group: A03	
Code	Job Title	Code	Job Title
143.1 - .5	Pgm Mgmt	199.1	Management I
143.6, .7, .0	Sr Program Mgmt Eng	199.2	Management II
167.5	Administrator 5	199.3	Management III
168.5	Administrative Specialist 5	280.1	Patent Advisor I
		280.2	Patent Advisor II
		280.3	Patent Advisor III

Group Name: TECHNICAL MANAGEMENT		Job Group: A05	
Code	Job Title	Code	Job Title
330.1	Technical Supervisor	345.0	Assistant Fire Chief
330.2	Technical Superintendent	345.1	Fire Chief
330.3	Technical Manager		

**JOB GROUP IDENTIFICATION - Professionals**

Group Name: BIO-MED SCIENCE		Job Group: B01	
Code	Job Title	Code	Job Title
101.1	Physician Post Doc Fellow	104.5	Molecular Biol Staff Sci 3
101.2	Physician Div Fellow	104.6	Senior Molecular Biologist I
101.3	Physician Staff Sci 1	104.7	Senior Molecular Biologist II
101.4	Physician Staff Sci 2	104.0	Senior Molecular Biologist III
101.5	Physician Staff Sci 3		
101.6	Senior Physician I	105.1	Biologist Post Doc Fellow
101.7	Senior Physician II	105.2	Biologist Div Fellow
101.0	Senior Physician III	105.3	Biologist Staff Sci 1
		105.4	Biologist Staff Sci 2
102.1	Med Sci Post Doc Fellow	105.5	Biologist Staff Sci 3
102.2	Med Sci Div Fellow	105.6	Senior Biologist I
102.3	Med Sci Staff Sci 1	105.7	Senior Biologist II
102.4	Med Sci Staff Sci 2	105.0	Senior Biologist III
102.5	Med Sci Staff Sci 3		
102.6	Senior Medical Scientist I	107.1	Biophysicist Post Doc Fellow
102.7	Senior Medical Scientist II	107.2	Biophysicist Div Fellow
102.0	Senior Medical Scientist III	107.3	Biophysicist Staff Sci 1
		107.4	Biophysicist Staff Sci 2
103.1	Biochemist Post Doc Fellow	107.5	Biophysicist Staff Sci 3
103.2	Biochemist Div Fellow	107.6	Senior Biophysicist I
103.3	Biochemist Staff Sci 1	107.7	Senior Biophysicist II
103.4	Biochemist Staff Sci 2	107.0	Senior Biophysicist III
103.5	Biochemist Staff Sci 3		
103.6	Senior Biochemist I	109.1	Physio Post Doc Fellow
103.7	Senior Biochemist II	109.2	Physio Div Fellow
103.0	Senior Biochemist III	109.3	Physio Staff Sci 1
		109.4	Physio Staff Sci 2
104.1	Molec Biol Post Doc Fellow	109.5	Physio Staff Sci 3
104.2	Molec Biol Div Fellow	109.6	Senior Physiologist I
104.3	Molecular Biol Staff Sci 1	109.7	Senior Physiologist II
104.4	Molecular Biol Staff Sci 2	109.0	Senior Physiologist III

Group Name: CHEMISTRY		Job Group: B02	
Code	Job Title	Code	Job Title
111.1	Chemist Post Doc Fellow	111.5	Chemist Staff Sci 3
111.2	Chemist Div Fellow	111.6	Senior Chemist I
111.3	Chemist Staff Sci 1	111.7	Senior Chemist II
111.4	Chemist Staff Sci 2	111.0	Senior Chemist III

## JOB GROUP IDENTIFICATION - Professionals

Group Name: PHYSICS		Job Group: B03	
Code	Job Title	Code	Job Title
113.1	Physicist Post Doc Fellow	113.5	Physicist Staff Sci 3
113.2	Physicist Div Fellow	113.6	Senior Physicist I
113.3	Physicist Staff Sci 1	113.7	Senior Physicist II
113.4	Physicist Staff Sci 2	113.0	Senior Physicist III

Group Name: COMPUTER SCIENCE/MATHEMATICS/STATISTICS		Job Group: B04	
Code	Job Title	Code	Job Title
116.1	Math Post Doc Fellow	117.5	Stat Staff Sci 3
116.2	Math Div Fellow	117.6	Senior Statistician I
116.3	Math Staff Sci 1	117.7	Senior Statistician II
116.4	Math Staff Sci 2	117.0	Senior Statistician III
116.5	Math Staff Sci 3		
116.6	Senior Mathematician I	118.1	CS/M Prog Post Doc Fellow
116.7	Senior Mathematician II	118.2	CS/M Prog Div Fellow
116.0	Senior Mathematician III	118.3	CS/M Prog Staff Sci 1
		118.4	CS/M Prog Staff Sci 2
117.1	Stat Post Doc Fellow	118.5	CS/M Prog Staff Sci 3
117.2	Stat Div Fellow	118.6	Sr Computer Sci/Math Prog I
117.3	Stat Staff Sci 1	118.7	Sr Computer Sci/Math Prog II
117.4	Stat Staff Sci 2	118.0	Sr Comp't Sci/Math Prog III

Group Name: ELECTRICAL/ELECTRONIC ENGINEERING		Job Group: B05	
Code	Job Title	Code	Job Title
120.1	Electr Engr Post Doc Fellow	121.1	Electr Engr Post Doc Fellow
120.2	Electr Engr Div Fellow	121.2	Electr Engr Div Fellow
120.3	Electr Engr Staff Sci 1	121.3	Electr Engr Staff Sci 1
120.4	Electr Engr Staff Sci 2	121.4	Electr Engr Staff Sci 2
120.5	Electr Engr Staff Sci 3	121.5	Electr Engr Staff Sci 3
120.6	Senior Electr Engr I	121.6	Sr Electr Engr I
120.7	Senior Electr Engr II	121.7	Sr Electr Engr II
120.0	Senior Electr Engr III	121.0	Sr Electr Engr III

Group Name: MECHANICAL ENGINEERING		Job Group: B06	
Code	Job Title	Code	Job Title
122.1	Mech Engr Post Doc Fellow	122.5	Mech Engr Staff Sci 3
122.2	Mech Engr Div Fellow	122.6	Sr Mech Engr I
122.3	Mech Engr Staff Sci 1	122.7	Sr Mech Engr II
122.4	Mech Engr Staff Sci 2	122.0	Sr Mech Engr III

**JOB GROUP IDENTIFICATION - Professionals**

Group Name: OTHER ENGINEERING AND EARTH SCIENCES		Job Group: B07	
Code	Job Title	Code	Job Title
123.1	Chem Engr Post Doc Fellow	141.1	Hydrologist Post Doc Fellow
123.2	Chem Engr Div Fellow	141.2	Hydrologist Div Fellow
123.3	Chem Engr Staff Sci 1	141.3	Hydrologist Staff Sci 1
123.4	Chem Engr Staff Sci 2	141.4	Hydrologist Staff Sci 2
123.5	Chem Engr Staff Sci 3	141.5	Hydrologist Staff Sci 3
123.6	Sr Chem Engr I	141.6	Sr Hydrologist I
123.7	Sr Chem Engr II	141.7	Sr Hydrologist II
123.0	Sr Chem Engr III	141.0	Sr Hydrologist III
125.1	Cerm Engr Post Doc Fellow	142.1	Geoph Post Doc Fellow
125.2	Cerm Engr Div Fellow	142.2	Geoph Div Fellow
125.3	Cerm Engr Staff Sci 1	142.3	Geoph Staff Sci 1
125.4	Cerm Engr Staff Sci 2	142.4	Geoph Staff Sci 2
125.5	Cerm Engr Staff Sci 3	142.5	Geoph Staff Sci 3
125.6	Sr Ceramic Engr I	142.6	Sr Geophysicist I
125.7	Sr Ceramic Engr II	142.7	Sr Geophysicist II
125.0	Sr Ceramic Engr III	142.0	Sr Geophysicist III
129.1	Petr Engr Post Doc Fellow	144.1	Geolog Engr Post Doc Fellow
129.2	Petr Engr Div Fellow	144.2	Geolog Engr Div Fellow
129.3	Petr Engr Staff Sci 1	144.3	Geologist Engr Staff Sci 1
129.4	Petr Engr Staff Sci 2	144.4	Geologist Engr Staff Sci 2
129.5	Petr Engr Staff Sci 3	144.5	Geologist Engr Staff Sci 3
129.6	Sr Petroleum Engr I	144.6	Sr Geologist I
129.7	Sr Petroleum Engr II	144.7	Sr Geologist II
129.0	Sr Petroleum Engr III	144.0	Sr Geologist III
132.1	Mining Engr Post Doc Fellow	145.1	Geologist Post Doc Fellow
132.2	Mining Engr Div Fellow	145.2	Geologist Div Fellow
132.3	Mining Engr Staff Sci 1	145.3	Geologist Staff Sci 1
132.4	Mining Engr Staff Sci 2	145.4	Geologist Staff Sci 2
132.5	Mining Engr Staff Sci 3	145.5	Geologist Staff Sci 3
132.6	Sr Mining Engr I	145.6	Sr Geologist I
132.7	Sr Mining Engr II	145.7	Sr Geologist II
132.0	Sr Mining Engr III	145.0	Sr Geologist III
140.1	Metl Post Doc Fellow	146.1	Geochemist Post Doc Fellow
140.2	Metl Div Fellow	146.2	Geochemist Div Fellow
140.3	Metl Staff Sci 1	146.3	Geochemist Staff Sci 1
140.4	Metl Staff Sci 2	146.4	Geochemist Staff Sci 2
140.5	Metl Staff Sci 3	146.5	Geochemist Staff Sci 3
140.6	Sr Metallurgist I	146.6	Sr Geochemist I
140.7	Sr Metallurgist II	146.7	Sr Geochemist II
140.0	Sr Metallurgist III	146.8 <sup>0</sup>	Sr Geochemist III

## JOB GROUP IDENTIFICATION - Professionals

Group Name: OTHER ENGINEERING AND EARTH SCIENCES		Job Group: B07 - Cont	
Code	Job Title	Code	Job Title
150.1	Ecologist Post Doc Fellow	150.5	Ecologist Staff Sci 3
150.2	Ecologist Div Fellow	150.6	Senior Ecologist I
150.3	Ecologist Staff Sci 1	150.7	Senior Ecologist II
150.4	Ecologist Staff Sci 2	150.0	Senior Ecologist III

Group Name: FACILITIES ENGINEERS		Job Group: B08	
Code	Job Title	Code	Job Title
124.1	Civil Engr Post Doc Fellow	131.1	Struc Engr Post Doc Fellow
124.2	Civil Engr Div Fellow	131.2	Struc Engr Div Fellow
124.3	Civil Engr Staff Sci 1	131.3	Struc Engr Staff Sci 1
124.4	Civil Engr Staff Sci 2	131.4	Struc Engr Staff Sci 2
124.5	Civil Engr Staff Sci 3	131.5	Struc Engr Staff Sci 3
124.6	Sr Civil Engineer I	131.6	Sr Structural Engr I
124.7	Sr Civil Engineer II	131.7	Sr Structural Engr II
124.0	Sr Civil Engineer III	131.0	Sr Structural Engr III
127.1	Indus Engr Post Doc Fellow	133.1	Architect Eng Post Doc Fellow
127.2	Indus Engr Div Fellow	133.2	Architect Div Fellow
127.3	Indus Engr Staff Sci 1	133.3	Architect Staff Sci 1
127.4	Indus Engr Staff Sci 2	133.4	Architect Staff Sci 2
127.5	Indus Engr Staff Sci 3	133.5	Architect Staff Sci 3
127.6	Senior Industrial Engr I	133.6	Sr Architect I
127.7	Senior Industrial Engr II	133.7	Sr Architect II
127.0	Senior Industrial Engr III	133.0	Sr Architect III

Group Name: ECONOMICS/ANALYSIS		Job Group: B09	
Code	Job Title	Code	Job Title
147.1	Economist Post Doc Fellow	148.1	Eng/Env PA Post Doc Fellow
147.2	Economist Div Fellow	148.2	Eng/Env P.A. Div Fellow
147.3	Economist Staff Sci 1	148.3	Eng/Env P.A. Staff Sci 1
147.4	Economist Staff Sci 2	148.4	Eng/Env P.A. Staff Sci 2
147.5	Economist Staff Sci 3	148.5	Eng/Env P.A. Staff Sci 3
147.6	Sr Economist I	148.6	Sr Eng/Env P.A. Analyst I
147.7	Sr Economist II	148.7	Sr Eng/Env P.A. Analyst II
147.0	Sr Economist III	148.0	Sr Eng/Env P.A. Analyst III

## JOB GROUP IDENTIFICATION - Professionals

Group Name: TECHNICAL EDITING/WRITING		Job Group: B10	
Code	Job Title	Code	Job Title
191.1	Tech Editor & Writer I	194.1	Tech Information Spec I
191.2	Tech Editor & Writer II	194.2	Tech Information Spec II
191.3	Tech Editor & Writer III	194.3	Tech Information Spec III
191.4	Tech Editor & Writer IV	194.4	Tech Information Spec IV
191.5	Tech Editor & Writer V	194.5	Tech Information Spec V

Group Name: RESEARCH ASSOCIATE		Job Group: B11	
Code	Job Title	Code	Job Title
381.1	Research Associate	381.3	Principal Research Associate
381.2	Sr Research Associate		

Group Name: ADMINISTRATORS/ANALYST		Job Group: B13	
Code	Job Title	Code	Job Title
167.2	Administrator 2	168.2	Admin Specialist 2
167.3	Administrator 3	168.3	Admin Specialist 3
167.4	Administrator 4	168.4	Admin Specialist 4

Group Name: ENVIRONMENTAL HEALTH AND SAFETY		Job Group: B16	
Code	Job Title	Code	Job Title
126.1	Hlth/Sft Engr Post Doc Fellow	126.5	Hlth/Sft Staff Sci 3
126.2	Hlth/Sft Engr Div Fellow	126.6	Senior Health/Safety Eng I
126.3	Hlth/Sft Staff Sci 1	126.7	Senior Health/Safety Eng II
126.4	Hlth/Sft Staff Sci 2	126.0	Senior Health/Safety Eng III

## JOB GROUP IDENTIFICATION - Technicians

Group Name: COMPUTER TECH		Job Group: C01	
<b>Code</b>	<b>Job Title</b>	<b>Code</b>	<b>Job Title</b>
757.0	Digital Computer Trainee	759.1	Computing Technician
757.1	Digital Computer Operator	759.2	Computing Technician, Sr
757.2	Digital Computer Oper, Sr	759.3	Computing Technician, Prin
757.3	Digital Computer Oper, Prin		
757.4	Digital Computer Oper, Spec		

Group Name: MECHANICAL TECH		Job Group: C02	
<b>Code</b>	<b>Job Title</b>	<b>Code</b>	<b>Job Title</b>
306.1	Mech Engrg Assoc	706.1	Mech Eng Technol I
306.2	Mech Engrg Assoc, Sr	706.2	Mech Eng Technol II
		706.3	Mech Eng Technol III

Group Name: ELECTRONIC TECH		Job Group: C03	
<b>Code</b>	<b>Job Title</b>	<b>Code</b>	<b>Job Title</b>
302.1	Elect Engrg Assoc	702.1	Elect Eng Technol I
302.2	Elect Engrg Assoc, Sr	702.2	Elect Eng Technol II
		702.3	Elect Eng Technol III

Group Name: TECH/RESEARCH		Job Group: C04	
<b>Code</b>	<b>Job Title</b>	<b>Code</b>	<b>Job Title</b>
720.0	Lead Technologist	795.1	Research Technician
724.1	Technical Assistant 1	795.2	Research Technician, Sr
724.2	Technical Assistant 2	795.3	Research Technician, Prin
730.2	Assistant Tech Coordinator	795.4	Research Specialist
730.3	Asst Tech Coordinator Senior		

## JOB GROUP IDENTIFICATION - Technicians

Group Name: DESIGN/GRAPHICS		Job Group: C05	
Code	Job Title	Code	Job Title
700.1	Drafter I	783.2	Printer 2
700.2	Design/Drafter II	783.3	Printer 3
700.3	Design/Drafter III	783.4	Printer 4
730.0	Engineering Assistant	797.1	Technical Illustrator I
730.1	Engineering Assistant, Senior	797.2	Technical Illustrator II
		797.3	Technical Illustrator III
		797.4	Technical Illustrator IV
781.1	Graphic Arts Technician	798.1	Photographic Specialist I
781.2	Sr Graphic Arts Tech	798.2	Photographic Specialist II
781.3	Principal Graphic Arts Tech	798.3	Photographic Specialist III
		798.4	Photographic Specialist IV

Group Name: HEALTH/MEDICAL		Job Group: C06	
Code	Job Title	Code	Job Title
180.1	Occupational Health Nurse I	741.0	Health/Safety Tech Trainee
180.2	Occupational Health Nurse II	741.1	Health/Safety Technician
372.1	Chf Res Clin Lab Technologist	741.2	Health/Safety Tech, Senior
731.1	Med Lab Technologist I	741.3	Health/Safety Tech, Princ
731.2	Med Lab Technologist II	741.4	Health/Safety Tech, Specialist
		741.6	Health/Safety Tech App
740.1	Radiation Safety Technician	742.1	Nurse
740.2	Radiation Safety Tech, Senior	743.1	Research Clin Lab Tech
740.3	Radiation Safety Tech, Princ	744.1	Animal Technician 1
		744.2	Animal Technician 2
		744.3	Animal Technician 3

Group Name: TECHNICAL ASSOCIATE		Job Group: C07	
Code	Job Title	Code	Job Title
308.1	Plnt/Fac Engrg Assoc	310.1	Sci/Engrg Assoc
308.2	Plnt/Fac Engrg Assoc, Sr	310.2	Sci/Engrg Assoc, Sr

Group Name: ACCELERATOR OPERATORS

Job Group: C08

<i>Code</i>	<i>Job Title</i>
374.1	Accelerator Operator
374.2	Principal Accel Operator

<i>Code</i>	<i>Job Title</i>
374.3	Accelerator OPNS Supervisor

## JOB GROUP IDENTIFICATION - Clericals

Group Name: OFFICE SERVICES		Job Group: D01	
<i>Code</i>	<i>Job Title</i>	<i>Code</i>	<i>Job Title</i>
518.1	Administrative Services 1	566.1	Material Handler 1
518.2	Administrative Services 2	566.2	Material Handler 2
518.3	Administrative Services 3	566.3	Material Handler 3
518.4	Administrative Services 4	642.0	Dispatcher, Emergency Comm

Group Name: OFFICE SPECIALISTS/ SUPERVISORS		Job Group: D02	
<i>Code</i>	<i>Job Title</i>	<i>Code</i>	<i>Job Title</i>
169.2	Supervisor Admin Services 2	519.1	Supervisor Admin Services 1
169.3	Supervisor Admin Services 3	567.1	Administrator 1
518.5	Administrative Services 5	568.1	Administrative Specialist I

## JOB GROUP IDENTIFICATION - Skilled Crafts

Group Name: MACHINE SHOP		Job Group: E01	
<i>Code</i>	<i>Job Title</i>	<i>Code</i>	<i>Job Title</i>
707.1	Mech Eng Mach Assistant I		
707.2	Mech Eng Machinist II		
707.3	Mech Eng Machinist III		

Group Name: CRAFTS/TRADES		Job Group: E02	
<i>Code</i>	<i>Job Title</i>	<i>Code</i>	<i>Job Title</i>
902.3	Sheet Metal Worker	942.3	Elevator Mechanic
906.3	Welder	950.3	Plumber/Fitter
		950.5	Lead Plumber/Fitter
930.3	Carpenter	952.3	Air Cond/Refrig Mechanic
930.5	Lead Carpenter	960.3	Painter
930.6	Planner Estimator	960.5	Lead Painter
940.3	Electrician	970.5	Lead Lighting Technician
940.5	Lead Electrician		

Group Name: MECHANICS/REPAIR		Job Group: E03	
<i>Code</i>	<i>Job Title</i>	<i>Code</i>	<i>Job Title</i>
739.1	Vehicle Mechanic	910.2	Plant Maintenance Tech, Sr
739.2	Diesel/Forklift Vehicle Mech	910.3	Plant Maintenance Tech, Princ
739.3	Lead Vehicle Mechanic	910.4	Plant Maintenance Tech Spec
		910.5	Lead Plant Maintenance Tech

## JOB GROUP IDENTIFICATION - Operatives

Group Name: SEMI-SKILLED		Job Group: F01	
<i>Code</i>	<i>Job Title</i>	<i>Code</i>	<i>Job Title</i>
166.1	Material Specialist	784.1	Print Room Operator
745.1	Truck Driver, Light	784.2	Print Room Operator, Senior
745.2	Truck Driver	784.3	Print Room Operor, Princ
745.3	Lead Truck Driver	784.4	Print Room Camera Operator
783.1	Printer 1	791.1	Plant Assistant I
		791.2	Plant Assistant II
		980.5	Gardener Specialist

## JOB GROUP IDENTIFICATION - Service Workers

Group Name: FIRE		Job Group: G01	
Code	Job Title	Code	Job Title
644.0	Firefighter	645.0	Firefighter, Trainee
644.1	Fire Captain		

Group Name: BUS DRIVERS		Job Group: G02	
Code	Job Title	Code	Job Title
738.1	Bus Driver	738.2	Sr Bus Driver

Group Name: CUSTODIANS		Job Group: G03	
Code	Job Title	Code	Job Title
630.1	Custodian	630.4	Custodian Supervisor
630.2	Sr Custodian		
630.3	Asst Custodian Supervisor	799.3	General Helper

**EXHIBIT D**

**JOB GROUP ANALYSIS**

**JOB GROUP IDENTIFICATION  
EXHIBIT D**

**Job Group Analysis**

The Job Group Analysis tables compare the availability estimates developed in accordance with the preceding section with the actual utilization of females and minorities in each job group on September 30, 1993. For the purposes of this plan, "underutilization" is defined as having fewer females or minorities in a particular job group than would reasonably be expected by their availability. In instances of the "underutilization" of females or minorities in a job group, goals have been set in order to bring utilization in line with the availability estimate.

**NOTE:** On line 5, "underutilization," the "total" minority underutilization may not equal the sum of individual minority underutilization due to over-representation in one of the minority categories. Minority underutilization is determined on the basis of total minority data, combining African-American, Hispanic, Asian-American and Native American.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

**FROM 10/01/92 TO 09/30/93**

<b>JOB GROUP: A01</b>		<b>EEO-1 CATEGORY: Directors</b>							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		<b>TOTAL</b>	<b>TOTAL MALE</b>	<b>TOTAL FEMALE</b>	<b>TOTAL MIN</b>	<b>TOTAL BLACK</b>	<b>TOTAL HISPANIC</b>	<b>TOTAL ASIAN</b>	<b>TOTAL NAT AM</b>
<b>(1) JOB GROUP POPULATION ON 09/30/93</b>		24	20	4	2	0	1	1	0
<b>(2) PERCENTAGE REPRESENTATION 09/30/93</b>				83.33%	16.67%	08.33%	00.00%	04.17%	04.17%
<b>(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS</b>					08.37%	09.96%	01.48%	01.98%	06.02%
<b>(4) LABWIDE UNDERUTILIZATION*</b>					-01.99%	00.39%	00.36%	-00.52%	00.44%
<b>(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)</b>					0	0	0	0	0

<b>JOB GROUP: A03</b>		<b>EEO-1 CATEGORY: Administrative/Management</b>							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		<b>TOTAL</b>	<b>TOTAL MALE</b>	<b>TOTAL FEMALE</b>	<b>TOTAL MIN</b>	<b>TOTAL BLACK</b>	<b>TOTAL HISPANIC</b>	<b>TOTAL ASIAN</b>	<b>TOTAL NAT AM</b>
<b>(1) JOB GROUP POPULATION ON 09/30/93</b>		82	53	29	16	4	2	10	0
<b>(2) PERCENTAGE REPRESENTATION 09/30/93</b>				64.63%	35.37%	19.51%	04.88%	02.44%	12.20%
<b>(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS</b>					46.57%	20.48%	06.90%	05.07%	08.19%
<b>(4) LABWIDE UNDERUTILIZATION*</b>					09.19%	00.79%	01.66%	02.16%	-03.28%
<b>(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)</b>					9	1	2	2	0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

<b>JOB GROUP: A03</b>		<b>EEO-1 CATEGORY: Technical Management</b>							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		<b>TOTAL</b>	<b>TOTAL MALE</b>	<b>TOTAL FEMALE</b>	<b>TOTAL MIN</b>	<b>TOTAL BLACK</b>	<b>TOTAL HISPANIC</b>	<b>TOTAL ASIAN</b>	<b>TOTAL NAT AM</b>
(1) JOB GROUP POPULATION ON 09/30/93		54	52	2	8	3	3	1	1
(2) PERCENTAGE REPRESENTATION 09/30/93			96.30%	03.70%	14.81%	05.56%	05.56%	01.85%	01.55%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				13.82%	30.78%	09.66%	10.06%	09.73%	00.65%
(4) LABWIDE UNDERUTILIZATION*				05.46%	08.62%	02.22%	02.43%	04.25%	-00.65%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				5	9	2	2	4	0

<b>JOB GROUP: B01</b>		<b>EEO-1 CATEGORY: Bio-Med Science</b>							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		<b>TOTAL</b>	<b>TOTAL MALE</b>	<b>TOTAL FEMALE</b>	<b>TOTAL MIN</b>	<b>TOTAL BLACK</b>	<b>TOTAL HISPANIC</b>	<b>TOTAL ASIAN</b>	<b>TOTAL NAT AM</b>
(1) JOB GROUP POPULATION ON 09/30/93		82	52	30	18	1	2	15	0
(2) PERCENTAGE REPRESENTATION 09/30/93			63.41%	36.59%	21.95%	01.22%	02.44%	18.29%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				31.74%	11.99%	01.42%	01.55%	08.83%	00.18%
(4) LABWIDE UNDERUTILIZATION*				-03.97%	-08.17%	00.16%	-00.73%	-07.76%	00.15%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				0	0	0	0	0	0

- \* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: B02		EEO-1 CATEGORY: Chemistry							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		67	56	11	15	0	1	14	0
(2) PERCENTAGE REPRESENTATION 09/30/93			83.58%	16.42%	22.39%	00.00%	01.49%	20.90%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				17.06%	12.97%	01.27%	01.66%	09.90%	00.14%
(4) LABWIDE UNDERUTILIZATION*				00.43%	-06.31%	00.85%	00.11%	-07.37%	00.09%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				0	0	1	0	0	0

JOB GROUP: B03		EEO-1 CATEGORY: Physics							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		223	207	16	45	2	7	36	0
(2) PERCENTAGE REPRESENTATION 09/30/93			92.83%	07.17%	20.18%	00.90%	03.14%	16.14%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				08.16%	12.39%	00.95%	01.64%	09.70%	00.08%
(4) LABWIDE UNDERUTILIZATION*				02.20%	-17.37%	00.12%	-03.34%	-14.37%	00.18%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				2	0	0	0	0	0

- \* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY**  
**AFFIRMATIVE ACTION PLAN**  
**JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: B04		EEO-1 CATEGORY: Computer Sciences/Mathematics/Statistics							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		103	84	19	19	0	0	19	0
(2) PERCENTAGE REPRESENTATION 09/30/93				81.55%	18.45%	18.45%	00.00%	00.00%	18.45% 00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS					24.82%	21.56%	03.25%	02.38%	15.79% 00.06%
(4) LABWIDE UNDERUTILIZATION*					06.56%	03.21%	03.35%	02.45%	-02.74% 00.06%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)					7	3	3	2	0 0

JOB GROUP: B05		EEO-1 CATEGORY: Electrical/Electronics Engineering							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		92	86	6	14	3	0	11	0
(2) PERCENTAGE REPRESENTATION 09/30/93				93.48%	06.52%	15.22%	03.26%	00.00%	11.96% 00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS					10.04%	26.66%	02.97%	02.93%	20.44% 00.19%
(4) LABWIDE UNDERUTILIZATION*					03.24%	10.53%	-00.27%	02.70%	07.80% 00.17%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)					3	11	0	3	8 0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: B06		EEO-1 CATEGORY: Mechanical Engineering							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		76	74	2	14	0	1	13	0
(2) PERCENTAGE REPRESENTATION 09/30/93			97.37%	02.63%	18.42%	00.00%	01.32%	17.11%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				05.04%	25.67%	01.22%	03.82%	20.52%	00.06%
(4) LABWIDE UNDERUTILIZATION*				01.83%	05.51%	00.93%	01.90%	02.60%	00.05%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				(2)	(6)	1	2	3	0

JOB GROUP: B07		EEO-1 CATEGORY: Other Engineering and Earth Sciences							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		58	49	9	15	1	2	12	0
(2) PERCENTAGE REPRESENTATION 09/30/93			84.48%	15.52%	25.86%	01.72%	03.45%	20.69%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				15.95%	18.57%	02.19%	02.68%	13.56%	00.13%
(4) LABWIDE UNDERUTILIZATION*				00.25%	-04.23%	00.27%	-00.45%	-04.14%	00.08%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				0	0	0	0	0	0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY**  
**AFFIRMATIVE ACTION PLAN**  
**JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: B08		EEO-1 CATEGORY: Facilities Engineers							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		37	30	7	10	3	0	6	1
(2) PERCENTAGE REPRESENTATION 09/30/93			81.08%	18.92%	27.03%	08.11%	00.00%	16.22%	02.70%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				15.13%	25.39%	03.99%	02.94%	17.03%	01.34%
(4) LABWIDE UNDERUTILIZATION*				-01.40%	-00.61%	-01.52%	01.09%	00.30%	-00.50%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				0	0	0	1	0	0

JOB GROUP: B09		EEO-1 CATEGORY: Economics/Analysis							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		24	22	2	5	1	0	4	0
(2) PERCENTAGE REPRESENTATION 09/30/93			91.67%	08.33%	20.83%	04.17%	00.00%	16.67%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				21.00%	15.79%	02.81%	01.06%	11.30%	00.60%
(4) LABWIDE UNDERUTILIZATION*				03.04%	-01.21%	-00.33%	00.25%	-01.29%	00.14%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				3	0	0	0	0	0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: B10		EEO-1 CATEGORY: Technical Editing/Writing							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		28	12	16	5	1	2	2	0
(2) PERCENTAGE REPRESENTATION 09/30/93			42.86%	57.14%	17.86%	03.57%	07.14%	07.14%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				49.86%	19.65%	06.74%	05.65%	06.47%	00.75%
(4) LABWIDE UNDERUTILIZATION*				-02.04%	00.50%	00.89%	-00.42%	-00.19%	00.21%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				0	(1)	(1)	0	0	0

JOB GROUP: B11		EEO-1 CATEGORY: Research Associates							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		132	74	58	24	1	2	21	0
(2) PERCENTAGE REPRESENTATION 09/30/93			56.06%	43.94%	18.18%	00.76%	01.52%	15.91%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				47.29%	14.20%	03.86%	02.55%	07.52%	00.25%
(4) LABWIDE UNDERUTILIZATION*				04.42%	-05.26%	04.10%	01.37%	-11.07%	00.33%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				(4)	0	(4)	(1)	0	0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: B13		EEO-1 CATEGORY: Administrators/Analysts							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		219	64	155	64	21	13	30	0
(2) PERCENTAGE REPRESENTATION 09/30/93			29.22%	70.78%	29.22%	09.59%	05.94%	13.70%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				58.72%	25.28%	09.04%	05.72%	10.18%	00.26%
(4) LABWIDE UNDERUTILIZATION*				-26.40%	-08.64%	-01.20%	-00.47%	-07.71%	00.57%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				0	0	0	0	0	(1)

JOB GROUP: B16		EEO-1 CATEGORY: Environmental Health and Safety							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		58	43	15	15	6	0	9	0
(2) PERCENTAGE REPRESENTATION 09/30/93			74.14%	25.86%	25.86%	10.34%	00.00%	15.52%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				21.56%	07.06%	00.73%	01.70%	04.50%	00.12%
(4) LABWIDE UNDERUTILIZATION*				-02.50%	-10.91%	-05.58%	00.99%	-06.39%	00.07%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				0	0	0	1	0	0

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\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: C01		EEO-1 CATEGORY: Computer Technicians							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		17	12	5	7	1	3	2	1
(2) PERCENTAGE REPRESENTATION 09/30/93				70.59%	29.41%	41.18%	05.88%	17.65%	11.76% 05.88%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS					29.79%	30.85%	03.75%	05.44%	20.76% 00.78%
(4) LABWIDE UNDERUTILIZATION*					00.06%	-01.76%	-00.36%	-02.08%	01.53% -00.87%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)					0	0	0	0	2 0

JOB GROUP: C02		EEO-1 CATEGORY: Mechanical Technicians							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		123	121	2	23	1	8	14	0
(2) PERCENTAGE REPRESENTATION 09/30/93				98.37%	01.63%	18.70%	00.81%	06.50%	11.38% 00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS					05.47%	21.72%	02.15%	07.77%	11.37% 00.25%
(4) LABWIDE UNDERUTILIZATION*					04.73%	03.72%	01.64%	01.56%	-00.01% 00.31%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)					5	4	2	2	0 0

- UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: C03		EEO-1 CATEGORY: Electronic Technicians							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		125	119	6	32	9	4	19	0
(2) PERCENTAGE REPRESENTATION 09/30/93			95.20%	04.80%	25.60%	07.20%	03.20%	15.20%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				12.52%	36.02%	06.64%	06.58%	22.22%	00.54%
(4) LABWIDE UNDERUTILIZATION*				09.65%	13.03%	-00.70%	04.23%	08.78%	00.68%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				10	13	0	4	9	1

JOB GROUP: C04		EEO-1 CATEGORY: Tech/Research							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		62	52	10	12	6	4	2	0
(2) PERCENTAGE REPRESENTATION 09/30/93			83.87%	16.13%	19.35%	09.68%	06.45%	03.23%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				27.23%	34.95%	06.30%	08.78%	19.67%	00.19%
(4) LABWIDE UNDERUTILIZATION*				06.88%	09.67%	-02.09%	01.44%	10.20%	00.12%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				7	10	0	1	10	0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: C05		EEO-1 CATEGORY: Design/Graphics							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		54	41	13	16	5	2	9	0
(2) PERCENTAGE REPRESENTATION 09/30/93			75.93%	24.07%	29.63%	09.26%	03.70%	16.67%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				23.53%	32.68%	07.41%	08.22%	16.74%	00.19%
(4) LABWIDE UNDERUTILIZATION*				-00.29%	01.65%	-01.00%	02.44%	00.04%	00.10%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				0	2	0	2	0	0

JOB GROUP: C06		EEO-1 CATEGORY: Health/Medical							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		38	24	14	12	7	1	4	0
(2) PERCENTAGE REPRESENTATION 09/30/93			63.16%	36.84%	31.58%	18.42%	02.63%	10.53%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				58.92%	34.33%	13.80%	06.91%	13.22%	00.34%
(4) LABWIDE UNDERUTILIZATION*				08.39%	01.05%	-01.76%	01.63%	01.02%	00.13%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				8	1	0	2	1	0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: C07		EEO-1 CATEGORY: Technical Associates							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		37	34	3	6	0	3	3	0
(2) PERCENTAGE REPRESENTATION 09/30/93			91.89%	08.11%	16.22%	00.00%	08.11%	08.11%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				33.24%	36.07%	04.38%	09.26%	21.77%	00.61%
(4) LABWIDE UNDERUTILIZATION*				09.30%	07.35%	01.62%	00.43%	05.05%	00.23%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				9	7	2	0	5	0

JOB GROUP: C08		EEO-1 CATEGORY: Accelerator Operators							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		20	15	5	2	1	1	0	0
(2) PERCENTAGE REPRESENTATION 09/30/93			75.00%	25.00%	10.00%	05.00%	05.00%	00.00%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS				30.33%	30.74%	05.96%	08.44%	16.14%	00.19%
(4) LABWIDE UNDERUTILIZATION*				01.07%	04.15%	00.19%	00.69%	03.23%	00.04%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)				1	4	0	1	3	0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: D01		EEO-1 CATEGORY: Office Services							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		239	43	196	112	68	21	21	2
(2) PERCENTAGE REPRESENTATION 09/30/93				17.99%	82.01%	46.86%	28.45%	08.79%	08.79%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS						43.06%	12.56%	12.49%	17.00%
(4) LABWIDE UNDERUTILIZATION*						-09.09%	-37.98%	08.85%	19.63%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)						0	0	9	20
									0

JOB GROUP: D02		EEO-1 CATEGORY: Clerical Supervisors							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		63	2	61	24	11	5	8	0
(2) PERCENTAGE REPRESENTATION 09/30/93				03.17%	96.83%	38.10%	17.46%	07.94%	12.70%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS						42.40%	19.39%	10.28%	11.92%
(4) LABWIDE UNDERUTILIZATION*						02.71%	01.22%	01.48%	-00.49%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)						3	1	1	0
									0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY**  
**AFFIRMATIVE ACTION PLAN**  
**JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: E01		EEO-1 CATEGORY: Machinists (entry)								
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM	
(1) JOB GROUP POPULATION ON 09/30/93		34	34	0	8	3	2	3	0	
(2) PERCENTAGE REPRESENTATION 09/30/93				100.00%	00.00%	23.53%	08.82%	05.88%	08.82%	00.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS					11.82%	46.18%	02.73%	26.23%	16.69%	00.48%
(4) LABWIDE UNDERUTILIZATION*					04.02%	07.70%	-02.07%	06.92%	02.67%	00.16%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)					4	8	0	7	3	0

JOB GROUP: E02		EEO-1 CATEGORY: Crafts/Trades								
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM	
(1) JOB GROUP POPULATION ON 09/30/93		79	79	0	18	7	8	2	1	
(2) PERCENTAGE REPRESENTATION 09/30/93				100.00%	00.00%	22.78%	08.86%	10.13%	02.53%	01.27%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS					02.52%	33.33%	07.17%	17.64%	06.84%	01.46%
(4) LABWIDE UNDERUTILIZATION*					01.99%	08.33%	-01.34%	05.94%	03.40%	00.15%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)					2	8	0	6	3	0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: E03		EEO-1 CATEGORY: Mechanics/Repair							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		40	40	0	12	4	3	3	2
(2) PERCENTAGE REPRESENTATION 09/30/93				100.00%	00.00%	30.00%	10.00%	07.50%	07.50%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS					02.00%	40.52%	08.56%	18.66%	11.87%
(4) LABWIDE UNDERUTILIZATION*					00.80%	04.21%	-00.58%	04.46%	01.75%
(5) LABWIDE UNDERUTILIZATION** (ROUNDED)					1	4	0	4	2

JOB GROUP: F01		EEO-1 CATEGORY: Semi-skilled							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		33	27	6	15	6	8	1	0
(2) PERCENTAGE REPRESENTATION 09/30/93				81.82%	18.18%	45.45%	18.18%	24.24%	03.03%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS					32.21%	50.09%	12.03%	24.75%	12.89%
(4) LABWIDE UNDERUTILIZATION*					04.63%	01.53%	-02.03%	00.17%	03.25%
(5) LABWIDE UNDERUTILIZATION** (ROUNDED)					5	2	0	0	3

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY**  
**AFFIRMATIVE ACTION PLAN**  
**JOB GROUP ANALYSIS**

**FROM 10/01/92 TO 09/30/93**

<b>JOB GROUP: G01</b>		<b>EEO-1 CATEGORY: Fire</b>							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		<b>TOTAL</b>	<b>TOTAL MALE</b>	<b>TOTAL FEMALE</b>	<b>TOTAL MIN</b>	<b>TOTAL BLACK</b>	<b>TOTAL HISPANIC</b>	<b>TOTAL ASIAN</b>	<b>TOTAL NAT AM</b>
<b>(1) JOB GROUP POPULATION ON 09/30/93</b>		17	16	1	1	1	0	0	0
<b>(2) PERCENTAGE REPRESENTATION 09/30/93</b>			94.12%	05.88%	05.88%	05.88%	00.00%	00.00%	00.00%
<b>(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS</b>				03.74%	17.11%	06.77%	06.54%	02.11%	01.51%
<b>(4) LABWIDE UNDERUTILIZATION*</b>				-00.36%	01.91%	00.15%	01.11%	00.36%	00.26%
<b>(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)</b>				0	2	0	1	0	0

<b>JOB GROUP: G02</b>		<b>EEO-1 CATEGORY: Bus Drivers</b>							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		<b>TOTAL</b>	<b>TOTAL MALE</b>	<b>TOTAL FEMALE</b>	<b>TOTAL MIN</b>	<b>TOTAL BLACK</b>	<b>TOTAL HISPANIC</b>	<b>TOTAL ASIAN</b>	<b>TOTAL NAT AM</b>
<b>(1) JOB GROUP POPULATION ON 09/30/93</b>		13	7	6	10	10	0	0	0
<b>(2) PERCENTAGE REPRESENTATION 09/30/93</b>			53.85%	46.15%	76.92%	76.92%	00.00%	00.00%	00.00%
<b>(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS</b>				39.19%	61.17%	37.32%	14.94%	07.14%	01.46%
<b>(4) LABWIDE UNDERUTILIZATION*</b>				-00.91%	-02.05%	-05.15%	01.94%	00.93%	00.19%
<b>(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)</b>				0	0	0	2	1	0

\* UNDERUTILIZATION for race and ethnicity (line 5) is determined (1) by multiplying the availability rates (line 3) by the total current job group population (line 1), and (2) by comparing actual job group population with actual job group population, based on availability data.

\*\* .50 or more equals one whole person.

**LAWRENCE BERKELEY LABORATORY  
AFFIRMATIVE ACTION PLAN  
JOB GROUP ANALYSIS**

FROM 10/01/92 TO 09/30/93

JOB GROUP: G03		EEO-1 CATEGORY: Custodians							
LBL'S GOALS WILL BE TO FILL POSITIONS WITH MINORITIES & FEMALES AT THE PERCENTAGE RATE SHOWN ON LINE 3 UNTIL SUCH TIME AS PARITY WITH AVAILABILITY IS REACHED.		TOTAL	TOTAL MALE	TOTAL FEMALE	TOTAL MIN	TOTAL BLACK	TOTAL HISPANIC	TOTAL ASIAN	TOTAL NAT AM
(1) JOB GROUP POPULATION ON 09/30/93		35	22	13	24	7	10	7	0
(2) PERCENTAGE REPRESENTATION 09/30/93				62.86%	37.14%	68.57%	20.00%	28.57%	20.00%
(3) AVAILABILITY RATES/ PLACEMENT RATE GOALS					23.92%	68.48%	13.91%	39.95%	13.75%
(4) LABWIDE UNDERUTILIZATION*					-04.63%	-00.03%	-02.13%	03.98%	-02.19%
(5) LABWIDE UNDER- UTILIZATION** (ROUNDED)					0	0	0	4	0

**EXHIBIT E**

**HIRING POLICIES AND PROCEDURES**

<b>2.01 HIRING POLICIES AND PROCEDURES</b>	Reviewed by: <u>REED</u> 8/24/93 Date
	Approved: <u>LAZIER</u> _____ Date

## **2.01 HIRING POLICIES AND PROCEDURES**

Approved: Lauren Date

#### A. AFFIRMATIVE ACTION AND NONDISCRIMINATION

## 1. Policy

- a. It is the policy of the Lawrence Berkeley Laboratory to ensure equal employment opportunity to all employees and job applicants. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer related) as defined in Section 12926 of the California Government Code, status as a Vietnam era veteran or special disabled veteran or, within the limits imposed by law, DOE or University regulations, because of age or citizenship. This applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment. The Laboratory's policy is to take affirmative action for minorities, women, individuals with disabilities, special disabled veterans, and Vietnam era veterans through formally written affirmative action plans.
- b. Positive efforts to further this Affirmative Action Compliance Program must be vigorously pursued, conform to all current legal requirements as well as to the spirit of the law, be consistent with Laboratory standards of quality and excellence, be specific in identifying areas of underutilization and in prescribing corrective measures, and 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 Head, Office of Workforce Diversity, as the Equal Opportunity Officer and has appointed an Equal Opportunity Administrator to administer the Affirmative Action Compliance Program.
- b. Division Directors are responsible for implementing the Affirmative Action Compliance 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 to implement the Affirmative Action Compliance Program.

## B. RECRUITMENT

## 1. Policy

The Laboratory will recruit from within and outside its work force to obtain qualified applicants. Reasonable efforts will be made to inform and recruit qualified applicants from various segments of the appropriate recruiting area to facilitate the attainment of Affirmative Action goals and objectives as set forth by the Laboratory Affirmative Action Plan. The duties and responsibilities of the vacant position and the qualifications necessary to perform those duties and responsibilities are identified before recruiting applicants.

## 2. Responsibilities

- a. The Head, Human Resources, has general responsibility for development and implementation of recruitment programs.

## 2.01 Hiring Policies and Procedures

- b. The Equal Opportunity Administrator reviews, monitors, and evaluates the effectiveness of recruitment programs in meeting Affirmative Action objectives and consults and advises on methods for meeting those objectives.
- c. The appropriate Division Director or Department Head defines the duties of the vacant position and, with the assistance of the Head, Human Resources Department, the position requirements. The Division Director or Department Head assists the Head, Human Resources Department, in determining the most effective recruitment program.

### 3. Publicizing Job Vacancies

- a. All job vacancies must be listed with the Human Resources Department with the following exceptions:
  - those filled by the demotion of an employee within a Division
  - those filled by the reassignment of an incumbent employee with no change in general job duties, responsibilities, or classification within the same Department or Division
  - those to be filled by a career employee on recall or preferential rehire status or scheduled for layoff

Promotions or transfers of an employee to a clearly different vacant position (including those within a Department or Division) must be listed with the Human Resources Department. Consult the Human Resources Department for guidance in determining whether the new duties and responsibilities should result in a new position that must be posted or in a reclassification or reassignment (see Section 2.06 F 3, *Determination of Appropriate Classification*).

- b. The Head, Human Resources Department, regularly posts all vacancies unless the position is to be filled by a person who is scheduled for layoff or on recall or preferential rehire status from layoff or who has become handicapped and has received vocational rehabilitation services (see Paragraph 2.05 G 2, *Vocational Rehabilitation*). Recruitment may be limited to Laboratory employees if an applicant pool is available of sufficient diversity to allow the hiring supervisor a meaningful choice in obtaining the essential job-related skills, knowledge, abilities, and other qualifications, and in meeting affirmative action objectives. Appropriate media and organizations, both internal and external, are used to inform potential applicants of job vacancies and employment opportunities with the Laboratory. Posting of job vacancies is for a minimum of two weeks. Individual exceptions to the posting requirement may be approved by the Head, Human Resources Department, with the concurrence of the Equal Opportunity Administrator. Temporary positions of less than six months assignment are exempt from posting requirements. Vacancies for students hired for summer positions or for indeterminate time during the academic year are also exempt from posting requirements. However, any change in status from temporary to permanent will be reviewed by the Human Resources Department and be subject to posting procedure and policy.
- c. Advertising for personnel may be arranged only by the Human Resources Department. When advertising seems necessary to aid in recruiting personnel, advertising copy should be prepared jointly by the hiring Department or Division and a Human Resources Department Employment Representative.

### 4. Travel Expenses of Applicants

Payment of travel costs for the purpose of a personal interview of an applicant who is a U.S. citizen is permissible only when specifically arranged and approved in advance by the Human Resources

## 2.01 Hiring Policies and Procedures

Department. Travel costs for foreign nationals are the responsibility of the Foreign Visitors Unit. In general, this approval is granted only in cases involving supervisory, professional, or technical personnel not readily available in the local labor market. (See Paragraph 4.01 C 2, *Recruiting, Hiring, and Transfers*.)

### C. RECRUITMENT PROCEDURES

#### 1. Personnel Requisitions

Action to recruit personnel should be initiated by sending a Stock Form 7600-55440, *Requisition for Personnel*, to the Human Resources Department. This form must be completed and properly approved by an authorized individual. The hiring supervisor must ensure that the requirements listed on the requisition include the skills, knowledge, and abilities required to perform the duties of that particular position and that the job description contains only those requirements necessary for satisfactory performance in that position.

#### 2. Scope of Recruitment

The Human Resources Department, in consultation with the Equal Opportunity Administrator and the hiring supervisor, will develop an appropriate recruitment strategy, i.e., suitable search, designated to obtain a diversified pool of qualified candidates and to maintain an efficient recruitment process. This strategy must include recruitment in appropriate labor markets, advertising media, and organizational contacts, both internal and external. The recruitment strategy must allow as much time as possible to establish a diversified applicant pool to meet affirmative action objectives. The Human Resources Department will furnish available information on divisional affirmative action recruitment goals to the hiring department.

#### 3. Referral of Applications

Each application submitted to the hiring supervisor for review is accompanied by a Stock Form 7600-65306, *Personnel Referral*, on which the supervisor reviewing the application or conducting the interview records pertinent information and states reasons for the decision to hire or reject an applicant. All completed referral forms must be returned to the Employment Office for review. After this review, referral forms for foreign nationals only are sent to the Foreign Visitors Unit of the Human Resources Department.

#### 4. Referral of Applicants for Vacant Positions

- a. The Human Resources Department will first refer any person on preferential rehire status or any 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 will also be considered for referral. The Human Resources Department will refer those applicants whose qualifications are most appropriate for the particular position. The Human Resources Department will make every reasonable effort to establish a diversified applicant pool from which a selection can be made. Of the referred applicants, the Human Resources Department will identify applicants who must be interviewed before completion of the interviewing process and selection of a final candidate.

#### 5. Interviewing Applicants

Personal interviews between applicants and the hiring Division or Department are arranged by the Human Resources Department, or may be arranged by the hiring Division or Department with the

## 2.01 Hiring Policies and Procedures

concurrence of the Human Resources Department. The Human Resources Department will furnish available information on each applicant.

### 6. Documentation

- a. The Head, Human Resources Department, shall keep records of employment practices. These records will show whether a practice has had an adverse impact on any group protected by Title VII or other relevant Federal and State laws and will include records to document the job-relatedness of an employment practice.
- b. As specified by the Head, Human Resources Department, the Employment Office shall record the reasons for selecting or not selecting each referred applicant and shall keep specified records of selection procedures and decisions.

## D. SELECTION

### 1. Policy

In filling a position, the applicant who, in the opinion of the Division Director or Department Head, possesses the qualifications to perform most effectively the duties of the position will be selected. The selection process should facilitate the attainment of Affirmative Action goals.

### 2. Responsibilities

- a. The Head, Human Resources Department, shall be responsible for referral of qualified applicants to the Department or Division. The Head, Human Resources Department, or designated representative shall advise the hiring supervisor concerning personnel policies, interpretation of legal requirements, and the professional standards for selection methods and shall consult with the Division Director or Department Head regarding the availability and qualifications of applicants for specific positions.
- b. The Equal Opportunity Administrator shall be responsible for reviewing, monitoring, and evaluating the effectiveness of selection processes in meeting Affirmative Action objectives and shall consult and advise with respect to Equal Opportunity and Affirmative Action in employment.
- c. The Division Director or Department Head shall have final responsibility for the selection of an individual to fill an open position.

### 3. Selection Procedures

- a. A regular status employee on preferential rehire status (Paragraph 2.20 B 8, *Reemployment from Layoff*) or who has received an official letter of layoff from the Head, Human Resources Department, shall be granted preference over other applicants for appointment to any active and vacant position 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. Before considering other applicants, the Division Director or Department Head shall inform the Head, Human Resources Department, in writing, of the reasons that the applicants with preference for reemployment did not meet the requirements of the position.
- b. If no person on preferential rehire status or scheduled for indefinite layoff is available, the Division Director or Department Head shall consider all qualified applicants from inside and outside the Laboratory who have been referred by the Human Resources Department and shall select for the position the applicant who, based on the evaluation of the Division Director or Department Head, is most qualified. No applicant may be denied employment nor may any applicant be selected for appointment in preference to a more qualified applicant on the basis of race, color, religion, sex,

## **2.01 Hiring Policies and Procedures**

marital status, national origin, disability or handicap, mental condition, or status as a Vietnam era veteran or disabled veteran or, within the limits imposed by law, DOE, or University regulations, because of age or citizenship.

- c. All selection methods and criteria must be job related. The following may be taken into consideration in the candidate assessment process:
  - application forms
  - formal and informal interviews
  - physical, educational/training, and work-experience requirements approved by the Human Resources Department
  - skills, abilities, and previous job evaluations
  - performance tests validated for specific classifications
  - job-related reference checks

### **4. References**

In order to verify information about an applicant's knowledge, skills, abilities, and other qualifications that will be important to successful performance in a new position, job-related inquiries may be made of current and former supervisors and persons who can supply relevant information. No actual or implied offers shall be made by the Employment Office until the references have been checked.

### **5. Final Selection**

- a. In selecting from a group of applicants with preference for reemployment or from a group of other applicants, the Division Director or Department Head shall select the person who, based on the evaluation of the Division Director or Department Head, possesses the qualifications to perform the duties of the position most effectively. In making this judgment, the Division Director or Department Head shall compare the knowledge, skills, abilities, and other qualifications of the applicants with those required for successful performance of the duties of the position.
- b. If the evaluation by the Division Director or Department Head indicates that two or more applicants are substantially equally qualified, the Division Director or Department Head, in making a selection, shall give primary consideration to meeting Affirmative Action objectives. Secondly, the objective of providing promotional and transfer opportunities to career employees shall be considered.
- c. After making a selection decision, the hiring supervisor shall contact the appropriate Employment Representative. The Employment Representative will evaluate the selection process, discuss the salary with the hiring supervisor, and contact the candidate to make the job offer. All completed *Personnel Referral* forms shall be returned to the Employment Representative before the offer can be made. Each referral form must detail reasons for selection or non-selection; all criteria shall be job related and will address the skills, knowledge, and abilities required to perform the job.

## **E. CONSTRAINTS ON HIRING**

### **1. Age Limitations**

No person over age 70 shall be appointed by the Laboratory/University of California except as provided by the standing orders of The Regents and regulations established by the President of the University of California.

### **2. Employment of Minors**

California State Law requires work permits for all persons under the age of 18 who have not yet graduated from high school. Persons under age 16 will not be employed unless special approval is obtained from the Human Resources Department. When a person under the age of 18 is hired or assigned to work in areas where background radiation exceeds natural radiation, the Employment Office, in consultation with the hiring Department or Division, will contact the Health and Safety Department for final clearance.

### **3. Employment of Near Relatives**

- a. Employment of near relatives requires the recommendation of the Human Resources Department and the approval of the Laboratory Director or designee when:
  - There is a supervisory relationship.
  - The near relative has the same immediate supervisor.
  - There is a close working relationship with a near relative.
- b. If two employees in any of the above types of working relationships become near relatives, the Laboratory Director's approval is required for their continuing in the same working relationship. Approval for such appointments is granted when justified as being in the best interest of the Laboratory.
- c. Near relatives are defined as parents, children, spouses, brothers, or sisters, including in-laws and step-relatives in these relationships.

### **4. Reemployment for Former LBL/University Employees**

To avoid possible embarrassing situations, supervisors should not independently approach former employees of the Laboratory regarding reemployment. To ensure that the reemployment is cleared through proper channels, contact should be made through the Human Resources Department.

### **5. Preemployment 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 LBL Protective Services. This review is arranged by the Human Resources Department and normally takes seven to ten working days after a prospective employee has completed the necessary papers and has been fingerprinted.

### **6. Proselytizing**

All inquiries or suggestions concerning LBL recruitment of employees of organizations cooperating with the Laboratory, the University, DOE, or other government-supported contractors here or elsewhere should be referred to the Human Resources Department before any action is taken or commitment of any

## 2.01 Hiring Policies and Procedures

kind is made. A reciprocal arrangement with these 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 the opportunity to discuss this matter with the employee.

### F. OFFERS AND OFFER RATES

#### 1. Employment Offers

Official offers of employment and commitments regarding positions, salary, travel expense, housing, and employment conditions are made only by the Human Resources Department. Supervisors shall not imply any offer of employment in their contact with potential employees.

#### 2. Salary Approval

Supervisors should refrain from discussing the salary to be offered unless this is specifically approved by the Human Resources Department. All salary offers will be screened by the authorized members of the Human Resources Department. Certain salary proposals may be referred by Personnel to the Laboratory Director's Office and the Department of Energy for approval.

#### 3. Medical Approval

The Laboratory employee medical program requires a physical examination for all new employees. The Laboratory conducts *pre-employment* physical examinations for Fire Department and Protective Services personnel. The Laboratory offers periodic examinations for all employees, and periodic physical examinations are *required* for certain designated positions where employee safety may be at risk. The offer of employment is subject to the applicant passing those portions of a physical examination pertinent to the position. In some cases, the Medical Services Department may recommend restrictions on an employee's work assignment or activities and advise the Division Director or Department Head and the Head, Human Resources Department, who will be jointly responsible for working out, if possible, an accommodation to the restrictions.

#### 4. Moving Expenses

When suitable applicants cannot be obtained in the local area, authorization may be obtained to reimburse a new employee for travel and moving expenses (see Section 4.04, *Relocation*, and Section 4.05, *Shipment of Household Goods*). 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 will be made in writing by the Human Resources Department.

### G. EMPLOYEE STARTING PROCEDURES

#### 1. Start Papers

Each new employee must complete and sign all required documents in the Human Resources Department on or before the first day of employment before the individual may be placed on the payroll. Supervisors must not permit a new employee to begin work before these start documents have been properly completed.

#### 2. New Employee Orientation

- a. All new employees, including foreign-national employees, must attend a New Employee Orientation during their first month of employment. Additional safety training is required based on potential hazard and compliance with LBL safety training requirements.

## 2.01 Hiring Policies and Procedures

- b. The Human Resources Department is responsible for ensuring that each new employee is notified of this requirement and scheduled to attend the first New Employee Orientation given by the Human Resources Department.
- c. Division Directors 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 the requirements of this policy are subject to disciplinary or corrective action as described in Paragraph 2.05 B, *Disciplinary and Corrective Action*.

### H. 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 Human Resources Department.

#### 2. Probationary Period

- a. All new career employees, except those in the classification of Police Officer or Police Sergeant, shall serve a probationary period of six months during which their work performance and general suitability for Laboratory employment are carefully evaluated. Individuals hired into term appointments for two years or less and career employees who transfer from another University of California employer without a break in service are not required to serve a probationary period. 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 hired in a classification that they previously held and for which they had completed a probationary period.
- b. Career employees in the classification of Police Officer serve a twelve-month probationary period instead of a six-month period, each month of which must be at 50% time or more, exclusive of time on paid or unpaid leave or in the POST Basic Academy. This twelve-month period is required even though the Police Officer had served a probationary period in another Laboratory or University classification.

Upon promotion of employees in the classification of Police Officer to the classification of Police Sergeant, employees serve a six-month probationary period in the classification of Police Sergeant, exclusive of time on paid or unpaid leave. Employees who were promoted to the classification of Police Sergeant who fail to complete a six-month probationary period shall be retained in the same Laboratory department in the same classification held immediately prior to promotion.

- c. The supervisor shall conduct at least two written performance evaluations during the probationary period (see Paragraph 2.03 B 7, *Probationary Period*). The evaluation should take place:

(1) Not later than the midpoint of the probationary period

(2) Not later than 30 days before 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.

- d. 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

## 2.01 Hiring Policies and Procedures

Paragraph 2.05 B 9, *Release During Probationary Period* (except employees in the classification of Police Sergeant).

- e. An employee who satisfactorily completes the probationary period shall be notified in writing by the supervisor that regular employee status has been attained. Under unusual circumstances, the employee's probationary period may be extended with the concurrence of the Division Director and the Head, Human Resources Department. Such an extension shall be for a specific time not to exceed three months. The employee shall be informed in writing of the reasons for and the period of extension.

### I. EMPLOYMENT OF FOREIGN NATIONALS

#### 1. General

- a. Employment of foreign nationals must be in accordance with Federal Law and Regulations of the Immigration and Naturalization Services. A foreign national is defined as anyone holding a J-1, H-1, or F-1 visa, or Permanent Resident (Immigrant) visa who is hired by the Laboratory. Generally, foreign nationals eligible for employment are those who hold a valid visa and are:
  - Immigrants
  - Non-immigrants who have been authorized to engage in such temporary employment by the Immigration and Naturalization Service
  - Non-immigrant students whose employment is in accordance with Immigration and Naturalization Service regulations and who have the approval of the Office of the Advisors to Foreign Students and Scholars, as required by Campus regulations
- b. Non-immigrants, including students, must have or must agree to acquire minimum health insurance coverage.
- c. The Foreign Visitors Unit should be consulted as early as possible when consideration is being given to employing a foreign national so that a review can be made with regard to visa and proposed financial arrangements and so that any required administrative approval may be obtained.
- d. Employment of foreign nationals at sites other than Berkeley requires specific prior approval from DOE.

#### 2. Posting Procedures for Foreign Nationals

- a. Positions that involve temporary/term appointments of non-immigrants do not require posting. Approved Stock Forms 7600-55440, *Requisition for Personnel*, and recommendations to hire specific individuals who are non-immigrants to fill these requisitions should be forwarded to the Foreign Visitors Unit.
- b. Division requests to hire permanent residents (immigrant-status foreign nationals) will result from normal posting of positions on a competitive basis. Referrals to hire these individuals against posted positions should be forwarded directly to the Employment Office.

### J. UNIVERSITY PATENT POLICY

Contract 98 between the University and DOE requires that all Laboratory employees sign the Contract 98 patent agreement. (See Section 5.03, *Patent Policy*.)

### K. 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. Individuals hired for an indefinite period at indeterminate time (an unspecified number of hours per work period) are not considered career employees and are not eligible for UCRS or PERS (except that previous membership must be continued).

#### 2. Faculty

Some University of California 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 University 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 are appointed for a period of one or more years, renewable as provided in Section 2.07, *Professional Research Staff*.

#### 4. Temporary Employees

Temporary employees are individuals employed to work for less than one year. They are not eligible to join either the UCRS or PERS retirement systems, but may be eligible for health and life insurance benefits (see Section 2.15, *Group Insurance and Voluntary Retirement Plans*). Temporary employees are eligible for worker's compensation, sick leave, and holiday pay. Vacation and court leave apply to temporary employees working 50% time or more who are hired for a minimum of six months.

Temporary employees who are hired to work indeterminate time, i.e., an unspecified number of hours per work period, are only eligible for worker's compensation and, for those months in which they work half time or more, vacation credit. They do not earn sick leave, holiday pay, or paid military leave. See Section 2.15 for an explanation of temporary employees' eligibility for group insurance plans.

#### 5. Graduate Student Research Assistants

Graduate Student Research Assistants (GSRAs) must be registered graduate students of the University of California. University of California rules and regulations pertaining to graduate students in the various disciplines normally apply. GSRAs receive tuition, fee remission, and health insurance benefits as determined by University of California policies and as implemented for graduate student researchers on the individual campuses.

GSRAs are paid a flat monthly salary. They do not accrue vacation or sick leave. They are excluded from Health and Dental Plan benefits and membership in UCRS or PERS, except that previous membership must be continued in UCRS or PERS.

#### 6. Student Assistants

Student Assistants are hired to work an indeterminate-time or fixed-percent-time work schedule. In general, students are hired to work less than 50% time during the academic year and/or full time during the summer or other significant academic breaks. They are eligible for worker's compensation insurance. They must be employed 50% time or more to receive holiday pay. They are not eligible for overtime or

## **2.01 Hiring Policies and Procedures**

shift differential pay or for paid sick leave, paid vacation, paid military leave, or paid court leave. They are excluded from Health and Dental Plan benefits and membership in UCRS or PERS, except that previous membership must be continued in UCRS on PERS.

**SECTION IV**  
**LAWRENCE BERKELEY LABORATORY AFFIRMATIVE ACTION PLAN FOR VIETNAM-  
 ERA/SPECIAL DISABLED VETERANS AND INDIVIDUALS WITH A DISABILITY**  
**TABLE OF CONTENTS**

	<b>Page</b>
<b>TABLE OF CONTENTS</b>	<b>1</b>
<b>PREFACE</b>	<b>3</b>
<b>A. INTRODUCTION</b>	<b>3</b>
<b>B. POLICY STATEMENT</b>	<b>6</b>
<b>C. INTERNAL DISSEMINATION - 741.6(f) &amp; (g) and 250.6(f) &amp; (g)</b>	
Availability of Plan	<b>8</b>
Posters	<b>8</b>
Publications	<b>8</b>
Self-Identification	<b>8</b>
Self-Identification Invitation	<b>9</b>
Privacy Notification	<b>10</b>
Self-Identification Form	<b>11</b>
<b>D. EXTERNAL DISSEMINATION - 741.6(f) and 250.6(f)</b>	
Recruiting Sources	<b>12</b>
Outreach Activities	<b>12</b>
Community Relations	<b>12</b>
Purchase Orders	<b>12</b>
<b>E. RESPONSIBILITY FOR IMPLEMENTING POLICY</b>	
The Director	<b>13</b>
Head, Office of Workforce Diversity	<b>13</b>
Equal Opportunity Administrator	<b>13</b>
Human Resources Director	<b>14</b>
Associate Laboratory Directors	<b>14</b>
Division Directors	<b>14</b>
Laboratory Managers/Supervisors	<b>15</b>
<b>F. ACCOMMODATION - 741.6(d) &amp; (h) and 250.6(d) &amp; (h)</b>	
Job Restructuring	<b>16</b>
Work Policy	<b>16</b>
Work Hours	<b>16</b>
Equipment Modification	<b>16</b>
Rehabilitation and Health Services	<b>17</b>
Training	<b>18</b>
Parking Spaces	<b>18</b>
Facility Modification	<b>18</b>
Disability Accessible Buildings at LBL	<b>19</b>

**G. PERSONNEL PRACTICES AND PROCEDURES - 741 and 250**

<b>Hiring and Promotion</b>	<b>21</b>
<b>Recruiting</b>	<b>21</b>
<b>Job Qualification Requirements</b>	<b>21</b>
<b>Update</b>	<b>21</b>
<b>Benefits</b>	<b>22</b>
<b>Self-Analysis and Internal Audit</b>	<b>22</b>
<b>Data/Records</b>	<b>22</b>

## PREFACE

This is the written Affirmative Action Plan for the employment of individuals with a disability under Section 503 of the Rehabilitation Act of 1973, as amended, and of special disabled veterans and Vietnam-era Veterans under Section 402 of the Vietnam-era Veterans Readjustment Assistance Act of 1974, as amended. This plan sets forth the policies and practices of Lawrence Berkeley Laboratory covering equal employment opportunity for qualified "individuals with a disability," qualified "special disabled veterans," and "Vietnam-era veterans." This document reaffirms the Laboratory's commitment to providing services and reasonable accommodation to employees, regardless of disability or covered veteran status. It is available for inspection by any employee, applicant or compliance agency upon request during normal business hours by contacting the Office of Workforce Diversity.

### A. INTRODUCTION

Lawrence Berkeley Laboratory (LBL) is a multiprogram national research facility operated by the University of California (UC) for the Department of Energy (DOE). In 1993, LBL had over 3500 employees and guests and a total budget of approximately \$261 million supporting a wide range of research activities in fields ranging from high energy physics to energy conservation. The role of LBL as a DOE National Laboratory is to serve the nation and its scientific and educational communities. To do this, LBL operates unique, large research facilities and performs energy related research. Its fundamental mission is to provide national scientific leadership and technological innovation to support the DOE's objectives. The Laboratory and DOE have established the LBL role in the form of a mission:

- Perform leading multidisciplinary research in the energy sciences, general sciences, and biosciences in a manner that ensures employee and public safety and the protection of the environment;
- Develop and operate unique national experimental facilities that are available to qualified investigators: The Advanced Light Source, National Center for Electron Microscopy, 88-Inch Cyclotron, and National Tritium Labeling Facility;
- Educate and train future generations of scientists and engineers; and
- Transfer knowledge and technological innovations and foster productive relationships between LBL research programs and industry.

### LBL'S VISION AND STRATEGIC OBJECTIVES

LBL has undertaken a comprehensive strategic planning effort to define its vision, core competencies, strategic objectives, and implemenatory actions. This process has included assessing its programs and operating context, defining specific issues confronting the future, and addressing both LBL and DOE program objectives. At the same time, LBL has been working with DOE and other national laboratories to define mutual research and development roles to support the DOE mission, planning and quality management initiatives.

LBL's Vision 2000 establishes the overarching goals of the Laboratory's strategic planning effort. It focuses on the DOE as the Lab's primary sponsor, but also establishes a commitment to reaching out and forging new partnerships with industry, academia, and other national laboratories to create value for the economy, enhance education and contribute to the community. The four major goals of Vision 2000 are as follows:

- Distinguish ourselves as a premier DOE multiprogram national laboratory by performing research of the highest scientific quality. Build on our educational and technical resources to gain a competitive advantage for addressing problems of national significance and advancing the mission of the DOE.

- Create value for the economy, enhance education, and contribute to the community through partnerships with industry, universities, and other laboratories.
- Make LBL the location of choice for facilities and programs. Our operational, administrative, and technical resources will integrate seamlessly with the research and engineering programs to make an LBL that works. All of our activities will be conducted with full regard for the environment, health, and safety.
- Commit to developing our people to their fullest potential. We value and seek diversity in our work force. We will create an environment that respects the individual, encourages leadership, stimulates innovation, fosters integrity, and demands excellence.

## CORE COMPETENCIES AND FOUNDATIONS

The ability of the Laboratory to advance its mission depends upon a small number of "core competencies." Recognizing them is the first step in determining how the Laboratory can make the best contributions to the agencies we serve. Core competency is defined as the integration of research disciplines, personnel, skills, technologies, and facilities which produce basic research, applied research, technical advances, and research training. Core competencies can be applied to rapidly changing national needs and new research problems while, at the same time, undergoing evolution themselves. Beyond our core competencies in specific technical areas, there are also several key capabilities that are integrated into, or underlie, many of the core competencies. We refer to these as "foundations" in order to distinguish them from the core competencies. LBL has identified six core competencies and four foundations. They are listed below.

### Core Competencies

- Bioscience and Biotechnology: Structural biology; genome research; bioinstrumentation; molecular cytogenetics; medical imaging; biology of human diseases; biomolecular design.
- Particle and Photon Beams: Analysis and design of accelerators; beam dynamics; high-brightness, ion, and photon sources; advanced magnet design and R&D; high-frequency rf technology; x-ray optics and lithography; induction linacs and neutral beams for fusion energy.
- Characterization and Synthesis of Materials: Advanced spectroscopies and microscopies based on photons, electrons, and scanning probes; ceramics; alloys; heterostructures; superconducting, magnetic, and atomically structured materials; bioorganic synthesis.
- Advanced Technologies for Energy Supply and Energy Efficiency: Subsurface resources and processes; building technologies; electrochemistry; fossil fuel technologies; energy analysis.
- Chemical Dynamics, Catalysis, and Surface Science: Reaction dynamics; photochemistry of molecules and free radicals; surface structures and functions; heterogeneous, homogeneous, and enzymatic catalysis.
- Advanced Detector Systems: Major detectors for high-energy physics, nuclear science, and astrophysics; scientific conception and project leadership; advances in particle and photon detection; implementation of new concepts in detector technology.

In addition, there is an emerging core competency in Environmental Assessment and Remediation. This includes advanced instrumentation and methods for environmental characterization and monitoring; human health and ecological risk assessment; indoor air quality; subsurface remediation of contaminants; geologic isolation of high-level nuclear waste; and actinide chemistry.

## Foundations

- National Research Facilities: Advanced Light Source; National Center for Electron Microscopy; 88-Inch Cyclotron; National Tritium Labeling Facility.
- Computation and Information Management: High-speed networking and distributed computing; processing and analysis of scientific images; data-acquisition and analysis systems; scientific information systems; database technology.
- Engineering Design and Fabrication Technologies: Custom integrated circuits; integrated accelerator systems; superconducting magnet assemblies; insertion devices for synchrotron radiation; large-volume semiconductor detector technology; laboratory automation; advanced CAD/CAM facilities for large systems; facilities for materials processing and fabrication.
- Education of Future Scientists and Engineers: Undergraduate, graduate, postdoctoral, and faculty involvement in scientific and engineering research through close ties with the University of California system; educational programs for elementary schools, high schools, and colleges.



## LAWRENCE BERKELEY LABORATORY ADMINISTRATIVE MEMO

# POLICY AND PROCEDURE

January 10, 1994

Vol. XX No. 3

### DIRECTOR'S EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

*This supersedes Policy and Procedure memorandum Volume XVTV, No. 8, dated February 4, 1993.*

I am personally committed to the Laboratory's Equal Opportunity and Affirmative Action programs. It is my expectation that managers and supervisors, at all levels, be familiar with the Affirmative Action Plan and relevant Laboratory policies, and assume responsibility for following them in all personnel actions. Managers and supervisors also are expected to cooperate fully with the Human Resources Department so that all employment policies are implemented consistent with federal and state laws and University of California policy. Providing support to our EEO/AA Program is a necessary and vital part of every manager's and supervisor's job at LBL.

The policy of the Lawrence Berkeley Laboratory is to ensure equal employment opportunity to all employees and job applicants. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer related) as defined in Section 12926 of the California Government Code, status as a Vietnam era veteran or special disabled veteran or, within the limits imposed by the law, DOE or University regulations, because of age or citizenship. This applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment. The Laboratory's policy is to take affirmative action for minorities and women, for persons with disabilities, and for Vietnam-era veterans and special disabled veterans.

I have designated the Head of LBL's Work Force Diversity Office, Harry Reed, as the Laboratory's Equal Employment Opportunity Officer. The Equal Opportunity Administrator, Eileen Kraskouskas, reports to Mr. Reed and has the responsibility for preparing the Laboratory's Affirmative Action Plan, monitoring all of its personnel actions and for compliance with EEO/AA rules and regulations. The Laboratory's Diversity Committee whose membership represents the wide range of LBL employees, advises me on diversity in the Laboratory's workforce.

If employees have comments or concerns relative to EEO/AA they are encouraged to contact their manager, the Human Resources Department or the Work Force Diversity Office. No employee shall be subject to reprisal or retaliation as a result of their comments or concerns.

Charles V. Shank  
Director

DISTRIBUTION: LEVEL 1- All Employees

### **C. INTERNAL DISSEMINATION OF POLICY**

**741.6(f) & (g) and 250.6(f) & (g)**

To ensure that all employees know of the Affirmative Action Programs, the Laboratory disseminates its policy in a variety of ways, including the following:

#### **Availability of Plan**

This written Affirmative Action Plan for Vietnam-era/Special Disabled Veterans and Individuals with a Disability is available for inspection by any employee or applicant for employment upon request during regular business hours at the Office of Workforce Diversity. A copy of the plan is distributed to each Division Director.

#### **Posters**

At several locations, EEO/AA notices are posted in areas where they can readily be seen by employees and job applicants. Among these notices are (a) the U.S. Department of Labor poster labeled OFCCP-1420 which informs applicants and employees in English and in Spanish of employment rights of individuals with a disability and Vietnam-era/special disabled veterans, (b) the U.S. Equal Employment Opportunity Commission's poster "Equal Employment Opportunity is the Law," (c) Department of Fair Employment and Housing poster in English and Spanish prohibiting discrimination in employment (DFEH 162), and (d) the Laboratory Director's Equal Employment Opportunity/Affirmative Action Policy Statement.

#### **Publications**

The commitment to affirmative action is publicized by setting forth the policy statement in the quarterly in-house organ *LBL Research Review*, and materials/publications used for recruitment purposes.

The Vocational Rehabilitation Program is described in the *Regulations & Procedures Manual* which includes information on special selection procedures for employees with a disability.

#### **Self-Identification Invitation and Form**

All employees who believe themselves to be covered by either the Rehabilitation or the Readjustment Assistance Acts are invited to identify themselves voluntarily. All applicants receive a self-identification form along with the employment application. On an annual basis, an invitation for employees to self-identify is mailed through the internal mail system to all employees by the Office of Workforce Diversity. The information provided is kept confidential, except that supervisors may be informed regarding restrictions on duties and appropriate accommodations. First aid and safety personnel may be informed, where appropriate, if a condition might require emergency treatment, and government officials investigating the Laboratory's compliance with relevant affirmative action regulations shall be informed. A copy of the self-identification invitation and form sent in December 1993 follows. As of January 18, 1994, the Laboratory population includes 166 Vietnam-era Veterans, 8 disabled Veterans and 38 individuals with a disability.

LAWRENCE BERKELEY LABORATORY  
Office of the Director

November 30, 1993

TO: ALL LBL EMPLOYEES

SUBJECT: Employee Information for Individuals with a Disability, Special Disabled Veterans, and Vietnam-era Veterans

As a federal government contractor, LBL is required to take affirmative action to hire and promote, qualified individuals with a disability, special disabled veterans, and veterans of the Vietnam era. In order to fulfill this annual requirement, we invite all employees to self-identify if they fall into any of these categories. This information is voluntary and declining to provide it will not subject an employee to discharge or disciplinary treatment.

If you wish to identify yourself in any of these categories, as defined on the attached survey sheet, please complete it and follow instructions for returning this self-identification form to Eileen Kraskouskas. If you do not wish to identify yourself or if this request is not applicable to you, you need not return the attached sheet. If you have returned this form in the past and your status is the same, you need not complete the form again.

The information supplied shall be kept confidential. Supervisors, however, may be advised of disability-related problems that disabled employees encounter on the job. If a disabling condition requires special treatment, appropriate first aid and safety personnel may be notified. The information may also be made available to government officials investigating LBL's compliance with federal affirmative action regulations, and to LBL's administration on a need-to-know basis.

I urge your cooperation in supplying the information requested and returning this form to Eileen Kraskouskas, MS, 90-1042 by December 13, 1993. If you have any questions, please contact her at extension 6588.

Charles V. Shank  
Director

Level 1  
Attachments

## PRIVACY NOTIFICATION

The State of California Information Practices Act of 1977 requires the Lawrence Berkeley Laboratory to provide the following notification to individuals who are asked to supply personal information:

The Laboratory requests information on this form for use by various Laboratory organizations for personnel and other related administrative purposes.

The Equal Opportunity Administrator is responsible for maintaining the information contained on this form. University policy and State statutes authorize the maintenance of this information.

Furnishing the requested information is voluntary, but failure to provide all or part of the information may result in an inability to complete administrative action necessary to provide your benefits and rights as an employee of the Laboratory.

The information furnished by you may be used by the Laboratory staff responsible for personnel and other related purposes. The information may be furnished to third parties, including State and Federal officials, as required by law.

You have a right to review your own records in accordance with Laboratory policy. Information on this policy may be obtained from the Laboratory's Personnel Department.



## LAWRENCE BERKELEY LABORATORY

### 1994 SELF-IDENTIFICATION FORM FOR INDIVIDUALS WITH A DISABILITY SPECIAL DISABLED VETERANS AND VIETNAM-ERA VETERANS

IF YOU WISH TO IDENTIFY YOURSELF AS A PERSON WITH A DISABILITY, A SPECIAL DISABLED VETERAN, OR A VIETNAM-ERA VETERAN, CHECK THE APPROPRIATE CATEGORY AND SUPPLY THE ADDITIONAL INFORMATION REQUESTED. (IF YOU HAVE RETURNED THIS FORM IN THE PAST AND YOUR STATUS IS THE SAME, YOU NEED NOT RETURN IT AGAIN).

Last Name	First Name	Middle Initial	Employee Number
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Division	Job Class. & Number	Start Date
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#### INDIVIDUAL WITH A DISABILITY

A person who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such an impairment.

#### SPECIAL DISABLED VETERAN

A veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Veterans' Administration for a disability (1) rated at 30 percent or more, or (2) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 1506 of Title 38, U.S.C. to have a serious employment disability; or a person who was discharged or released from active duty because of a service-connected disability.

#### VIETNAM-ERA VETERAN

A veteran, any part of whose active military, naval, or air service was during the period August 5, 1964 through May 7, 1985, who: (i) served on active duty for a period of more than 180 days and was discharged or released therefrom with other than a dishonorable discharge, or (ii) was discharged or released from active duty because of a service connected disability.

If you checked SPECIAL DISABLED VETERAN and/or INDIVIDUAL WITH A DISABILITY, please answer the following questions.

Many disabled people adapt to their jobs in special ways. Please describe the special methods, skills, procedures and equipment that enable you to perform your duties at LBL.

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What can LBL do to help you perform your job with greater ease and safety? Please describe any special provisions that would be helpful. These may include changes in physical layout of your work area, equipment, different tasks, as well as other considerations.

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MAIL TO EILEEN KRASKOUSKAS AT BLDG. 90-1042

## **D. EXTERNAL DISSEMINATION OF POLICY**

The Laboratory disseminates its affirmative action policies through the following practices:

### **Recruiting Sources**

The Laboratory enlists numerous recruiting sources (including the state Employment Development Department, state vocational rehabilitation agencies, educational/training agencies, and organizations of or for individuals with a disability and veterans) to assist in implementing this program of providing employment opportunities for Vietnam-era veterans, qualified individuals with a disability and qualified special disabled veterans, whether or not they are currently in the labor force. Representatives of the various recruiting sources are briefed by the Human Resources Department via telephone communications and mail campaigns. Many of these agencies and organizations receive the *Current Job Opportunities* listing to encourage the referral of qualified individuals with a disability and covered veteran applicants.

### **Outreach Activities**

To augment its efforts related to the employment and advancement of qualified individuals with a disability and special disabled/Vietnam-era veterans, the Laboratory conducts outreach through job opportunities publications, on-site visits, etc. One example from 1993 was the Administrative Division's efforts in the area of outreach. This Division contributed souvenir items and employment information to the 1993 Youth Leadership Forum, sponsored by the California Governor's Commission for Employment of Disabled Persons. At this forum 63 young men and women with disabilities came together, from August 2-5, 1993, in Sacramento.

### **Community Relations**

Advice and technical assistance on proper placement, training, and accommodation possibilities for qualified workers with a disability are sought from the State of California Department of Rehabilitation and social service agencies and nonprofit organizations like the Center for Independent Living that serve individuals with disabilities. For example, for advice on assistive devices and sign language interpreters for hearing-impaired employees or applicants, the Laboratory utilizes the services of the Deaf Counseling Advocacy and Referral Agency (DCARA) and the San Francisco Rehabilitation Center.

### **Purchase Orders**

To ensure all its subcontractors and suppliers know of and prescribe to its policy, the Laboratory, consistent with the requirements of the regulations implementing Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, and Section 402 of the Vietnam-era Veterans Readjustment Assistance Act of 1974, has incorporated clauses in its procurement documents (including requests for quotations, purchase orders, and subcontracts) that prohibit unlawful discrimination, promote equal employment opportunity and affirmative action in employment for women, minorities, persons with a disability, and special disabled and Vietnam-era veterans, and encourage utilization of small businesses owned and controlled by socially and economically disadvantaged individuals.

## **E. RESPONSIBILITY FOR IMPLEMENTING POLICY**

### **The Director**

The Director of the Lawrence Berkeley Laboratory has overall responsibility for implementation of the equal employment opportunity/affirmative action policy that encompasses the entire Laboratory. He issues over his signature the Equal Employment Opportunity/Affirmative Action Policy Statement that is disseminated to all employees and that is reflected in the hiring procedures and policies section of the *Regulations & Procedures Manual*. This Policy Statement makes it clear that implementation of the EEO/AA program is a shared management responsibility.

### **Head of the Office of Workforce Diversity**

The Head for the Office of Workforce Diversity has been designated by the Director as the Laboratory's Equal Employment Opportunity Officer (EEOO). In conjunction with the Equal Opportunity Administrator, the EEOO develops and communicates policy and monitors the application of the institution's EEO/AA policy by all units within the organization. The Associate Laboratory Director for Administration oversees the activities of the Human Resources Department whose various units are charged with the day-to-day implementation and monitoring of the Laboratory's policies.

### **Equal Opportunity Administrator**

The Equal Opportunity Administrator (EOA) is responsible for the auditing and implementation of the Laboratory's affirmative action program. All internal and external communications regarding LBL's affirmative action program are authorized by the EOA whose duties include the following:

- Developing internal and external communication techniques.
- Helping to identify problem areas and monitoring the achievement of objectives through meetings with the Laboratory Director, the EEO Officer, Associate Laboratory Directors, Division Directors, and the Human Resources Director.
- Assisting Division management in the development, auditing, implementation, and maintenance of the Laboratory's affirmative action program, and providing technical assistance to the Director, Associate Laboratory Directors, Division Directors, and Department and Section Heads to these ends.
- Developing and implementing the Laboratory's audit and reporting systems to monitor the effectiveness of the affirmative action program.
- Advising management where institutional policies need modification and to what degree institutional objectives have been attained.
- Serving as liaison between the Laboratory and organizations concerned with employment opportunities for women, minorities, individuals with a disability, special disabled veterans, and Vietnam-era veterans.
- Assisting the Human Resources Department and the Laboratory's Divisions in outreach recruitment of women, minorities, individuals with a disability, special disabled veterans, and Vietnam-era veterans.
- Preparing and maintaining the Laboratory's Affirmative Action Plan.

- Advising supervisors of the necessity to ensure fairness and equality in administering all personnel actions.
- Acting as liaison between the Laboratory and enforcement agencies.
- Clarifying the spirit and intent of EEO/AA laws and regulations and keeping management advised on the latest developments in all areas of equal employment opportunity and affirmative action.
- Maintaining oversight responsibilities for reviewing the progress, quality, and integrity of the development of the Affirmative Action Plan.
- Continuing to bear primary responsibilities for community relations and liaison with local and national organizations concerned with the employment of women, minorities, individuals with a disability, special disabled veterans, and Vietnam-era veterans.

#### **Human Resources Director**

The Human Resources Director, with respect to the Laboratory's affirmative action program, is responsible for:

- Gathering and maintaining records/data on personnel actions.
- Helping management meet its hiring objectives through working closely with women and minority recruiting sources, State employment offices, and rehabilitation and service centers.
- Advising all recruitment sources on the Laboratory's equal employment opportunity/affirmative action policy.
- Placing recruitment advertisements in publications likely to be read by women, minorities, individuals with a disability, special disabled veterans, and Vietnam-era veterans.
- Administering all training and development programs.
- Providing information to new employees on the Laboratory's EEO/AA program and its objectives.
- Reviewing the job requisitions used by the Laboratory to ensure that they reflect actual job requirements.
- Monitoring applications, interviews, offers of employment, wage commitments, and any other terms and conditions of employment for consistency with Laboratory policies.
- Providing career counseling.
- Administering policies and procedures in the resolution of employee problems or complaints.

#### **Associate Laboratory Directors**

Responsibilities for the Associate Laboratory Directors for Operations, for the Administration Division and for the Office of Planning and Development include following and ensuring the implementation of all Laboratory policies, including nondiscrimination and affirmative action policies.

#### **Division Directors**

The Division Directors are responsible for informing supervisors and managers that their equal employment opportunity/affirmative action efforts and results will be considered in their yearly performance review.

Other responsibilities of the Division Directors in implementing the affirmative action policy in the Divisions include the following:

- Apprising department/section/unit heads, supervisors, and employees of LBL's policies and ascertaining that these policies are being followed.
- Assisting with the identification of problem areas and initiating/correcting divisional, departmental, and unit objectives.
- Holding meetings with the Division's department/section/unit heads to review the effectiveness of activities directed toward accomplishing affirmative action objectives.
- Supporting the Human Resources Department in developing recruitment strategies for attracting women, minorities, individuals with a disability, special disabled veterans, and Vietnam-era veterans.
- In conjunction with the Human Resources Department ensuring that training programs, where appropriate, are made available to Division employees.
- Periodically reviewing the qualifications of Division employees to ensure that women, minorities, individuals with a disability, special disabled veterans, and Vietnam-era veterans are given full opportunity for transfer and promotion.
- In conjunction with the Human Resources Department and the Office of Workforce Diversity, utilizing existing procedures for the informal resolution of EEO/AA-related employee complaints.
- Ensuring that each Division is in compliance with regard to the proper display of posters, non-segregation of facilities, and participation by female, minority, disabled, special disabled veteran, and Vietnam-era veteran employees in all Laboratory-sponsored educational, training, recreational, and social activities, as appropriate.

#### **Laboratory Managers/Supervisors**

Supervisors' work performance is evaluated, in part, on the basis of the equal employment opportunity/affirmative action efforts and results, as well as on other criteria. In the *Regulations & Procedures Manual*, Section 2.03B (6), each supervisor or manager in a Laboratory management position is apprised that his/her evaluation will include a review of his/her bona fide efforts in meeting commitments to equal employment opportunity and affirmative action. During training sessions and in other forums, supervisors are reminded of the responsibility to be familiar with and comply with all sections of the *Regulations & Procedures Manual* as well as the various collective bargaining agreements.

**F. ACCOMMODATION**  
**741.6(d) & (h) and 250.6(d) & (h)**

The Laboratory will continue to make reasonable accommodations to the limitations of employees or applicants with a disability unless such an accommodation would impose undue hardship on the conduct of business, taking into account business necessity and financial cost and expense. The following are examples of accommodations that have been made:

**Job Restructuring**

The Laboratory will accommodate an employee with a disability by carefully reviewing the employee's abilities and making every reasonable effort to provide appropriate accommodation so that the employee can fulfill the essential functions of his or her present position.

**Work Policy**

LBL's Modified Work Policy defines the role of the supervisor and the department head in effecting the injured worker's return to full duty with the assistance of the Vocational Rehabilitation Coordinator and Health Services.

**Work Hours**

It is the Laboratory's policy to make flexible working hours available to all employees through the implementation of flextime which allows employees to redistribute their work hours within a framework defined by management. Flextime makes it possible for the Laboratory to accommodate the special needs of employees with a disability (i.e., time off for rehabilitative treatment or therapy).

**Equipment Modification**

A purchase order was initiated in FY '83 and has been renewed annually to provide interpreting services for hearing-impaired LBL employees and job applicants. This blanket purchase order utilizes the services of the Deaf Counseling, Advocacy and Referral Agency (DCARA). Upon request, DCARA will send out an interpreter and will bill the Laboratory by the hour.

Providing such a service complies with the requirements of the Rehabilitation Act of 1973 which specifies that a contractor must make "reasonable accommodation" to the physical and mental limitations of employees or job applicants with a disability, unless the contractor can show that the accommodations would create an undue hardship on the business.

- **Phonic Ear System.** The Phonic Ear system is intended to accommodate disabled employees and visitors by making the Building 50 Auditorium accessible to those who are hearing-impaired. The Phonic Ear system is designed to amplify sounds for those with hearing impairments. The system is portable and can be used in other rooms. The availability of amplification units is included in each Building 50 Auditorium program announcement.
- **Disabled Lift.** For use by persons with a disability for access from the parking lot to the Cafeteria and Building 70. Employees with a disability may request keys from Division Administrators, the Cafeteria Manager, and maintenance personnel. A lock-box containing keys has been installed at the lift-site. In the event that a person with a disability arrives by car and does not have a key, the person can call University Campus Police and an officer will respond to provide assistance.
- **Telecommunications Devices for the Deaf.** Telecommunications Devices for the Deaf (TDD), acquired by the Laboratory several years ago, are now being used by hearing impaired employees. When a person is making a telephone call, the phone receiver is placed on the TDD and a signal is carried over the telephone lines. The person being called is alerted when the light on the device goes on. The message can be read either

from an LCD display or printout of the conversation. By having the TDD's available, hearing-impaired employees can call in for themselves to report absences or convey other necessary information to their supervisors; conversely, they can be reached at home, if necessary.

### **Rehabilitation and Health Services**

The LBL Vocational Rehabilitation Program provides counseling, vocational evaluation, job modification, job transfer, retraining and trial return to work services to employees who are disabled in a way that interferes with their ability to perform their job. The Laboratory provides a special fund for the rehabilitation of employees disabled by non-industrial injuries and coordinates with its worker's compensation carrier in industrial-related situations.

The Vocational Rehabilitation Coordinator is available to employees in need of services and to their departments for consultation in the specifics of reasonable accommodation and program services. Outside rehabilitation specialists are utilized when necessary in the rehabilitation effort where formal job analysis and vocational counseling are indicated. All related services within the Laboratory contribute to the rehabilitation effort with the primary focus being on accommodating the employee with a disability within the Laboratory community.

- **Disability Management Committee.** A Vocational Rehabilitation Committee was formed in FY '81 and was recently renamed the Disability Management Committee. It continues to function on an ad hoc basis in order to provide a means for the rehabilitation of employees who are disabled in a way that substantially limits their work activities. This represents the Laboratory's commitment to keep workers with a disability on the job. Vocational rehabilitation may include such accommodations as job modification, job transfer, retraining, and trial employment. The team approach ensures the application of all available resources at the Laboratory to the vocational rehabilitation effort. The LBL Disability Management Committee includes representatives from Health Services, Employee/Labor Relations, Equal Opportunity Administrator, Benefits, Risk Management, Plant Engineering and Environmental Health & Safety as well as ex-officio members from the Office of the President Vocational Rehabilitation Services and external agencies. Referrals are made by Health Services, the Risk Manager or the disabled employee's department.
- **ADA Accommodation Fund.** LBL has made a significant investment this year in keeping individual employees with disabilities on the job utilizing the ADA Accommodation Fund. Types of accommodations have included major bathroom modifications, a specially fabricated work station, electronic door openers, designated parking spaces, telesensory devices, wheelchair ramps, various special appliances, and a contract with a disability paratransit shuttle service.
- **Special Selection Procedure.** LBL has initiated a special selection procedure which provides employees who can no longer perform their usual and customary duties due to medical reasons with a 90 day preferential access to open positions for which they are qualified. The procedure involves a coordinated effort between Vocational Rehabilitation and Staffing for both non-industrial and industrially related cases.
- **Vocational Rehabilitation Chair Program.** To better accommodate employees returning to work who could be helped by the temporary use of an orthopedic chair, the Vocational Rehabilitation Coordinator (VRC) and a representative of Health Services identified and purchased a secretarial and executive model orthopedic chair to loan to employees with special needs. Exceptional needs are referred to a vendor with a wide selection of ergonomic chairs so that the employee can choose the best chair for his/her needs.

Arrangements were made with the LBL Purchasing Department to keep the VRC informed of any departmental requests for the purchase of special chairs for employees with permanent accommodation needs. This arrangement has served to ensure the uniformity in quality and appropriateness of the chairs being purchased and also gives the VRC the opportunity to assist the employee with any additional needs.

- **Employee Assistance Program.** The Laboratory Employee Assistance Program is available to all employees and provides confidential counseling for all kinds of problems, including those relating to divorce, family, alcohol, drugs, finances, job-related concerns, anxiety, depression, stress, and interpersonal relationships at work.

When an employee requests help with an alcohol or drug problem, the Laboratory grants sick leave for participation in approved rehabilitation programs. The Laboratory maintains a medical service facility to treat injuries and minor ailments and to advise employees on conditions that should be discussed with or treated by an outside physician. Other health services are provided by the Laboratory and are described in the *Employee Handbook and Regulations & Procedures Manual*.

### **Training**

A supply of two excellent videos dealing with attitudes toward people with disabilities and practical examples of accommodations have been purchased and loaned out to departments and division personnel administrators.

### **Shuttle Buses**

Two new on-site shuttle buses bought in 1993 were purchased with disabled access as a required feature. These buses have been delivered and will be put into service shortly.

### **Parking Spaces**

At some locations, there are parking spaces identified as reserved for persons with a disability. In addition, reserved parking privileges for employees with a physical disability may be authorized by the Laboratory's Parking Committee when the need is verified by LBL's Health Services staff.

### **Facility Modification**

Buildings have been selected as representative of dense population centers having high disabled occupancy potential. Initial priorities were then established for more detailed studies of key areas of the Laboratory to develop scope and budget cost estimates for specific projects as candidates for funding.

In the early eighties, Kurtzman and Kodama, Architects and Planners, submitted a detailed survey of Buildings 50, 50A, 50B, 70, and 70A with recommendations for "Modifications for the Disabled" proposed as candidate projects.

Since the program's inception, both capital and non-capital funds have been appropriated to accomplish the needed improvements. Other Laboratory funds, as they become available, are used to carry out priority recommendations for non-capital projects.

The LBL Reception Center opened in April, 1993. The building was made ADA compliant, from access to the building to access to restroom facilities, as part of the remodeling project.

In FY 1994 the Laboratory will improve the accessibility of the Building 50 auditorium.

The Facilities Department is responsible for design and review of new buildings, additions, and modifications, with emphasis on barrier-free designs, and the documentation required for preliminary proposals submitted to DOE for project authorization.



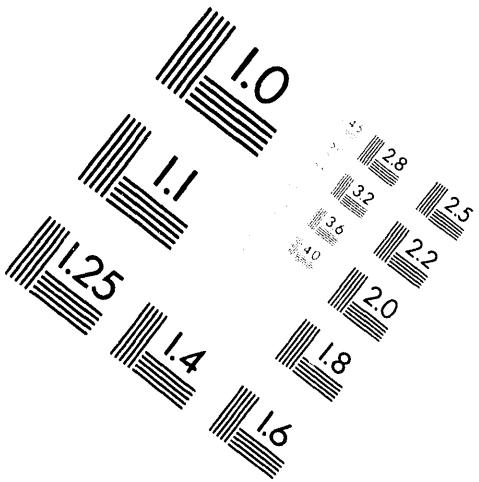
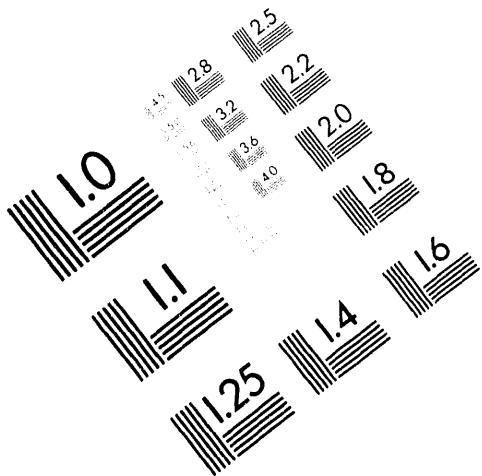
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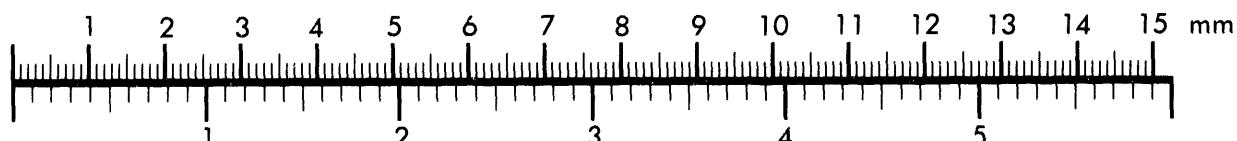
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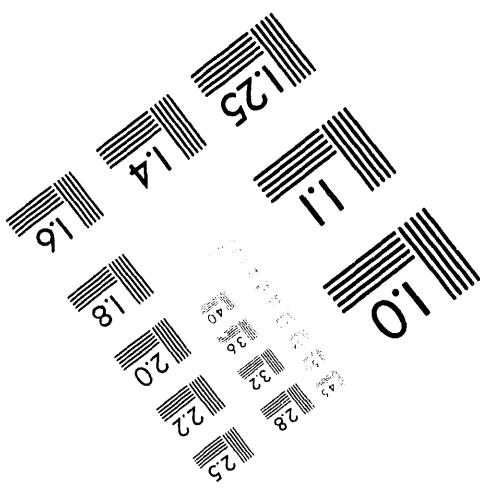
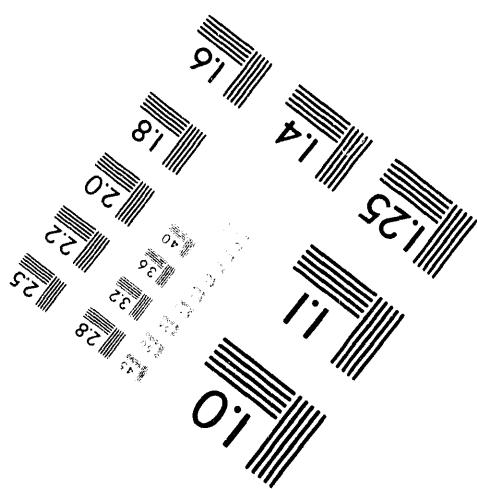
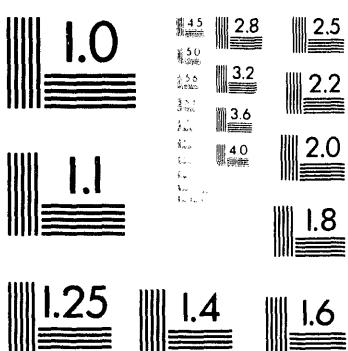
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## **Disability-Accessible Buildings at LBL**

Completed projects covering new facilities and modifications to existing facilities designed to meet the then current barrier-free access requirements for persons with a disability are shown below:

1. Building 2 - Access, Toilets and Parking
2. Building 3 - Access, Toilets and Parking
3. Building 16 Addition - Access
4. Building 29 - Trailers - Access, Toilets and Parking
5. Building 44A and 44B Trailers - Access
6. Building 46 - Second Floor (North end) - Access, Toilets and Parking
7. Building 46A - Access, Toilets and Parking
8. Building 48 Fire Station - Access, Toilets and Parking
9. Building 50A, 50B, 50E, and 50F - Access, Parking and Toilets. Plus Access to Auditorium
10. Building 50A Terrace - Access and Parking
11. Building 50A, 50B, 55, 70A, 72 and 90, - Elevator Improvements and Control Panels
12. Building 50C - Access and Parking
13. Building 50D - Access, Toilet and Parking
14. Building 51 - Access and Toilet
15. Building 55 - Access, Toilets and Parking
16. Building 55 Addition - Access, Toilets and Parking
17. Building 65 - Bus Shelter and Access
18. Building 65 - Data Processing Services - Access, Toilets and Parking
19. Building 65 - Visitor's Center - Access, Toilets and Parking
20. Building 71 Second Floor - Access
21. Building 75B - Access, Toilets and Parking
22. Building 90 - Access, Toilets and Parking
23. Building 90 Trailer Complex - Access, Toilets and Parking
24. Building 934 - Access and Toilet
25. LBL Shuttle Buses - Two modified for access

26. Telephone Access - Various locations at the Laboratory
27. Building 26 - Health Services - Access and Parking
28. Building 46 - Access
28. Building 54 - Cafeteria - Access, Toilets and Parking
30. Building 55 - Second Floor Addition - Access, Toilets and Parking
31. Building 70 - Access and Parking
32. Building 70 Addition - Second Floor Offices - Access, Toilets and Parking
33. Building 70A - Access, Toilets and Parking
34. Building 72 - ARM Support Laboratory Addition - Access, Toilets, and Parking
35. Building 77 - Access and Women's Toilet
36. Building 72 - ARM Addition - Access, Toilets, and Parking in Support Laboratory
37. Building 74 - Laboratory Addition - Access and Parking
38. Building 70 - Addition, Second Floor Laboratories - Access
39. Building 83 - Access, Toilets and Parking
40. Building 69 - Access, Toilets and Parking
41. Building 77A - Phase I Access and Parking
42. Building 62 - Access, Toilets and Parking
43. Building 31 - Access, Toilets and Parking
44. Building 66 - Access, Toilets and Parking
45. Building 51N - Access and Parking
46. Building 46 - Toilet
47. Building 936 - Access, Toilets and Parking
48. Building 26 Addition - Access, Toilets and Parking
49. Building 6 Light Source Addition - Access, Toilets and Parking
50. Building 65 Reception Center - Access, Toilets

Construction or modifications in progress or planned for removing barriers for individuals with a disability include:

1. Building 50 Auditorium - Access, Toilets and Parking

## **G. PERSONNEL PRACTICES AND PROCEDURES**

**741 and 250**

In addition to the activities previously mentioned, the Laboratory has utilized and will continue to utilize the following measures to promote equal employment opportunity/affirmative action for qualified individuals with a disability and qualified special disabled veterans and Vietnam-era veterans.

### **Hiring and Promotion**

The Laboratory has reviewed its personnel processes and determined that the present procedures ensure careful, thorough, and systematic consideration of the job qualifications of known qualified individuals with disabilities and qualified special disabled veterans and Vietnam-era veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available. Personnel practices and procedures do not stereotype individuals with a disability, special disabled veterans or Vietnam-era veterans in a manner which would limit their access to jobs for which they are qualified. Further, in determining the qualifications of a covered veteran, LBL will consider only that portion of the military record relevant to the specific job qualifications for which the veteran is being considered.

### **Recruiting**

Appropriate outreach and positive recruitment activities are being undertaken. The Laboratory will continue to enlist the assistance and support of appropriate recruiting sources (including state Employment Development Department, vocational rehabilitation agencies or facilities, college disabled students' placement offices, educational/training agencies, and organizations of or for individuals with a disability, special disabled veterans, and Vietnam-era veterans). Examples of the Laboratory's recruitment sources for individuals with a disability and special disabled veterans include: Deaf Self Help, The Center for Independent Living, San Francisco Rehabilitation Center, Rehabilitation Services of Northern California, and the Department of Rehabilitation. The Laboratory has joined with the Berkeley Veteran's Assistance Center, Swords to Plowshares (San Francisco), Veva (Oakland), the EDD Disabled Veteran's Outreach Program (Berkeley), and other veterans organizations in an effort to recruit veterans for positions.

Outreach Recruitment efforts have resulted in direct contact with various agencies representing individuals with a disability, special disabled veterans and Vietnam-era veterans. LBL Staffing Specialists coordinate recruitment efforts for individuals with a disabilities, special disabled veterans and Vietnam-era veterans to ensure that pre-employment problems in interviewing, accommodation issues, and job analyses and restructuring are adequately addressed.

### **Job Qualification Requirements.**

On an ongoing basis, as job requisitions are received, Human Resources Department staff reviews the physical and mental qualification requirements of each position to ensure that qualifications are job-related and are consistent with business necessity and the safe performance of the job. As required by the Americans with Disabilities Act, all job postings identify essential and marginal job requirements.

### **Update**

This Affirmative Action Program shall be reviewed and updated annually. If there are any significant changes in procedures, rights or benefits as a result of the annual updating, those changes will be communicated to employees and applicants for employment.

### **Benefits**

Employees who are special disabled veterans, Vietnam-era veterans or who have disabilities receive the same benefits as other employees.

### **Self-Analysis and Internal Audit**

The Human Resources Department regularly reviews job requisitions to ensure that all stated physical or mental job requirements are job-related and are consistent with business necessity and the safe performance of the job.

### **Data/Records**

The Laboratory captures and can identify personnel actions of the disabled and special disabled/Vietnam-era veteran applicants and employees. The Laboratory maintains records of complaints involving employees with disabilities, special disabled veterans, and Vietnam-era veterans for at least one year.

#### **DISCLAIMER**

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