Legacy Adverse Impact Reports

Version 3.4

BERKSHIRE ASSOCIATES INC.
Your Partner in Human Resources and Affirmative Action

Legacy Adverse Impact Reports

Legacy reports are based on OFCCP guidance or requirements for earlier plan years.
A report example is shown each for a positive and a negative employment action.

Adverse Impact Analysis for Promotions Traditional

Adverse Impact Detail for Promotions Traditional

The Adverse Impact Detail for Promotions report and the accompanying Detail are **not required** elements of an Affirmative Action plan. The selection rates for promotion of minorities versus whites, and females versus males, are analyzed to determine if potential adverse impact exists for minorities or females, respectively.

If the adverse impact is considered statistically significant, the report will show YES for the Significant? box.

Note: Accordingly, Traditional Adverse Impact can be displayed on the Plan Summary, by accessing **Select Reports >** **Communication** report group settings:

Communication Report Group

Plan Summary

- **Overall** –
  - Run for Minorities/Females (default) OR
    Run for protected classes selected in plan settings
  - Select personnel activities (Applicant, New Hire, Termination, and Involuntary Termination are default)
- **Incumbency vs. Estimated Availability** and **Adverse Impact** –
  - Show all groups
  - Show groups w/ goals (default)
  - Show groups w/ significant goals (i.e., adverse impact must be statistically significant)
- **Adverse Impact** –
  - Show Adverse Impact by Favored Group (default)
  - Show Traditional Adverse Impact
  - Do Not Show Adverse Impact
- **Recruitment Areas** – Hide Recruitment Areas (default)

Adverse Impact for Promotions

For Period: 1/1/2008 to 12/31/2008

2B		Mid Level Professionals
	Min	Fem
Adverse Impact?	NO	NO
Selection Ratio	0.85	1.45
Statistical Value		
Significant?	NO	NO

2C		Entry Level Professionals
	Min	Fem
Adverse Impact?	YES	NO
Selection Ratio	0.52	1.68
Statistical Value	0.700	
Significant?	NO	NO

4A		Sales Workers
	Min	Fem
Adverse Impact?	YES	NO
Selection Ratio	0.00	2.67
Statistical Value	1.000F	
Significant?	NO	NO

5A		Senior Level Clerical
	Min	Fem
Adverse Impact?	YES	YES
Selection Ratio	0.00	0.10
Statistical Value	0.757	2.076
Significant?	NO	YES

Infin - indicates that the denominator was zero

"--" indicates that the result could not be calculated

* Standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups under 30, scores are marked with "F" and use Fisher's Exact test. "F" scores of .025 or less are generally regarded as statistically significant.

Adverse Impact Detail for Promotions

For Period: 1/1/2008 to 12/31/2008

by Race

Detail is available by race and gender.

2B	Mid Level Professionals		
	Total	Min	Wht
Selected	7	1	6
Pool	73	12	61

2C	Entry Level Professionals		
	Total	Min	Wht
Selected	11	1	10
Pool	62	10	52

4A	Sales Workers		
	Total	Min	Wht
Selected	2	0	2
Pool	22	1	21

5A	Senior Level Clerical		
	Total	Min	Wht
Selected	2	0	2
Pool	33	7	26

Grand Totals			
	Total	Min	Wht
Selected	22	2	20
Pool	190	30	160

The selection rate of minorities can be found by dividing the number of minorities selected by the number of minorities in the pool (of employees) in the job group. The same is done for the non-minorities or whites.
Adverse impact is then determined by dividing the minority selection rate by the non-minority or white selection rate.

Adverse Impact Analysis for Terminations Traditional

Adverse Impact Detail for Terminations Traditional

The Adverse Impact Analysis for Terminations Traditional report and the accompanying Detail are **not required** elements of an Affirmative Action plan. The selection rates for terminations of minorities versus whites, and females versus males, are analyzed to determine if potential adverse impact exists for minorities or females, respectively.

If the adverse impact is considered statistically significant, the report will show YES for the Significant? box.

Adverse Impact Detail for Terminations

For Period: 1/1/2008 to 12/31/2008

1C		Entry Level Management
	Min	Fem
Adverse Impact?	YES	NO
Selection Ratio	0.50	2.04
Statistical Value	0.644	
Significant?	NO	NO

2A		Senior Level Professionals
	Min	Fem
Adverse Impact?	YES	NO
Selection Ratio	0.26	Infin
Statistical Value	1.060	
Significant?	NO	--

2B		Mid Level Professionals
	Min	Fem
Adverse Impact?	YES	YES
Selection Ratio	0.62	0.22
Statistical Value	0.645	2.227
Significant?	NO	YES

2C		Entry Level Professionals
	Min	Fem
Adverse Impact?	NO	NO
Selection Ratio	1.48	1.59
Statistical Value		
Significant?	NO	NO

5A		Senior Level Clerical
	Min	Fem
Adverse Impact?	YES	YES
Selection Ratio	0.14	0.00
Statistical Value	2.690	0.421
Significant?	YES	NO

Infin - indicates that the denominator was zero

"--" indicates that the result could not be calculated

* Standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups under 30, scores are marked with "F" and use Fisher's Exact test. "F" scores of .025 or less are generally regarded as statistically significant.

Adverse Impact Detail for Terminations

For Period: 1/1/2008 to 12/31/2008

by Gender

Detail is available by race and gender.

1C	Entry Level Management		
	Total	Fem	Mal
Selected	4	1	3
Pool	42	17	25

2A	Senior Level Professionals		
	Total	Fem	Mal
Selected	2	0	2
Pool	44	7	37

2B	Mid Level Professionals		
	Total	Fem	Mal
Selected	10	8	2
Pool	74	35	39

2C	Entry Level Professionals		
	Total	Fem	Mal
Selected	12	6	6
Pool	57	35	22

5A	Senior Level Clerical		
	Total	Fem	Mal
Selected	5	5	0
Pool	34	33	1

Grand Totals			
	Total	Fem	Mal
Selected	33	20	13
Pool	251	127	124

The selection rate of females can be found by dividing the number of females selected by the number of females in the pool (of employees) in the job group. The same is done for the males.
Adverse impact is then determined by dividing the male selection rate by the female selection rate.