

Question 6. Report the findings of the employment unit's analysis of its efforts to recruit, hire, and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program.

It is the responsibility of the Company to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the company's Equal Opportunity and Affirmative Action Policy, and to measure the effectiveness.

To measure the effectiveness of the equal opportunity policy, the Company may take the following actions:

- Monitor records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls evaluating the degree to which equal employment opportunity and organizational objectives are being obtained
- Report on the organization's progress towards equal employment opportunity to top management and those involved in the selection process, so that immediate and appropriate steps can be taken.
- Examine available utilization and benchmark data
- Review available data computations and analyses regarding applicants and hires
- Review the effectiveness of its recruitment and outreach activities
- Review communications with vendors and subcontractors to ensure that such communications reflect the Company's commitment to equal employment opportunity and affirmative action
- Review communications with applicants and employees to ensure that such communications reflect the Company's commitment to equal employment opportunity and affirmative action
- Review job listings to ensure that the postings reflect the Company's commitment to equal employment opportunity and affirmative action, and that such postings are timely listed with the appropriate state employment delivery system
- Review personnel policies to ensure that such policies reflect the Company's commitment to equal employment opportunity and affirmative action
- Review personnel processes to ensure that individuals have equal opportunity in employment without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
- Review its voluntary self-identification process to monitor the number of individuals who choose to self-identify and evaluates whether changes could be made to Company's self-identification process to encourage greater voluntary self-identification

Using this internal evaluation system, the Company has determined that its recruitment, hiring, and promotion practices are effective and provide equality of opportunity for all job applicants and employees pursuant to its EEO Program. We have not encountered any problems in the implementation of the EEO program.