
EEO Reports


EEO reports help you track an employer's compliance in its hiring practices.

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EEO Job Group Age Analysis

This matrix indicates the number of employees from specific age groups falling within each EEO job group. In addition to assisting you with ADEA compliance, this report also helps you analyze your work force and helps you plan for groups of employees who are approaching retirement.

		Z-Systems, Inc.					
		EEO Job Group Analysis by Age					
		Age As Of 09/04/2007					
JOB GROUP	< 30	30 - 40	40 - 50	50 - 60	60 - 65	65+	TOTAL
Administrative Professn'l	0	1	1	1	0	0	3
Clerical/Other	1	1	1	3	0	0	6
Executives	0	0	3	2	1	0	6
Laborer	0	1	0	0	0	0	1
Machine Operator	1	0	4	1	0	1	7
Middle Managers	0	1	1	2	0	0	4
Professionals	0	1	0	1	1	0	3
Programmer or Analyst	0	0	0	1	0	0	1
Sales Rep - Inside	0	0	3	1	0	0	4
Secretaries	0	1	2	0	0	0	3
Factory Supervisors	0	0	1	0	0	0	1
Technicians	1	1	0	1	1	0	4
Total	3	7	16	13	3	1	43

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EEO Job Group Headcount

This report indicates the number and percentage of employees in each gender and ethnic group who fall within specific EEO job groups.

JOB GROUP	TOTAL	HISPANIC OR LATINO		MALE (NOT HISPANIC OR LATINO)						FEMALE (NOT HISPANIC OR LATINO)						
		M	F	W	B	A	I	H	T	W	B	A	I	H	T	
Administrative Professional	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical/Other	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Executives	6	0	0	2	1	0	0	0	0	0	0	1	1	1	0	0
Laborer	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Machine Operator	7	0	1	0	0	1	0	0	0	0	0	4	1	0	0	0
Middle Managers	4	0	0	1	0	0	1	0	0	0	0	0	1	1	0	0
Professionals	4	1	0	0	0	1	0	0	0	0	0	2	0	0	0	0
Programmer or Analyst	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Sales Rep - Inside	4	0	0	1	0	1	0	0	0	0	0	1	0	0	1	0
Secretaries	3	0	0	0	0	0	0	0	0	0	0	2	0	1	0	0
Factory Supervisors	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Technicians	5	0	0	1	0	1	0	0	0	0	0	3	0	0	0	0
Total	45	4	2	5	2	4	2	0	0	0	0	18	4	3	1	0
Percentages	100%	9	4	11	4	9	4	0	0	0	0	40	9	7	2	0
Percent Male	38															
Percent Female	62															

EEO New-Hire Headcount Detail

This report gives you a list of new hire employees grouped by EEO classification.

		Z-Systems, Inc. EEO New-Hire Headcount Detail From 01/01/2006 To 12/31/2007			
NAME	TITLE	EFFECTIVE DATE	EEO CLASS	GENDER	ETHNIC CODE
EEO Class: 1 - Officials and Managers					
Gender is Female					
Ethnic ID is B					
Jones, Sheryl	Manager, Human Resources	02/01/2006	1	F	B
Total Ethnic ID - B		1			
Total Gender ID - Female		1			
Total EEO Class - 1		1			
EEO Class: 2 - Professionals					
Gender is Female					
Ethnic ID is W					
Palmer, Courtney	Graphic Artist	09/04/2007	2	F	W
Total Ethnic ID - W		1			
Total Gender ID - Female		1			
Total EEO Class - 2		1			
EEO Class: 7 - Operatives					
Gender is Male					
Ethnic ID is A					
Chu, Paul	Machine Oper I	08/20/2007	7	M	A
Total Ethnic ID - A		1			
Total Gender ID - Male		1			
Total EEO Class - 7		1			
Total Employees Listed		3			

EEO New-Hire Headcount Summary

This summary provides a table showing EEO classifications and the number of new hire employees in each. The summary is broken down by gender and ethnic ID.


EEO CLASS	HISPANIC OR LATINO		MALE (NOT HISPANIC OR LATINO)			FEMALE (NOT HISPANIC OR LATINO)			TOTAL
	M	F	W	B	A	I	H	T	
Officials and Managers	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	1	0	0	0	0
Total	0	0	0	0	1	0	0	0	0
Percentages	0	0	0	0	33	0	0	0	0
Percent Male	33								
Percent Female	67								



Z-Systems, Inc.
EEO New-Hire Headcount Summary
 From 01/01/2006 To 12/31/2007

EEO Termination Detail

This report provides a list of terminated employees grouped by EEO classification.

		Z-Systems, Inc. EEO Termination Detail From 01/01/2005 To 12/31/2007			
NAME	TITLE	EFFECTIVE DATE	EEO CLASS	GENDER	ETHNIC CODE
EEO Class: 2 - Professionals					
Gender is Female					
Ethnic ID is W					
Palmer, Courtney	Graphic Artist	08/30/2007	2	F	W
Total Ethnic ID - W		1			
Total Gender ID - Female		1			
Total EEO Class - 2		1			
EEO Class: 4 - Sales Workers					
Gender is Male					
Ethnic ID is W					
Farber, Maximillian	Sales Rep II	07/01/2005	4	M	W
Total Ethnic ID - W		1			
Total Gender ID - Male		1			
Total EEO Class - 4		1			
Total Employees Listed		2			
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EEO Termination Summary

This report provides a list of terminated employees grouped by EEO classification.

EEO CLASS	TOTAL	HISPANIC OR LATINO		MALE (NOT HISPANIC OR LATINO)					FEMALE (NOT HISPANIC OR LATINO)							
		M	F	W	B	A	I	H	T	W	B	A	I	H	T	
Professionals	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Total	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Percentages	100%	0	0	50	0	0	0	0	0	0	0	0	0	0	0	0
Percent Male	50															
Percent Female	50															

EEO-1 Headcount Detail

The EEO-1 Headcount Detail report gives you a list of employees grouped by EEO classification, which enables you to reconcile the information generated in the EEO Headcount Summary report.

		Z-Systems, Inc. EEO-1 Headcount Detail From 01/12/2007 To 09/04/2007			
NAME	TITLE	EFFECTIVE DATE	EEO CLASS	GENDER	ETHNIC CODE
EEO Class: 1 - Officials and Managers					
Gender is Female					
Ethnic ID is A					
Chin, Nora	V.P. Operations	01/01/2007	1	F	A
Moreland, Beverly	Manager, Sales	01/01/2007	1	F	A
Total Ethnic ID - A	2				
Ethnic ID is B					
Jones, Sheryl	Manager, Human Resources	01/01/2007	1	F	B
Willits, Joleen	V.P. Finance	01/01/2007	1	F	B
Total Ethnic ID - B	2				
Ethnic ID is W					
Johnson, SPHR, Mary	V.P. Human Resources	01/01/2007	1	F	W
Total Ethnic ID - W	1				
Total Gender ID - Female	5				
Gender is Male					
Ethnic ID is B					
Adams, Donald	President	01/01/2007	1	M	B
Total Ethnic ID - B	1				
Ethnic ID is I					
Eagle, James	Manager, Manufacturing	01/01/2007	1	M	I
Total Ethnic ID - I	1				
Ethnic ID is W					
Albright, Albert	V.P. Engineering	01/01/2007	1	M	W
Baker, Robert	V.P. Sales & Marketing	01/01/2007	1	M	W
Brown, Virgil	Manager, Engineering	01/01/2007	1	M	W
Total Ethnic ID - W	3				
Total Gender ID - Male	5				
Total EEO Class - 1	10				
EEO Class: 2 - Professionals					
Gender is Female					
Ethnic ID is B					
Smith, Nancy	Recruiter	01/01/2007	2	F	B
Total Ethnic ID - B	1				
Ethnic ID is W					
Palmer, Courtney	Graphic Artist	09/04/2007	2	F	W
Von Raes, Mary	Marketing Coordinator	01/01/2007	2	F	W
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					Page 1

EEO-1 Headcount Summary

This report is a table showing EEO classifications and the number of employees in each classification. The table is broken down by gender and ethnic origin. Each column is totaled. On the Specific Criteria tab for this report, you can enter the previously reported totals you want to appear in Section D, line 11. After you print or preview the report, the system asks if you want to save the new totals as the previous totals. Click Yes if you want the totals on the current report to be saved as the Previous Reported Totals on the Specific Criteria tab for the next time you run the report.

Section D - EMPLOYMENT DATA															
Job Categories	Number of Employees														
	Race/Ethnicity														
	Hispanic or Latino						Not Hispanic or Latino						Female		
	Male			Female			Male			Female					
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	White	African American	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	Hispanic or Latino	White	American Indian or Alaska Native	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	Hispanic or Latino	American Indian or Alaska Native	Black or African American	Two or more races
1 Officials and Managers	0	0	3	1	0	0	1	0	1	2	0	2	0	0	10
2 Professionals	1	0	0	0	0	1	0	0	2	1	0	0	0	0	5
3 Technicians	0	0	1	1	0	1	0	0	3	0	0	0	0	0	6
4 Sales Workers	0	0	2	0	0	1	0	0	1	0	0	0	1	0	5
5 Admin Supp Workers	3	1	0	0	0	0	0	0	6	0	0	1	0	0	11
6 Craft Workers	0	0	0	0	0	0	1	0	1	0	0	0	0	0	2
7 Operatives	0	1	0	0	0	0	0	0	6	1	0	0	0	0	8
9 Service Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
10 Total	4	2	6	2	0	3	2	0	21	4	0	3	1	0	48
11 Previous Year Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

1. Date(s) of Payroll period used 01/01/01 Thru 12/31/07
 2. Does Establishment Employ Apprentices?

EEO-4 Headcount Detail

This report lists employees grouped by EEO classification, which lets you reconcile with the information generated in the EEO Headcount Summary. This EEO-4 report consists of multiple pages. The first page is shown here.

NAME	TITLE	EFF.DATE	EEO	SEX	ETH.	FUNC.	N/H
10/22/2007 Z-Systems, Inc. PAGE 1 EEO-4 Headcount Detail From: 01/06/2007 To: 10/19/2007							
FUNCTION : - No Description Found TYPE : RFT EEO CLASS: 1 - Officials and Managers SALARY : 43.0-54.9 SEX : F ETHNIC : B							
Jones, Sheryl L	Manager, Human Resources	02/01/2006	1	F	B	B	N
TOTAL FOR ETHNIC B	:	1					
TOTAL FOR SEX F	:	1					
TOTAL FOR 43.0-54.9	:	1					
SALARY : 55.0-69.9 SEX : M ETHNIC : W							
Brown, Virgil L	Manager, Engineering	01/01/1994	1	M	W	W	N
TOTAL FOR ETHNIC W	:	1					
TOTAL FOR SEX M	:	1					
TOTAL FOR 55.0-69.9	:	1					
SALARY : 70.0-PLUS SEX : F ETHNIC : A							
Chin, Nora C	V.P. Operations	03/18/1988	1	F	A	A	N
Moreland, Beverly C	Manager, Sales	02/18/1993	1	F	A	A	N
TOTAL FOR ETHNIC A	:	2					
ETHNIC : B Willits, Joleen P V.P. Finance 11/17/1989 1 F B N							
TOTAL FOR ETHNIC B	:	1					
ETHNIC : W Johnson, SPHR, Mary S V.P. Human Resources 06/12/1988 1 F W N							
TOTAL FOR ETHNIC W	:	1					
TOTAL FOR SEX F	:	4					
SEX : M ETHNIC : B Adams, Donald A President 02/12/1976 1 M B N							
TOTAL FOR ETHNIC B	:	1					
ETHNIC : I Eagle, James J Manager, Manufacturing 09/28/1989 1 M I N							
TOTAL FOR ETHNIC I	:	1					
ETHNIC : W Albright, Albert M V.P. Engineering 07/01/2002 1 M W N Baker, Robert Q V.P. Sales & Marketing 05/18/1993 1 M W N							
TOTAL FOR ETHNIC W	:	2					
TOTAL FOR SEX M	:	4					
TOTAL FOR 70.0-PLUS	:	8					
TOTAL FOR EEO CLASS 1	:	10					
EEO CLASS: 2 - Professionals							

EEO-4 Headcount Summary

This report is a table showing EEO classification, annual salaries, and the number of employees in each classification. The table is broken down by gender and ethnic origin. Each column is totaled.


REV. EEO-4 1995		Z-Systems, Inc.										PAGE 1	
		STATE AND LOCAL GOVERNMENT INFORMATION											
		2007 EEO-4 REPORT											
Z-Systems, Inc.													
123 Palm Avenue													
Los Angeles, CA 90072													
		CONTROL NUMBER 1234567888											
FUNCTION		1. FULL TIME EMPLOYEES											
		TOTAL	-----MALE-----					-----FEMALE-----					
ANNUAL SALARY		A	B	C	D	E	F	G	H	I	J	K	
=====		=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
Officials and Managers													
01	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
02	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
03	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
04	25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
05	33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	
06	43.0-54.9	1	0	0	0	0	0	0	1	0	0	0	
07	55.0-69.9	1	1	0	0	0	0	0	0	0	0	0	
08	70.0-PLUS	8	2	1	0	0	1	1	1	0	2	0	
Exec/Senr Officials & Mgr													
09	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
10	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
11	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
12	25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
13	33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	
14	43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	
15	55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
16	70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	
First/Mid Officials & Mgr													
17	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
18	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
19	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
20	25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
21	33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	
22	43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	
23	55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
24	70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	
Professionals													
25	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
26	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
27	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
28	25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
29	33.0-42.9	1	0	0	0	0	0	1	0	0	0	0	
30	43.0-54.9	1	0	0	0	0	0	0	1	0	0	0	
31	55.0-69.9	2	0	0	1	0	0	1	0	0	0	0	
32	70.0-PLUS	1	0	0	0	1	0	0	0	0	0	0	
Technicians													
33	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
34	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
35	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
36	25.0-32.9	1	0	0	0	0	0	1	0	0	0	0	
37	33.0-42.9	1	0	0	0	0	0	1	0	0	0	0	
38	43.0-54.9	3	1	0	0	1	0	1	0	0	0	0	
39	55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
40	70.0-PLUS	1	0	1	0	0	0	0	0	0	0	0	

I-9 Citizenship Verification

Use this report to view by I-9 verification status a list of employees and their renewal dates.


On the Specific Criteria tab, if you do not enter any dates or if you enter only an original hire date, the report displays only those employees with an I-9 verification status of Blank, P, or N.

If you enter a reverification date only or both an original hire date and a reverification date, the report displays employees with a status of Blank, P or N and as well as those employees with a status of Y.

		Z-Systems, Inc. I-9 Citizenship Verification			
Original Hire on or after 11/07/2002 or Reverification due before 09/05/2007					
NAME	TITLE	DIVISION, DEPARTMENT	ORIGINAL HIRE DATE	RENEW DATE	STATUS
Adams Donald A	President	Corporate , Administration	02/12/1976	02/12/2003	Y
Albright Albert M	V.P. Engineering	Engineering , Manufacturing	10/30/1988	05/17/1998	Y
Anderson Cornelia B	Machine Oper III	Operations , Manufacturing	02/10/1989	06/04/1995	Y
Attwater Christine E	Secretary II	Sales and Marketing , Sales	07/12/1988	04/27/1997	Y
Bandana Pepper S	Machine Oper III	Operations , Manufacturing	04/16/1988	01/19/1992	Y
Bandana Pepper S	Machine Oper III	Operations , Manufacturing	04/16/1988	01/19/1992	Y
Bickmire James S	Technician II	Engineering , Hardware	11/28/1989	09/28/1997	Y
Brown Virgil L	Manager, Engineering	Engineering , Software	05/22/1986	04/05/1992	Y
Chin Nora C	V.P. Operations	Operations , Manufacturing	03/18/1988	11/26/2001	Y
Colombo Adam N	Line Supervisor	Operations , Manufacturing	06/28/1989	03/04/1999	Y
Eagle James J	Manager,	Operations , Manufacturing	09/28/1989	07/13/1997	Y
Finn Gail S	Secretary II	Finance , Accounting	01/01/1999	01/01/1999	Y
Garcia, CPP Tom T	Cost Accounting Rep	Finance , Accounting	01/18/1991	12/14/1996	Y
Goldstein Alicia T	QA Inspector	Operations , Quality	03/28/1989	11/25/1995	Y
Hatfield Carolyn N	Machine Oper II	Operations , Manufacturing	12/07/1989	07/31/1994	Y
Hernandez Joseph	Engineer II	Engineering , Hardware	08/28/1984	01/21/1996	Y
Huang Mary M	Secretary III	Operations , Manufacturing	09/27/1989	11/29/1991	Y
Johnson Sue Ellen	A/P Clerk I	Finance , Accounting	04/24/2000	04/24/2000	Y
Johnson, SPHR Mary S	V.P. Human Resources	Corporate , Human	06/12/1988	10/23/1994	Y
Jones Gilbert W	Engineer II	Engineering , Hardware	07/03/1988	03/19/1995	Y
Krause Janet A	Sales Rep II	Sales and Marketing , Sales	03/09/1988	10/16/1993	Y
Margolis Mary N	A/P Clerk II	Corporate , Accounting	09/06/1989	09/08/1996	Y
Rodriguez Richard N	Raw Materials Buy	Operations , Materials	07/28/1989	12/19/1991	Y
Smith Nancy S	Recruiter	Corporate , Human	08/06/1990	03/21/1999	Y
Smith Zabrina S	Assembly Line Ins	Operations , Manufacturing	06/22/1986	11/02/1992	Y
Startwirth Melisa S	Executive Dining Server	Corporate , Operations	03/30/1988	11/07/1999	Y
Thompson Wendy Q	QA Inspector	Operations , Quality	06/27/1989	02/09/1997	Y
Von Raes Mary E	Marketing Coordinator	Sales and Marketing ,	02/28/1983	04/09/2000	Y
White Donald N	Programmer II	Engineering , Software	10/30/1986	03/01/1998	Y
White Stacy R	Machine Oper II	Operations , Manufacturing	05/29/1989	10/18/1998	Y
Willits Joleen P	V.P. Finance	Finance , Accounting	11/17/1989	09/10/2000	Y
		Total Employees	31		

Promotions Report

The Promotions report includes the EEO class codes, gender, and ethnic backgrounds of employees promoted within a specific time period.

		Z-Systems, Inc.				
		Promotions				
		For Period 01/01/2006 - 12/31/2007				
NAME	JOB TITLE	DIVISION, DEPARTMENT	EEO	SEX	ETHNIC	
Juarez, Marian	Executive Assistant	CORP, ADMIN	5	F	H	
Johnson, SPHR, Mary	V.P. Human Resources	CORP, HR	1	F	W	
Smith, Nancy	Recruiter	CORP, HR	2	F	B	
Startwirth, Melisa	Benefits Coordinator	CORP, HR	2	F	W	
Willits, Joleen	V.P. Finance	FINANCE, ACCOUNTING	1	F	B	
Total Promotions	5					

Veterans Employment

This selection prints the Vets-100 Report, which is divided into two sections. The first section summarizes the number of permanent full and part time veterans by job category and veteran designation. The second section summarizes, by veteran category, permanent full and part time employee veterans who were newly hired within the specified twelve-month period.

FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100									
OMB NO: 1293-0005 Expires 12-31-2002					RETURN COMPLETED REPORT TO: U.S. DEPARTMENT OF LABOR VETERANS EMPLOYMENT AND TRAINING SERVICE VETS-100 REPORTING 6101 STEVENSON AVE ALEXANDRIA, VA 22304				
Persons are not required to respond to this collection of information unless it displays a valid OMB number									
TYPE OF REPORTING ORGANIZATION (Check one or both, as applicable) <input checked="" type="checkbox"/> Prime Contractor <input checked="" type="checkbox"/> Subcontractor					TYPE OF FORM (Check only one) <input checked="" type="checkbox"/> Single Establishment <input type="checkbox"/> Multiple Establishment-Headquarters <input type="checkbox"/> Multiple Establishment-Hiring Location <input type="checkbox"/> Multiple Establishment-State Consolidated (specify number of locations) _____ (MSC)				
COMPANY IDENTIFICATION INFORMATION (Omit if items preprinted above)									
COMPANY No:				TWELVE MONTH PERIOD ENDING				0 4 0 1 2 0 0 3	
NAME OF PARENT COMPANY: Z-Systems, Inc				ADDRESS (NUMBER AND STREET): 123 Palm Avenue					
CITY: Los Angeles				COUNTY:		STATE: CA		ZIP CODE: 90072	
NAME OF HIRING LOCATION:				ADDRESS (NUMBER AND STREET):					
CITY:				COUNTY:		STATE:		ZIP CODE:	
NAICS:		DUNS:		EMPLOYER ID (IRS TAX No.)		1 2 - 3 4 5 6 7 8 8			
INFORMATION ON VETERANS									
REPORT ALL PERMANENT FULL-TIME OR PART-TIME EMPLOYEES AND NEW HIRES WHO ARE VETERANS, AS DEFINED ON REVERSE. DATA ON NUMBER OF EMPLOYEES ARE TO BE ENTERED IN COLUMN L, M, AND N, LINES 1-9. DATA ON NEW HIRES ARE TO BE ENTERED IN COLUMNS O, P, Q, R, AND S. ENTRIES IN COLUMNS O, P, Q, R, AND S, LINES 1 THROUGH 9, AND COLUMNS L, M, AND N, LINE 10 (GRAY SHADED AREAS) ARE OPTIONAL. ENTRIES IN COLUMN Q, LINE 10 (AREA SHADED LIGHT GRAY) ARE OPTIONAL FOR 2002 AND EXPECTED TO BE REQUIRED FOR THE 2003 REPORTING CYCLE. DETAILED INSTRUCTIONS ARE FOUND ON THE REVERSE OF THIS FORM.									
JOB CATEGORIES	NUMBER OF EMPLOYEES			NEW HIRES (PREVIOUS 12 MONTHS)				TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (S)	
	SPECIAL DISABLED VETERANS (L)	VIETNAM ERA VETERANS (M)	OTHER PROTECTED VETERANS (N)	SPECIAL DISABLED VETERANS (O)	VIETNAM ERA VETERANS (P)	NEWLY SEPARATED VETERANS (Q)	OTHER PROTECTED VETERANS (R)		
OFFICIALS AND MANAGERS 1	0	0	0	0	0	0	0	0	
PROFESSIONALS 2	0	0	0	0	0	0	0	0	
TECHNICIANS 3	0	1	0	0	0	0	0	0	
SALES WORKERS 4	0	1	0	0	0	0	0	0	
OFFICE AND CLERICAL 5	1	1	0	0	0	0	0	0	
CRAFT WORKERS (SKILLED) 6	0	0	0	0	0	0	0	0	
OPERATIVE (SEM-SKILLED) 7	0	0	0	0	0	0	0	0	
LABORERS (UNSKILLED) 8	0	0	0	0	0	0	0	0	
SERVICE WORKERS 9	0	0	0	0	0	0	0	0	
TOTAL 10	1	3	0	0	0	0	0	0	
Report the total maximum and minimum number of permanent employees on board during the period covered by this report.									
Maximum Number				Minimum Number					
1000				945					

Vets 100 Detail List

This report shows employee names and IDs by job category for each Vets-100 category. The report includes newly hired veterans by category and total new hires for the twelve (12) month period specified.

JOB CATEGORY EMPLOYEE	HIRE DATE	NUMBER OF EMPLOYEES			NEW HIRES			OTHER VETS	ALL NEW HIRES
		DISABLED VETS	VIETNAM VETS	OTHER VETS	DISABLED VETS	VIETNAM VETS	NEWLY SEPARATED VETS		
Z-Systems, Inc.									
Vets 100 Detail List									
All Organization Levels									
Period Date Range: 06/29/2005 thru 06/28/2006									
Officials and Managers									
Sheryl L. Jones	02/01/2006								X
James J. Eagle	09/28/1989			X					
Robert Q. Baker	05/18/1993		X						
TOTALS FOR OFFICIALS AND		0	1	1	0	0	0	0	1
Technicians									
James S. Bickmire	11/28/1989		X						
TOTALS FOR TECHNICIANS		0	1	0	0	0	0	0	0
Sales Workers									
Richard S. Peacock	01/14/1988		X						
TOTALS FOR SALES WORKERS		0	1	0	0	0	0	0	0
Admin Supp Workers									
Gail S. Finn	01/01/1999			X					
TOTALS FOR ADMIN SUPP WORKERS		0	0	1	0	0	0	0	0
Craft Workers									
Deana Sue DeWitt	01/31/2000			X					
TOTALS FOR CRAFT WORKERS		0	0	1	0	0	0	0	0
Operatives									
Pepper S. Bandana	04/16/1988	X							
TOTALS FOR OPERATIVES		1	0	0	0	0	0	0	0
TOTALS		1	3	3	0	0	0	0	1
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Vets 100 Summary List

This report shows the number employees by job category for each Vets-100 category. The report includes newly hired veterans by category and total new hires for the 12 month period specified.

JOB CATEGORY	NUMBER OF EMPLOYEES			NEW HIRES				
	DISABLED VETS	VIETNAM VETS	OTHER VETS	DISABLED VETS	VIETNAM VETS	NEWLY SEPARATED VETS	OTHER VETS	ALL NEW HIRES
	[None]	0	0	0	0	0	0	0
Officials and Managers	0	1	1	0	0	0	0	0
Exec/Senr Officials & Mgr	0	0	0	0	0	0	0	0
First/Mid Officials & Mgr	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	1	1	0	0	0	0	0
Sales Workers	0	1	0	0	0	0	0	0
Admin Supp Workers	0	0	1	0	0	0	0	0
Craft Workers	0	0	1	0	0	0	0	0
Operatives	2	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0
Totals	2	3	4	0	0	0	0	0

Vets 100A Detail List

This report provides employee names and IDs by job category for each VETS-100A category. The report includes newly hired veterans by category and total new hires for the twelve (12) month period specified. It displays a detailed list of the required report data in the **Information on Employees** section of the VETS-100A form.


JOB CATEGORY EMPLOYEE	HIRE DATE	NUMBER OF EMPLOYEES				NEW HIRES				
		DISABLED VETS	OTHER VETS	SERVICE MEDAL VETS	NEWLY SEPARATED VETS	DISABLED VETS	OTHER VETS	SERVICE MEDAL VETS	NEWLY SEPARATED VETS	ALL NEW HIRES
Officials and Managers James J. Eagle	09/28/1989		X							
TOTALS FOR OFFICIALS AND		0	1	0	0	0	0	0	0	0
Technicians Duke H. Darkwolf	03/08/1999		X							
TOTALS FOR TECHNICIANS		0	1	0	0	0	0	0	0	0
Sales Workers Maximillian Clayton Farbe	02/16/1976									
TOTALS FOR SALES WORKERS		0	0	0	0	0	0	0	0	0
Admin Supp Workers Gail S. Finn	01/01/1999		X							
TOTALS FOR ADMIN SUPP WORKERS		0	1	0	0	0	0	0	0	0
Craft Workers Deana Sue DeWitt	01/31/2000		X							
TOTALS FOR CRAFT WORKERS		0	1	0	0	0	0	0	0	0
Operatives										

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Vets 100A Summary List

This report provides the number of employees by job category for each VETS-100A category. The report includes newly hired veterans by category and total new hires for the 12 month period specified. It displays a summary list of the required report data in the **Information on Employees** section of the VETS-100A form.

		ZSI/ABC SYSTEMS, INC Vets 100A Summary List All Organization Levels Period Date Range: 10/01/2008 thru 09/30/2009								
		NUMBER OF EMPLOYEES					NEW HIRES			
JOB CATEGORY	DISABLED VETS	OTHER VETS	SERVICE MEDAL VETS	NEWLY SEPARATED VETS	ALL EMPLOYEES	DISABLED VETS	OTHER VETS	SERVICE MEDAL VETS	NEWLY SEPARATED VETS	ALL NEW HIRES
[None]	0	0	0	0	0	0	0	0	0	0
Officials and Managers	0	1	0	0	4	0	0	0	0	0
Exec/Senr Officials & Mgr	0	0	0	0	6	0	0	0	0	0
First/Mid Officials & Mgr	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	5	0	0	0	0	0
Technicians	0	1	0	0	5	0	0	0	0	0
Sales Workers	0	0	0	0	4	0	0	0	0	0
Admin Supp Workers	0	1	0	0	9	0	0	0	0	0
Craft Workers	0	1	0	0	2	0	0	0	0	0
Operatives	1	0	0	0	5	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0
Totals	1	4	0	0	40	0	0	0	0	0