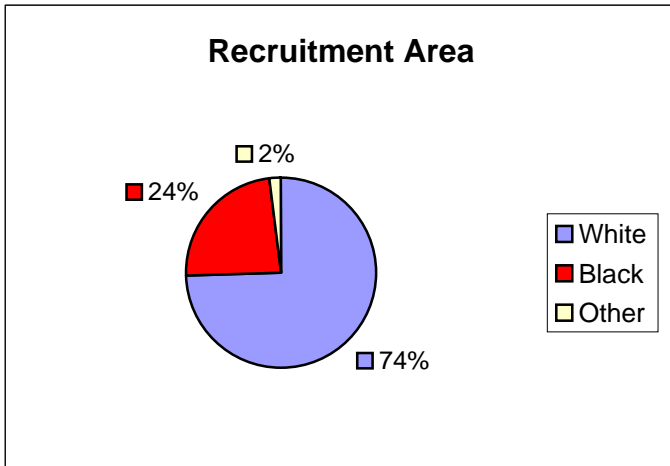
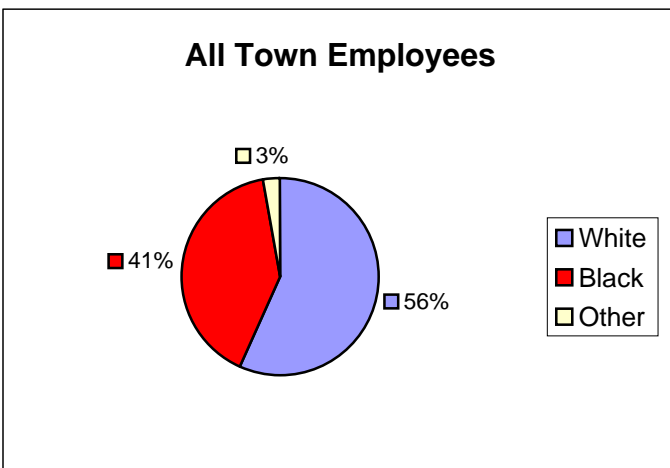


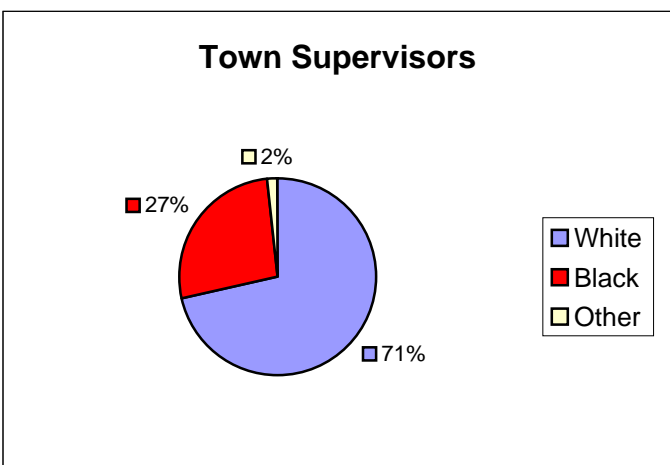
1 - Comparison of Race Distribution of Town Employees and Supervisors to Race Distribution of Population in a Five County Area (Orange, Durham, Wake, Alamance and Chatham Counties) November 2004



Recruitment Area		
White	630,882	74%
Black	201,302	24%
Other *	16,797	2%
Total	848,981	



Town Employees		
White	354	56%
Black	253	41%
Other	17	3%
Total	624	

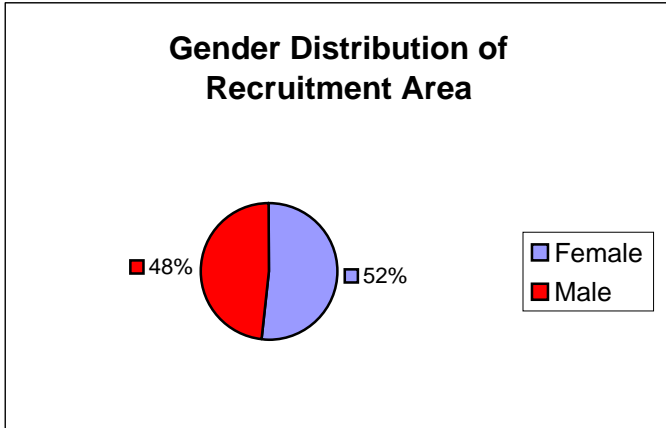


Town Supervisors		
White	90	71%
Black	34	27%
Other	2	2%
Total	126	

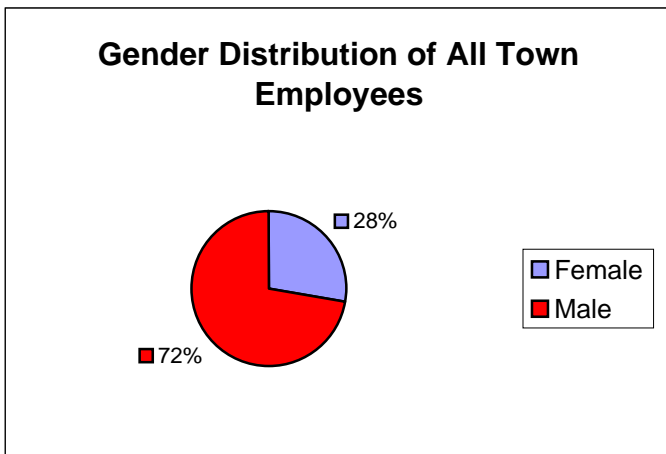
Population Data Source: North Carolina State Demographics Unit

*The Other category includes American Indian or Alaskan Native, Asian or Pacific Islander, and Hispanic persons as defined by the Equal Opportunity Commission.

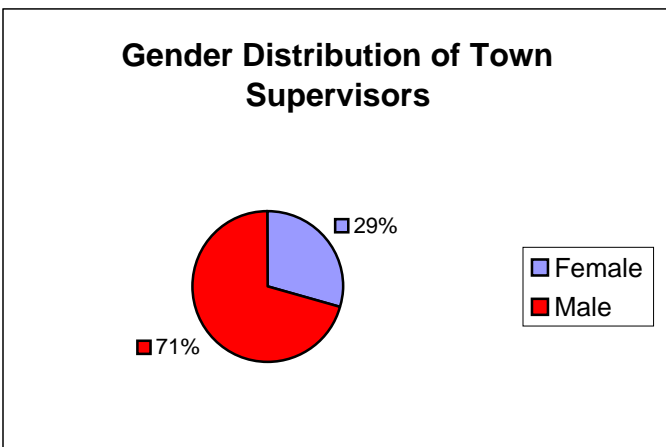
2 - Comparison of Gender Distribution of Town Employees and Supervisors to Gender Distribution of Population in a Five County Area (Orange, Durham, Wake, Alamance, and Chatham Counties) November 2004



Recruitment Area		
Female	476,947	52%
Male	447,086	48%
Total	924,033	



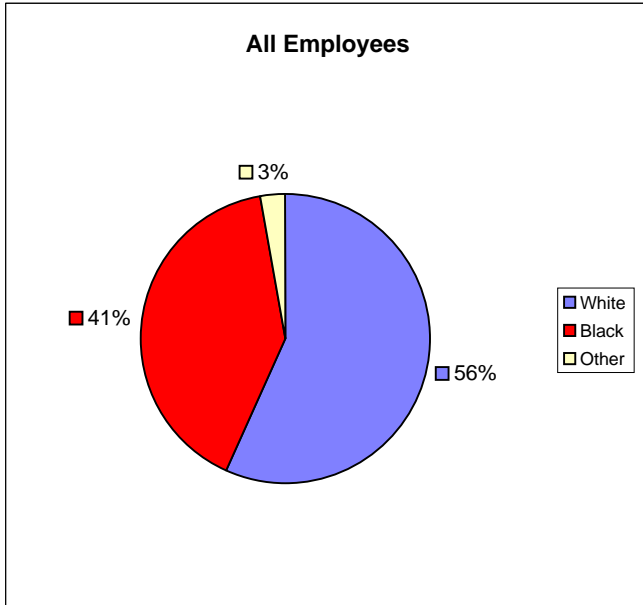
All Town Employees		
Female	173	28%
Male	451	72%
Total	624	



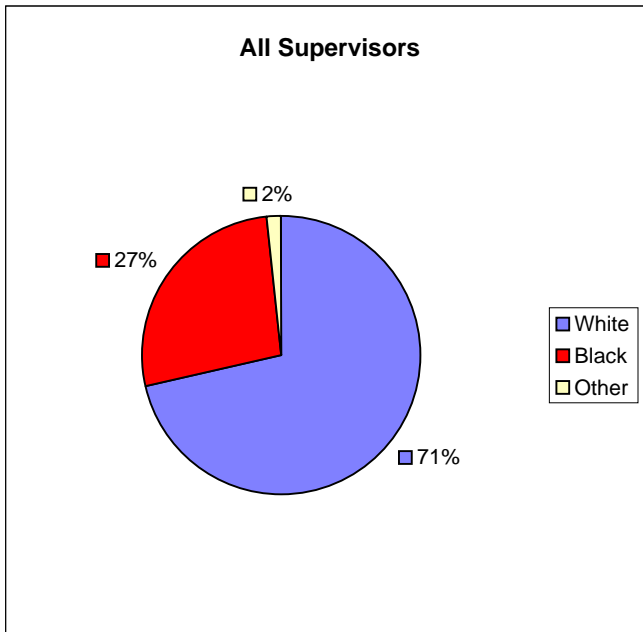
Town Supervisors		
Female	37	29%
Male	89	71%
Total	126	

Population Data Source: North Carolina State Demographics Unit

3 - Race Distribution of Town Employees November 2004



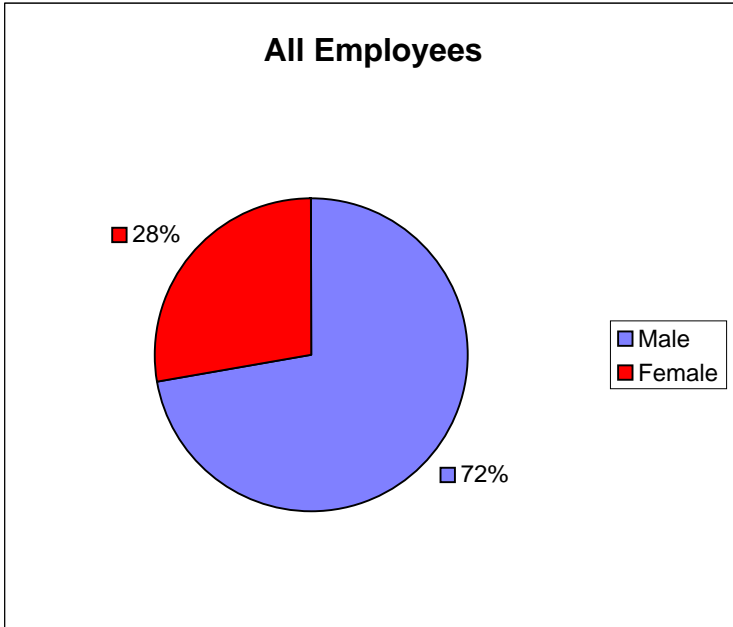
White	354	56%
Black	253	41%
Other	17	3%
Total	624	



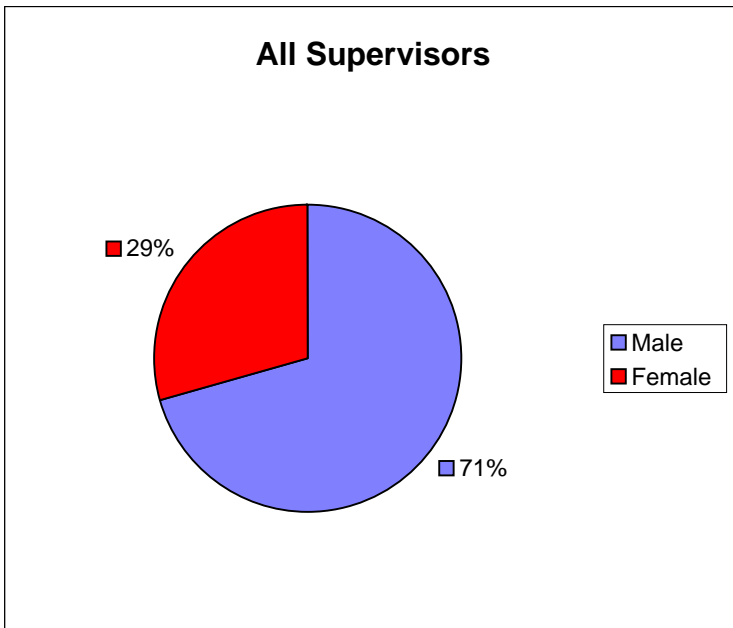
White	90	71%
Black	34	27%
Other	2	2%
Total	126	

	Male	Female	M Sup	F Sup	Total
White	194	71	63	26	354
Black	157	61	24	11	253
Other	11	4	2	0	17
Total	362	136	89	37	624

4 - Gender Distribution of Town Employees November 2004



Male	451	72%
Female	173	28%
Total	624	

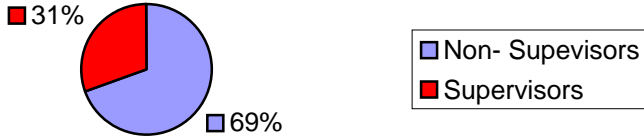


Male	89	71%
Female	37	29%
Total	126	

	Male	Female	M Sup	F Sup	Total
White	194	71	63	26	354
Black	157	61	24	11	253
Other	11	4	2	0	17
Total	362	136	89	37	624

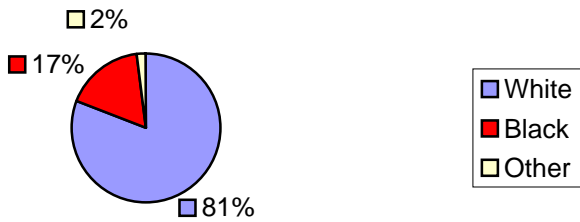
5 - Distribution of Supervisors by Race in the Fire Department November 2004

Percentage of Supervisors and Non-Supervisors



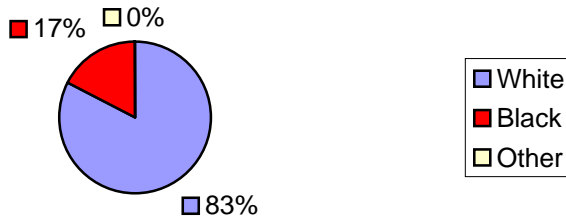
Non-Sup	52	69%
Supervisors	23	31%
Total	75	

Race Distribution of Non-Supervisors



White	42	81%
Black	9	17%
Other	1	2%
Total	52	

Race Distribution of Supervisors

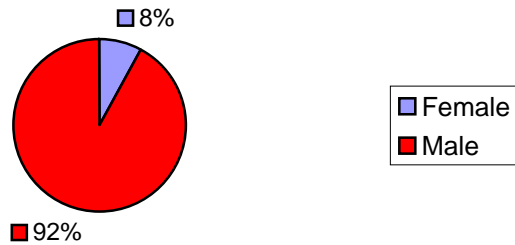


White	19	83%
Black	4	17%
Other	0	0%
Total	23	

	Supervisor	Non-Supervisor	Total
White	19	42	61
Black	4	9	13
Other	0	1	1
Total	23	52	75

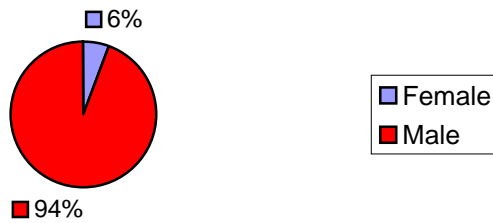
6 - Distribution of Supervisors by Gender in the Fire Department November 2004

Gender Distribution of All Employees



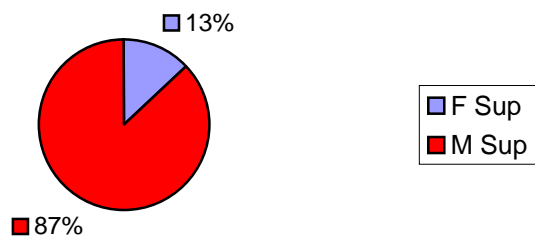
Female	6	8%
Male	69	92%
Total	75	

Gender Distribution of Non-Supervisors



Female	3	6%
Male	49	94%
Total	52	

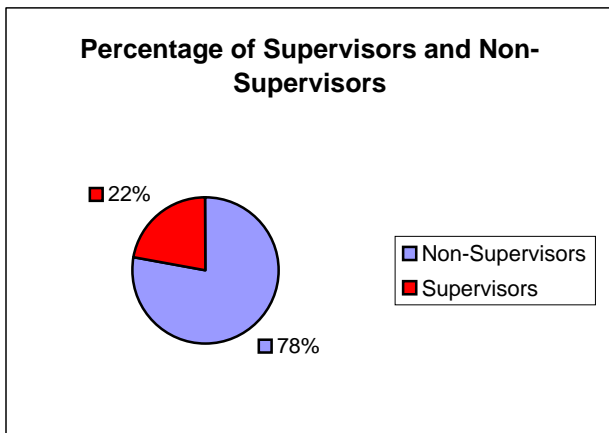
Gender Distribution of Supervisors



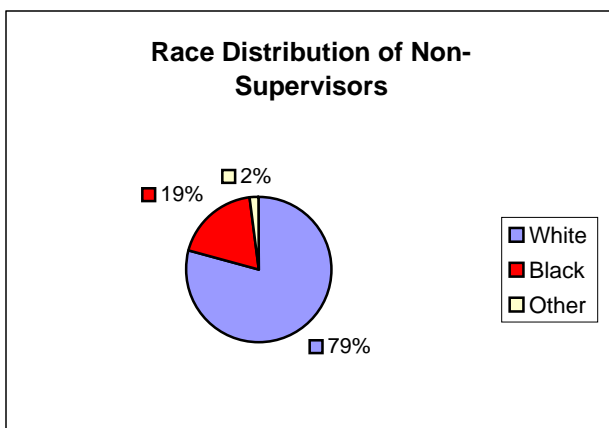
F Sup	3	13%
M Sup	20	87%
Total	23	

	Male	Female	M Sup	F Sup	Total
White	40	2	16	3	61
Black	9	0	4	0	13
Other	0	1	0	0	1
Total	49	3	20	3	75

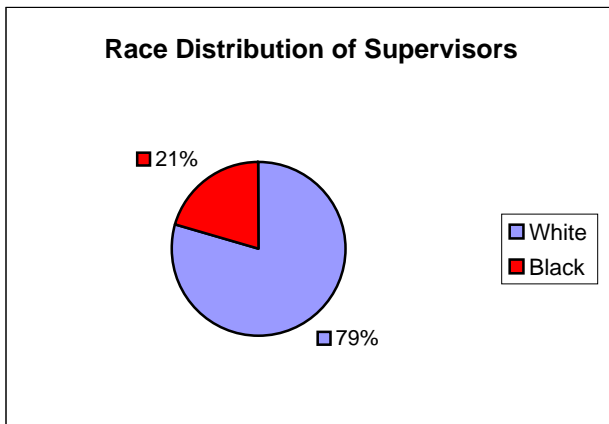
7 - Distribution of Supervisors by Race in the Police Department November 2004



Non-Supervisors	101	78%
Supervisors	29	22%
Total	130	



White	80	79%
Black	19	19%
Other	2	2%
Total	101	

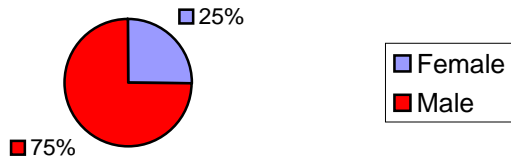


White	23	79%
Black	6	21%
Other	0	0
Total	29	

	Supervisor	Non-Supervisor	Total
White	23	80	103
Black	6	19	25
Other	0	2	2
Total	29	101	130

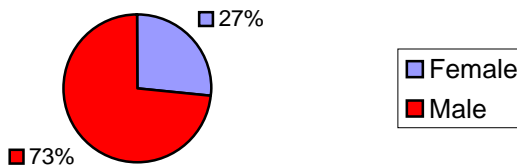
8 - Distribution of Supervisors by Gender in the Police Department November 2004

Gender Distribution of All Employees



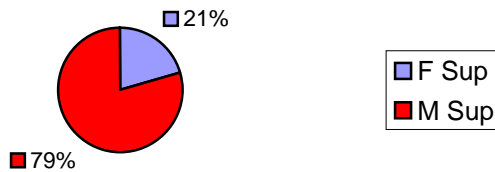
Female	33	25%
Male	97	75%
Total	130	

Gender Distribution of Non-Supervisors



Female	27	27%
Male	74	73%
Total	101	

Gender Distribution of Supervisors

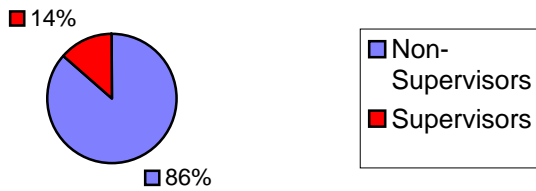


F Sup	6	21%
M Sup	23	79%
Total	29	

	Male	Female	M Sup	F Sup	Total
White	58	22	17	6	103
Black	14	5	6	0	25
Other	2	0	0	0	2
Total	74	27	23	6	130

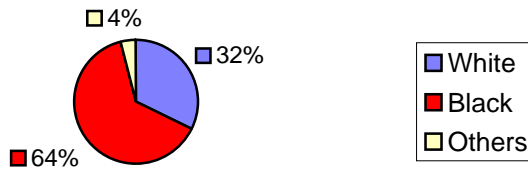
9 - Distribution of Supervisors by Race in the Public Works Department November 2004

Percentage of Supervisors and Non-Supervisors



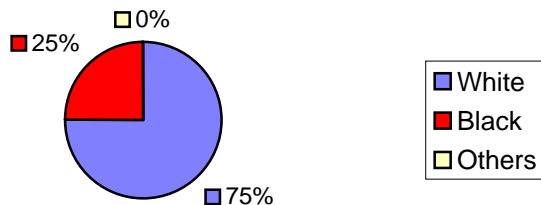
Non-Supervisors	102	86%
Supervisors	16	14%
Total	118	

Race Distribution of Non-Supervisors



White	33	32%
Black	65	64%
Other	4	4%
Total	102	

Race Distribution of Supervisors

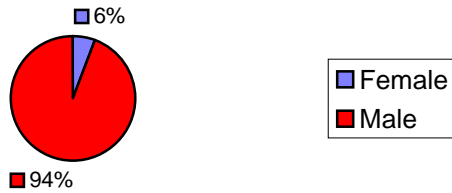


White	12	75%
Black	4	25%
Other	0	0
Total	16	

	Supervisors	Non Supervisors	Total
White	12	33	45
Black	4	65	69
Other	0	4	4
Total	16	102	118

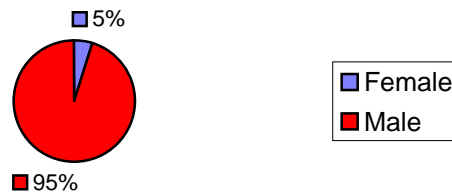
10 - Distribution of Supervisors by Gender in the Public Works Department November 2004

Gender Distribution of All Employees



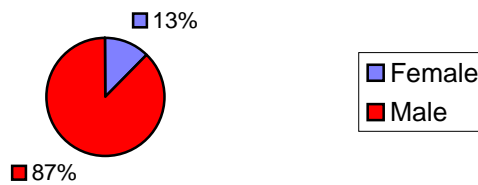
Female	7	6%
Male	111	94%
Total	118	

Gender Distribution of Non-Supervisors



Female	5	5%
Male	97	95%
Total	102	

Gender Distribution of Supervisors

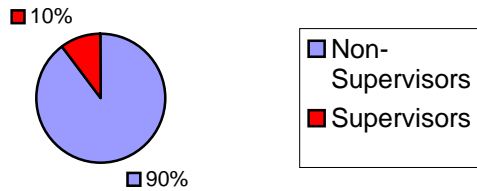


Female	2	13%
Male	14	87%
Total	16	

	Male	Female	M Sup	F Sup	Total
White	31	2	11	1	45
Black	62	3	3	1	73
Other	4	0	0	0	4
Total	97	5	14	2	118

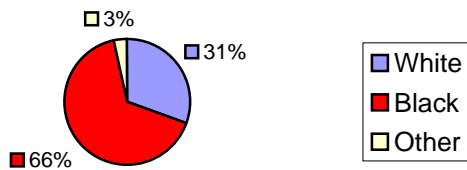
11 - Distribution of Supervisors by Race in the Transportation Department November 2004

Percentage of Supervisors and Non-Supervisors



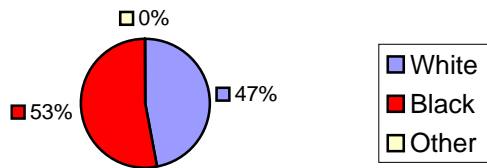
Non-Supervisors	147	90%
Supervisors	17	10%
Total	164	

Race Distribution of Non-Supervisors



White	45	31%
Black	97	66%
Other	5	3%
Total	147	

Race Distribution of Supervisors

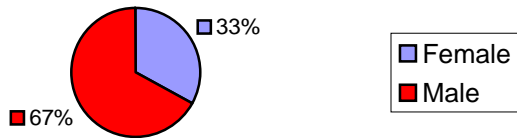


White	8	47%
Black	9	53%
Other	0	0%
Total	17	

	Supervisors	Non-Supervisors	Total
White	8	45	53
Black	9	97	106
Other	0	5	5
Total	17	147	164

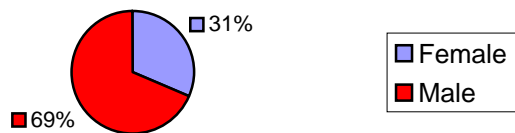
12 - Distribution of Supervisors by Gender in the Transportation Department November 2004

Gender Distribution of All Employees



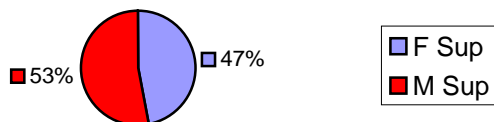
Female	54	33%
Male	110	67%
Total	164	

Gender Distribution of Non-Supervisors



Female	46	31%
Male	101	69%
Total	147	

Gender Distribution of Supervisors

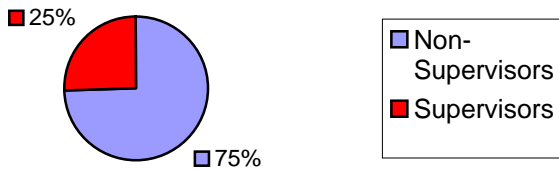


F Sup	8	47%
M Sup	9	53%
Total	17	

	Male	Female	M Sups	F Sups	Total
White	40	5	5	3	53
Black	57	40	4	5	106
Other	4	1	0	0	5
Total	101	46	9	8	164

13 - Distribution of All Town Employees by Race November 2004

Percentage of White Employees in Supervisory Positions



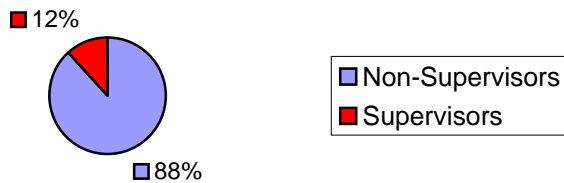
Non-Supervisors	264	75%
Supervisors	90	25%
Total	354	

Percentage of Black Employees in Supervisory Positions



Non-Supervisors	219	87%
Supervisors	34	13%
Total	253	

Percentage of Other Employees in Supervisory Positions

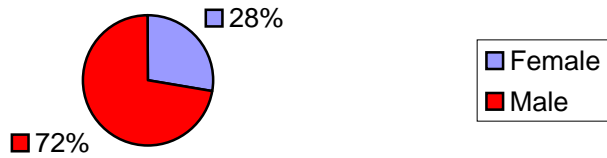


Non-Supervisors	15	88%
Supervisors	2	12%
Total	17	

	Employees	Supervisors	
White	354	90	25%
Black	253	34	13%
Other	17	2	12%
Total	624	126	20%

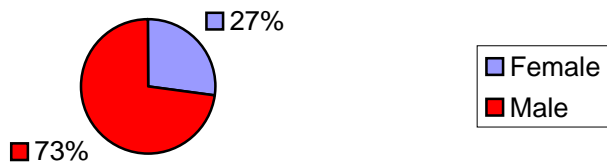
14 - Distribution of All Town Employees by Gender November 2004

Gender Distribution of All Town Employees



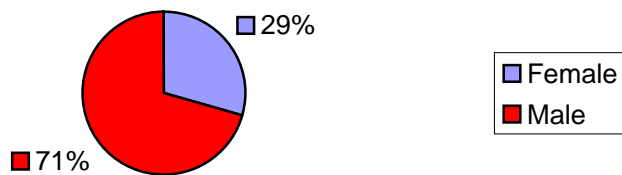
Female	173	28%
Male	451	72%
Total	624	

Gender Distribution of Town Employees in Non-Supervisory Positions



Female	136	27%
Male	362	73%
Total	498	

Gender Distribution of Town Employees in Supervisory Positions



Female	37	29%
Male	89	71%
Total	126	

	Male	Female
Non-Supervisors	362	136
Supervisors	89	37
Total	451	173