

Affirmative Action Plan
2020 Affirmative Action Plan
ZIP Code Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Francisco, California	1,493	42.96	48.79
San Mateo, California	693	19.94	22.65
Alameda, California	613	17.64	20.03
Contra Costa, California	261	7.51	8.53
Total:	3,060	88.06	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Marin, California	122	3.51	0.00
Santa Clara, California	100	2.88	0.00
Sonoma, California	48	1.38	0.00
Solano, California	35	1.01	0.00
Sacramento, California	20	0.58	0.00
San Joaquin, California	12	0.35	0.00
Los Angeles, California	11	0.32	0.00
Santa Cruz, California	10	0.29	0.00
Napa, California	9	0.26	0.00
Orange, California	6	0.17	0.00
Yolo, California	5	0.14	0.00
Stanislaus, California	4	0.12	0.00
El Dorado, California	3	0.09	0.00
Riverside, California	3	0.09	0.00
Middlesex, Massachusetts	3	0.09	0.00
Monterey, California	3	0.09	0.00
Shasta, California	2	0.06	0.00

Affirmative Action Plan
2020 Affirmative Action Plan
ZIP Code Analysis

Snapshot Date: 10/31/2019

Plan Date: 01/01/2020

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Placer, California	1	0.03	0.00
San Bernardino, California	1	0.03	0.00
Clinton+Fayette+Highland, Ohio	1	0.03	0.00
Fresno, California	1	0.03	0.00
Boulder, Colorado	1	0.03	0.00
Maricopa, Arizona	1	0.03	0.00
Clark+Nye, Nevada	1	0.03	0.00
Kings, New York	1	0.03	0.00
Multnomah, Oregon	1	0.03	0.00
Fulton, Georgia	1	0.03	0.00
Colusa+Lake, California	1	0.03	0.00
Albany+Greene, New York	1	0.03	0.00
San Diego, California	1	0.03	0.00
Peoria+Woodford, Illinois	1	0.03	0.00
San Luis Obispo, California	1	0.03	0.00
Ventura, California	1	0.03	0.00
Benton, Washington	1	0.03	0.00
Mendocino, California	1	0.03	0.00
Arapahoe, Colorado	1	0.03	0.00
Total:	415	11.94	0.00
Included and Excluded Total:		3,475	100.00