

Policy Statement

Affirmative Action Plan for Minorities, Women, the Disabled and Veterans

This is to affirm Alaska Communications policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies of agencies thereof.

Our organization will not discriminate against or harass any employee or applicant for employment because race; color; religion; creed; national origin; ancestry; age; gender (or gender identification or expression); sexual orientation; mental or physical disability, except where disability is a bona fide occupational disqualification; marital status; change in marital status; parenthood; pregnancy or family relationship; status as a disabled or protected veteran; or any impermissible characteristic as defined by law, membership or activity in a local human rights commission, or status with regard to public assistance.

We will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices included, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rate of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to applicants and employees with disabilities. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, or discrimination for:

- 1) Filing a complaint;
- 2) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 4212, Section 503, or any other Federal, State, or local law requiring equal opportunity for protected veteran or individuals with disabilities;
- 3) Opposing any act or practice made unlawful by Section 4212, Section 503, or any other Federal, State or local law requiring equal opportunity for protected veterans and individuals with disabilities; or
- 4) Exercising any other right protected by Section 4212, Section 503.

ACS will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

I have appointed the Vice President, Human Resources to manage the Equal Employment Opportunity Program. This person's responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of the Affirmative Action Program, as required by Federal, State and Local agencies. I will receive and review reports in the progress of the program. Any employee or applicant may inspect our Affirmative Action Program during normal business hours by contacting the EEO Coordinator.

If any employee or applicant for employee believes he or she has been treated in a way that violates this policy, they should contact either the Vice President, Human Resources at 600 Telephone Avenue,

MS#15, Anchorage, AK 99503 or any other representative of management, including me. Responsible parties will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and we will take appropriate action in response to these investigations.

Bill Bishop

Bill Bishop (Dec 16, 2020 17:43 AKST)

William H. Bishop

Date

CEO & President

Alaska Communications

EXECUTIVE SUMMARY/MANAGEMENT PRESENTATION

The Executive Summary/Management Presentation is intended to assist you when presenting the results of your affirmative action plan (AAP) to management. By regulation, one of your duties includes advising top management of program effectiveness and submitting recommendations to improve unsatisfactory performance. The Executive Summary/Management Presentation summarizes the results from several key reports, including Annual Goals, Goals Progress and Adverse Impact Analysis.

The Executive Summary/Management Presentation summarizes the most important information for every Job Group in your AAP. It lists the Job Group Code and Name, followed by the number of employees in parenthesis. Rows for Females and Minorities are displayed below Job Group Name. Columns from left to right are described below:

1. The total number persons in each of these categories are shown under the "Current" column.
2. "Current Goal?" displays the percentage goal set in the Annual Goals Report for females and minorities and in parenthesis, the number of additional persons needed at this time to eliminate that goal. Keep in mind that percentage goals are targets for placements. For example, if you show a Current Goal of 35% for Females, this means that over the next year, your goal is to have 35% of all placements into this group be female.
3. "Previous Goal?" displays the percentage goal set in the Goals Progress Report for females and minorities. These are the placement goals that were set in last years AAP. This column lets you easily compare current goals to last year.
4. "Hire Rate" shows what percent of persons who applied were hired and the number of persons hired in parenthesis, broken down by females and minorities.
5. The "Statistically Significant?" column alerts you to groups that are failing in the Adverse Impact Analysis report. To fail means that the unfavored group was hired at a significantly lesser rate than the favored group.
6. "Promotion Rate" displays the percent of persons promoted out of this group and the number of persons in parenthesis, broken down by females and minorities.
7. The "Statistically Significant?" column alerts you to groups that are failing in the Adverse Impact Analysis report. To fail means that the unfavored group was promoted at a significantly lesser rate than the favored group.
8. "Term Rate" refers to the Adverse Impact Analysis of terminations. It displays the percent of persons terminated from this group and the number of persons in parenthesis, broken down by females and minorities.
9. The "Statistically Significant?" column alerts you to groups that are failing in the Adverse Impact Analysis report. To fail means that the unfavored group was terminated at a significantly greater rate than the favored group.

The Executive Summary/Management Presentation shows detail for each Job Group. Male numbers are shown in the row above Females, Whites are displayed in the column above Minorities, and separate minority groups are broken out in the rows below Minorities. The detailed data is graphically displayed at the bottom of the page.

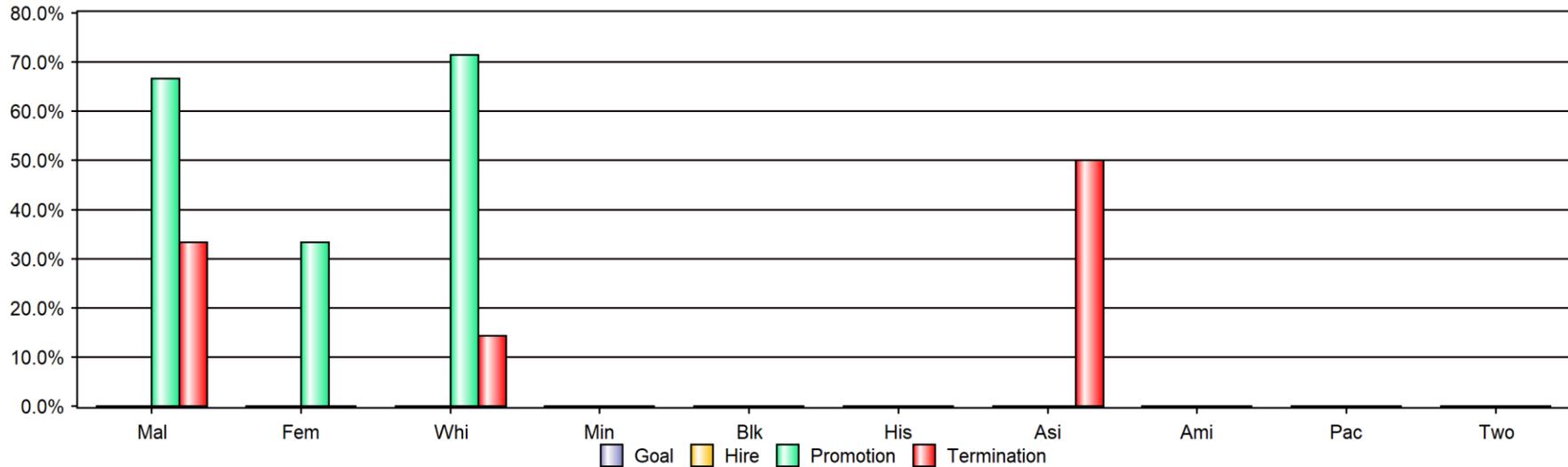
**Alaska Communications
600 Telephone Ave
Anchorage, AK 99503**

Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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11 : Exec/Sr Level Officials & Mgrs (15 Employees)

Males	8			0.0% (0)		66.7% (4)		33.3% (2)	No
Females	7	0.0% (0)	0.0%	0.0% (0)	N/A	33.3% (1)	No	0.0% (0)	
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Minorities	1	0.0% (0)	0.0%						
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White	14			0.0% (0)		71.4% (5)		14.3% (1)	
Black	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Asian	1	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	No	50.0% (1)	No
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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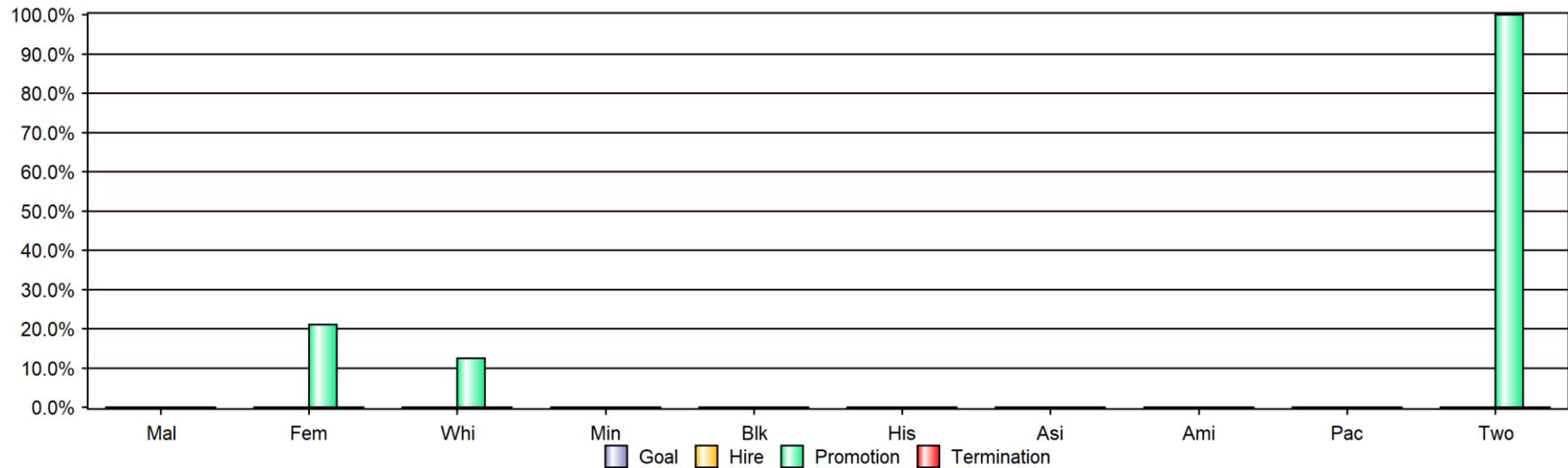
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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12 : First/Mid-lvl Officials & Mgrs (23 Employees)

Males	6			0.0% (0)		0.0% (0)	No	0.0% (0)	
Females	17	0.0% (0)	0.0%	0.0% (0)	N/A	21.1% (4)		0.0% (0)	N/A
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Minorities	3	0.0% (0)	0.0%						
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White	20			0.0% (0)		12.5% (3)	No	0.0% (0)	
Black	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Asian	1	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	No	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	2	0.0% (0)	0.0%	0.0% (0)		100.0% (1)		0.0% (0)	



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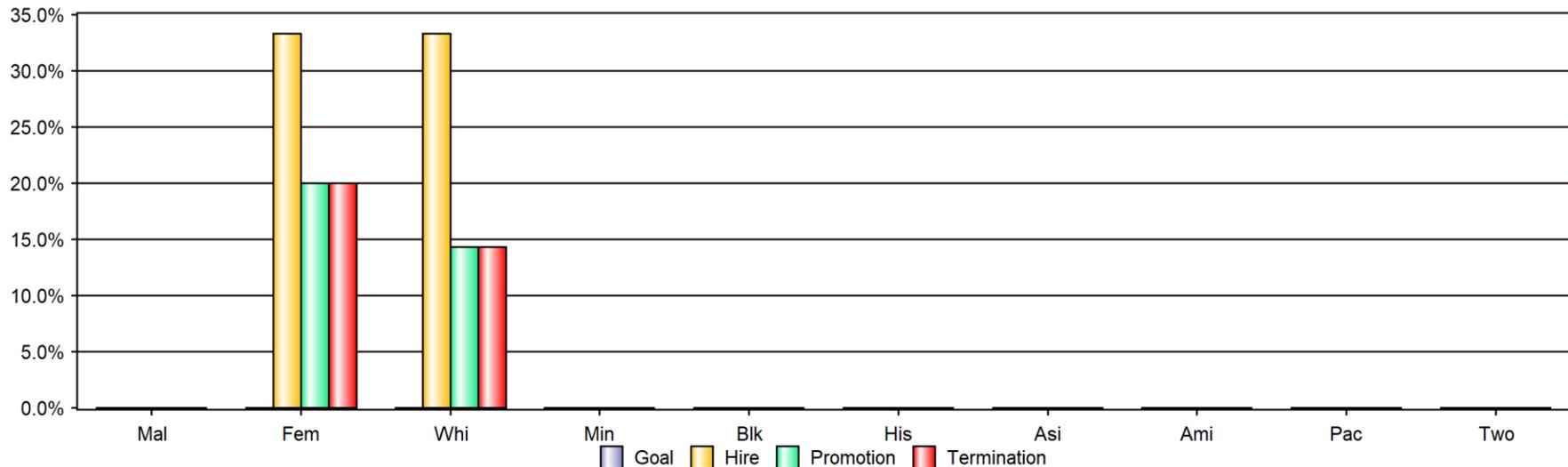
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Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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12A : First/Mid-lvl Officials & Mgrs - Finance (6 Employees)

Males	3			0.0% (0)	No	0.0% (0)	No	0.0% (0)
Females	3	0.0% (0)	0.0%	33.3% (1)		20.0% (1)		20.0% (1) No
Minorities	1	0.0% (0)	0.0%					
White	5			33.3% (1)		14.3% (1)		14.3% (1) No
Black	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0) N/A
Hispanic	1	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	No	0.0% (0)
Asian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0) N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0) N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0) N/A
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)



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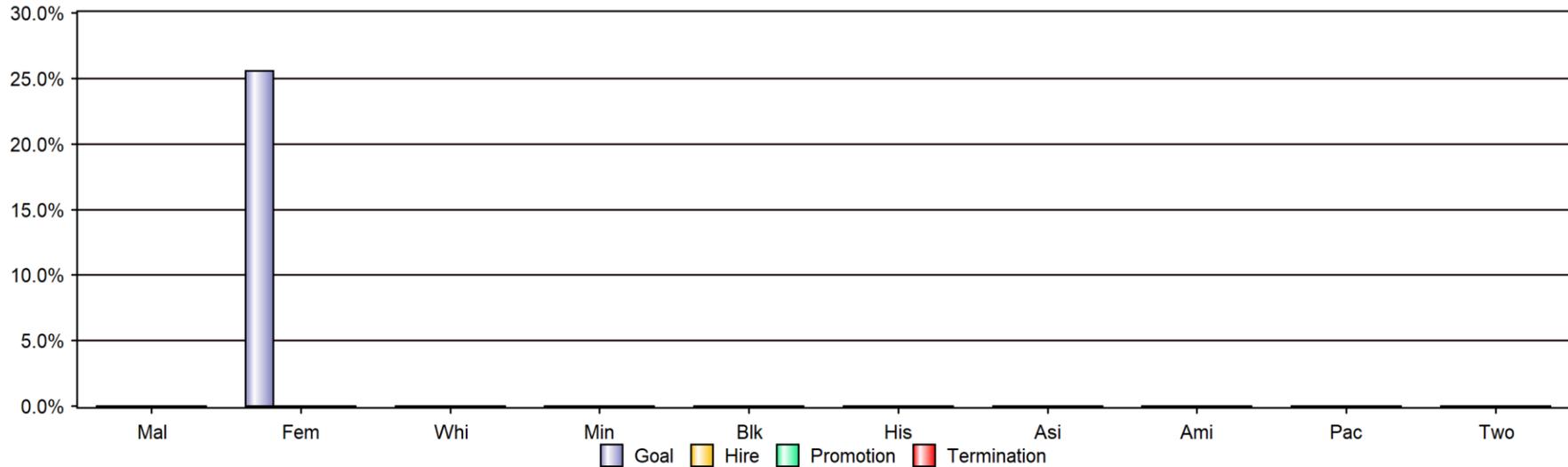
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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12B : First/Mid-lvl Officials & Mgrs – IT (12 Employees)

Males	12			0.0% (0)		0.0% (0)		0.0% (0)	
Females	0	25.6% (0)	25.5%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
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Minorities	0	0.0% (0)	0.0%						
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White	12			0.0% (0)		0.0% (0)		0.0% (0)	
Black	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Asian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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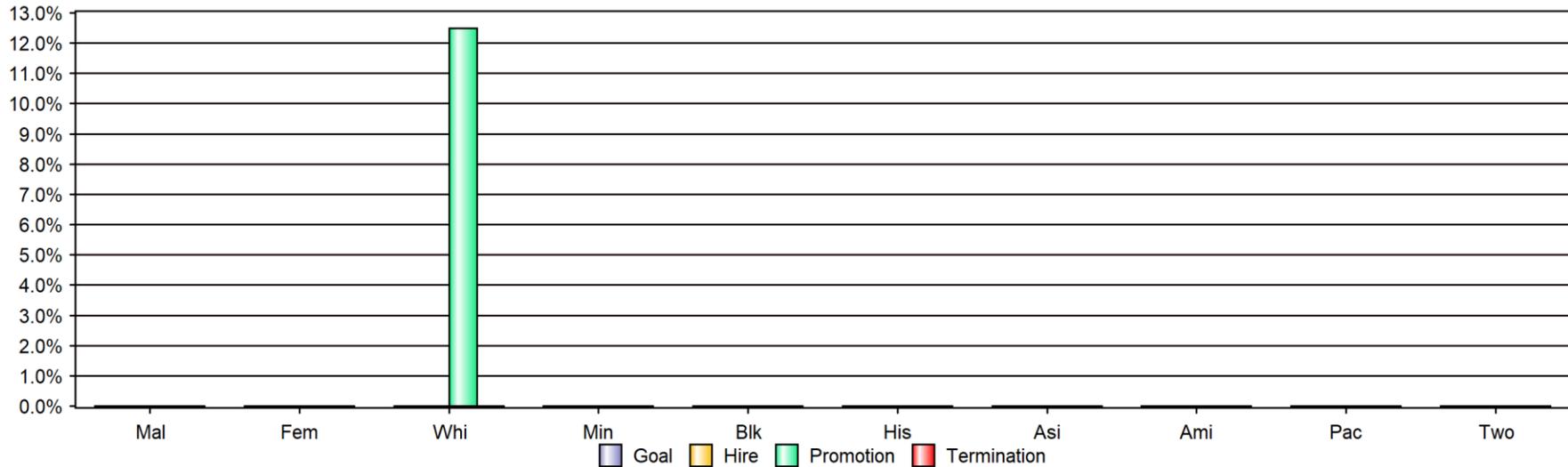
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Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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12C : First/Mid-lvl Officials & Mgrs - Engineering (9 Employees)

Males	8			0.0% (0)		0.0% (0)		0.0% (0)	
Females	1	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (1)	N/A	0.0% (0)	N/A
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Minorities	0	0.0% (0)	0.0%						
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White	9			0.0% (0)		12.5% (1)		0.0% (0)	
Black	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Asian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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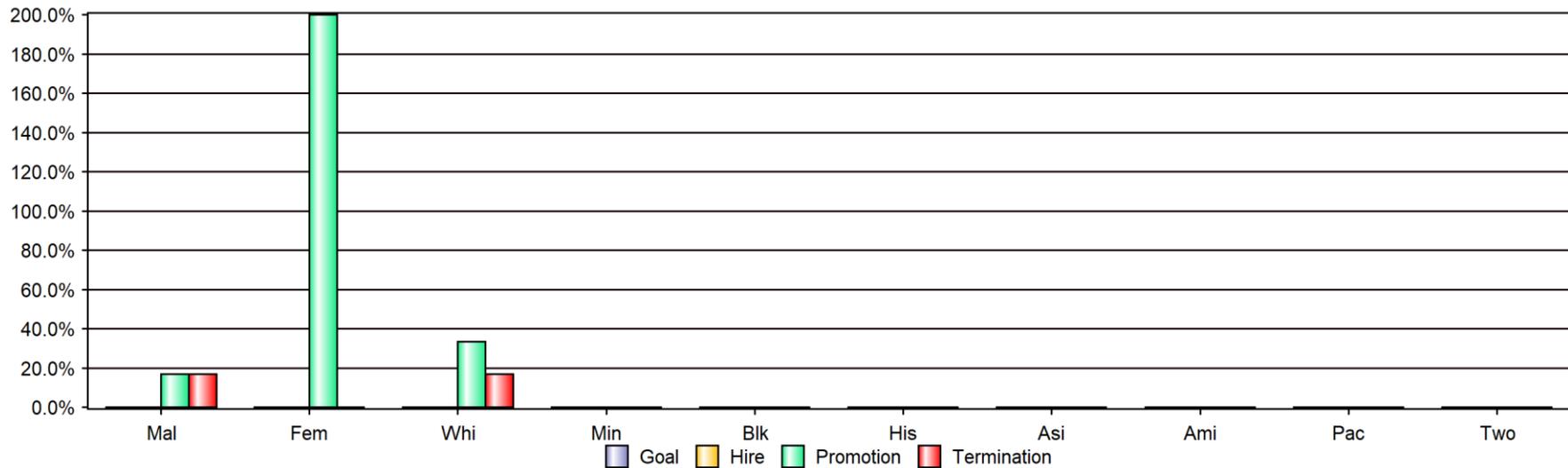
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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12D : First/Mid-lvl Officials & Mgrs - Operations (9 Employees)

Males	5			0.0% (0)			16.7% (1)	N/A	16.7% (1)	No
Females	4	0.0% (0)	0.0%	0.0% (0)	N/A	200.0% (2)			0.0% (0)	
Minorities	3	0.0% (0)	0.0%							
White	6			0.0% (0)		33.3% (2)	No	16.7% (1)	No	
Black	1	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	No	0.0% (0)		
Hispanic	1	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (1)	N/A	0.0% (0)	N/A	
Asian	1	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A	
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A	
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A	
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)			0.0% (0)	



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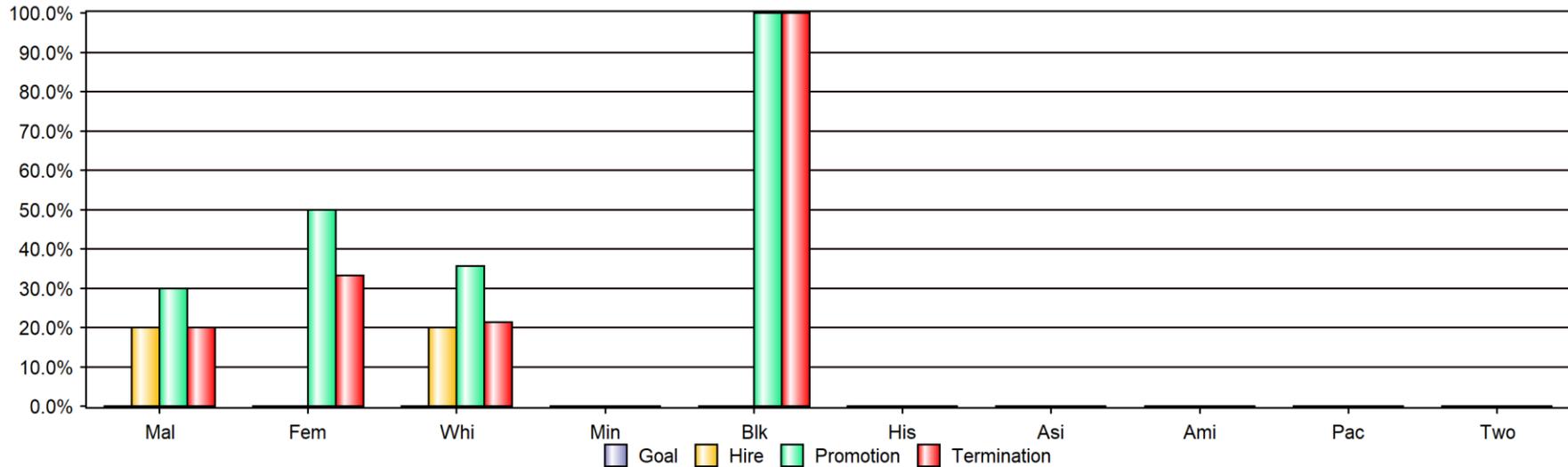
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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12E : First/Mid-lvl Officials & Mgrs - Sales (13 Employees)

Males	9			20.0% (1)		30.0% (3)	No	20.0% (2)	
Females	4	0.0% (0)	0.0%	0.0% (0)	N/A	50.0% (3)		33.3% (2)	No
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Minorities	1	0.0% (0)	0.0%						
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White	12			20.0% (1)		35.7% (5)	No	21.4% (3)	
Black	0	0.0% (0)	0.0%	0.0% (0)	N/A	100.0% (1)		100.0% (1)	No
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Asian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	1	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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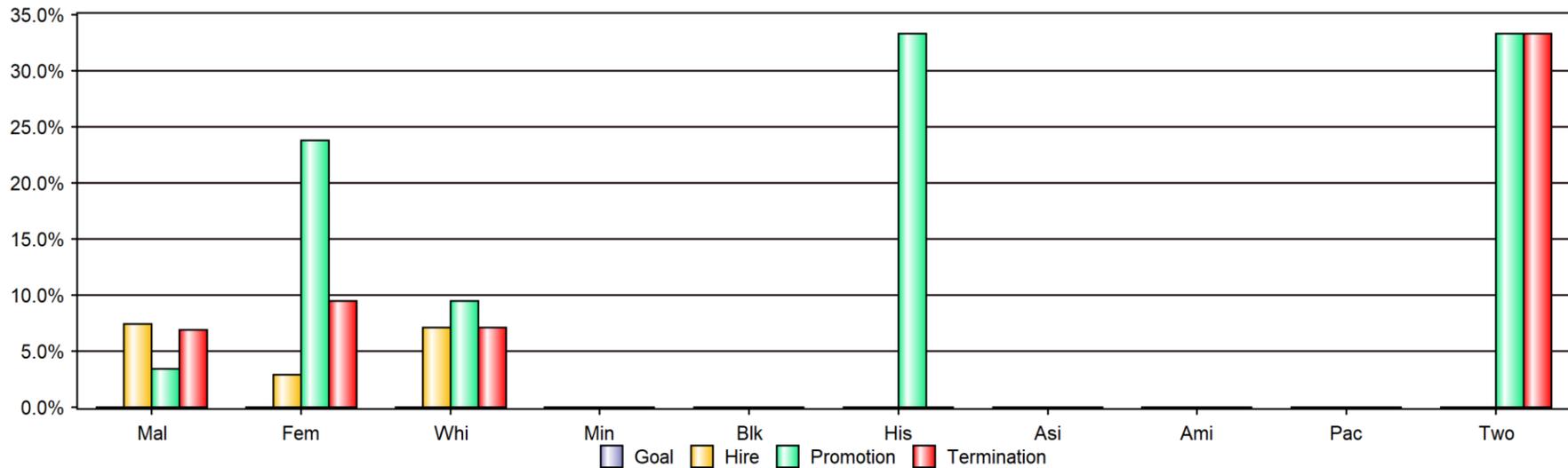
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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2 : Professionals (47 Employees)

Males	26			7.4% (2)		3.4% (1)	No	6.9% (2)	
Females	21	0.0% (0)	0.0%	2.9% (1)	No	23.8% (5)		9.5% (2)	No
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Minorities	8	0.0% (0)	0.0%						
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White	39			7.1% (3)		9.5% (4)	No	7.1% (3)	No
Black	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	3	0.0% (0)	0.0%	0.0% (0)	No	33.3% (1)		0.0% (0)	
Asian	2	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	3	0.0% (0)	0.0%	0.0% (0)		33.3% (1)		33.3% (1)	



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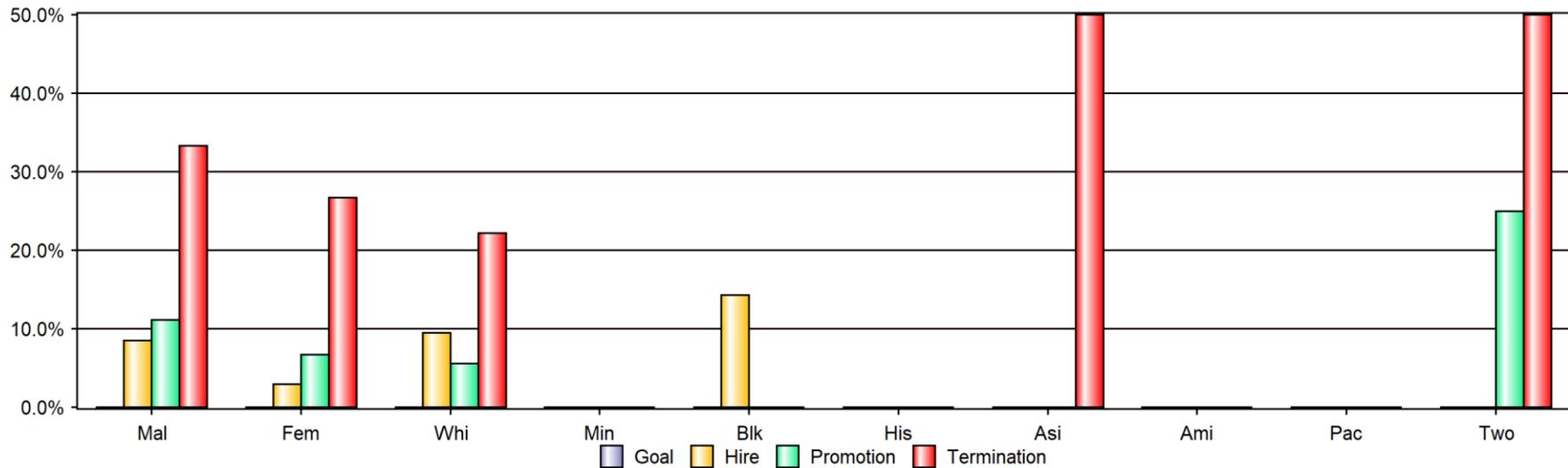
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Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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2A : Professionals – Finance (22 Employees)

Males	11			8.5% (4)			11.1% (1)	33.3% (3)	No
Females	11	0.0% (0)	0.0%	2.9% (1)	No	6.7% (1)	No	26.7% (4)	
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Minorities	3	0.0% (0)	0.0%						
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White	19			9.5% (4)	No	5.6% (1)	No	22.2% (4)	
Black	1	0.0% (0)	0.0%	14.3% (1)		0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)	N/A
Asian	1	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	50.0% (1)	No
American Indian	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	1	0.0% (0)	0.0%	0.0% (0)		25.0% (1)		50.0% (2)	



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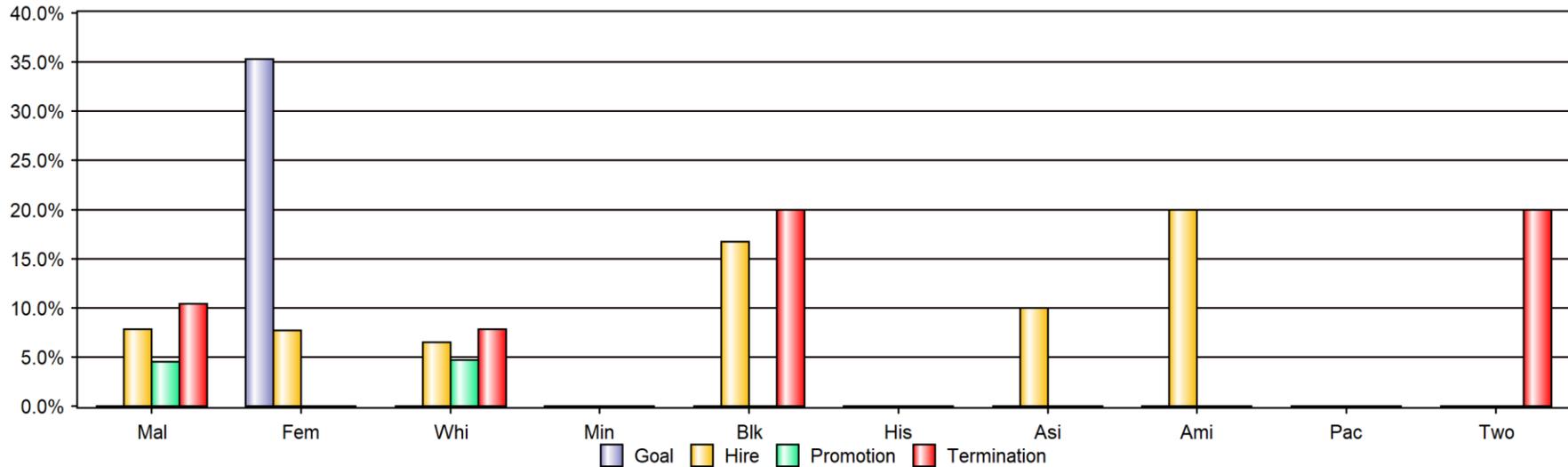
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Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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2B : Professionals - IT (80 Employees)

Males	66			7.8% (5)			4.5% (3)	10.4% (7)	No
Females	14	35.3% (6)	35.9%	7.7% (1)	No	0.0% (0)	No	0.0% (0)	
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Minorities	18	0.0% (0)	0.0%						
<hr/>									
White	62			6.5% (3)	No	4.7% (3)		7.8% (5)	No
Black	5	0.0% (0)	0.0%	16.7% (1)	No	0.0% (0)	No	20.0% (1)	No
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)	N/A
Asian	6	0.0% (0)	0.0%	10.0% (1)	No	0.0% (0)	No	0.0% (0)	
American Indian	3	0.0% (0)	0.0%	20.0% (1)		0.0% (0)	No	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	4	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		20.0% (1)	



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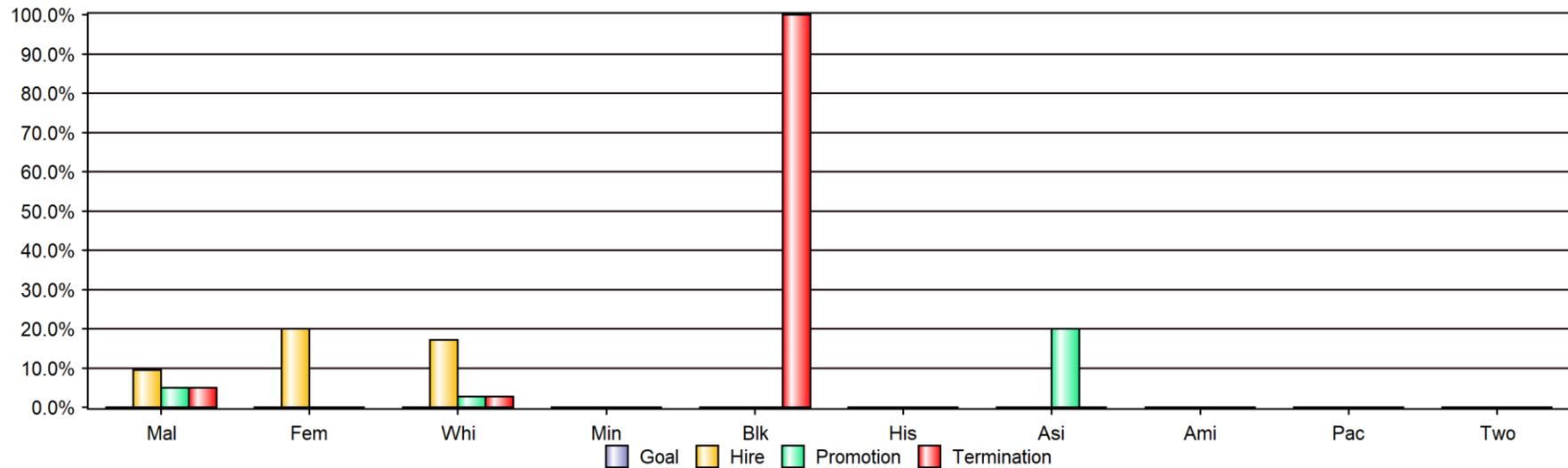
Alaska Communications
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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2C : Professionals - Engineering (46 Employees)

Males	42			9.4% (6)	No	4.9% (2)	4.9% (2)	No
Females	4	0.0% (0)	0.0%	20.0% (1)		0.0% (0)	No	0.0% (0)
<hr/>								
Minorities	6	0.0% (0)	0.0%					
<hr/>								
White	40			17.1% (7)		2.7% (1)	No	2.7% (1)
Black	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	100.0% (1)
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	0.0% (0)
Asian	5	0.0% (0)	0.0%	0.0% (0)	No	20.0% (1)		0.0% (0)
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)
Two or More	1	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)



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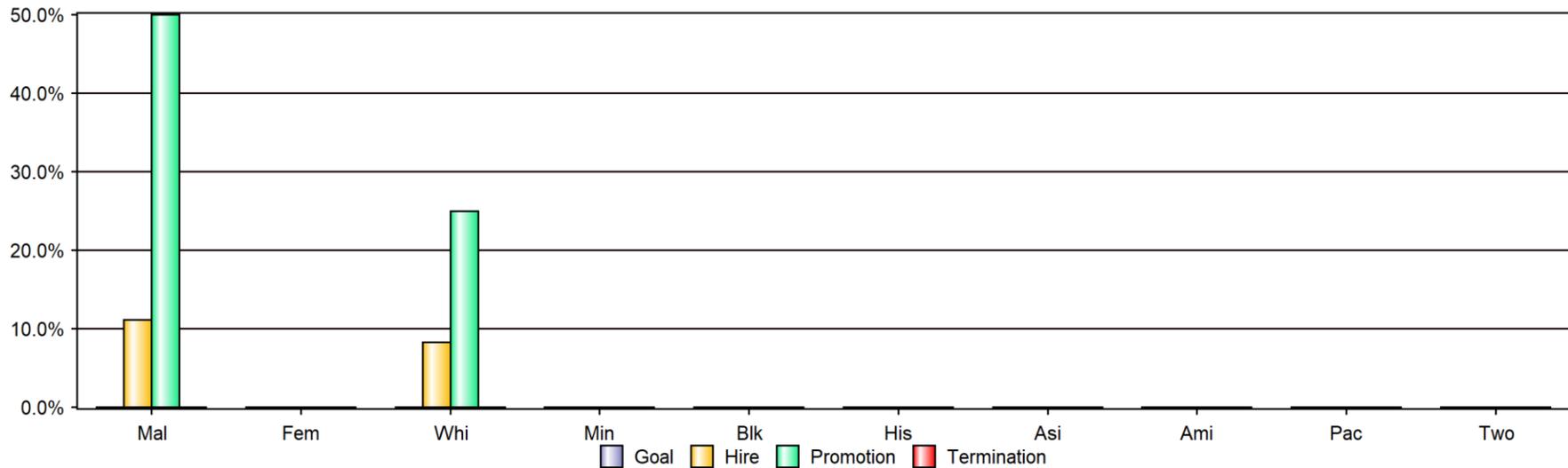
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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2D : Professionals - Marketing (5 Employees)

Males	3			11.1% (1)		50.0% (1)		0.0% (0)	
Females	2	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	0.0% (0)	N/A
<hr/>									
Minorities	0	0.0% (0)	0.0%						
<hr/>									
White	5			8.3% (1)		25.0% (1)		0.0% (0)	
Black	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Asian	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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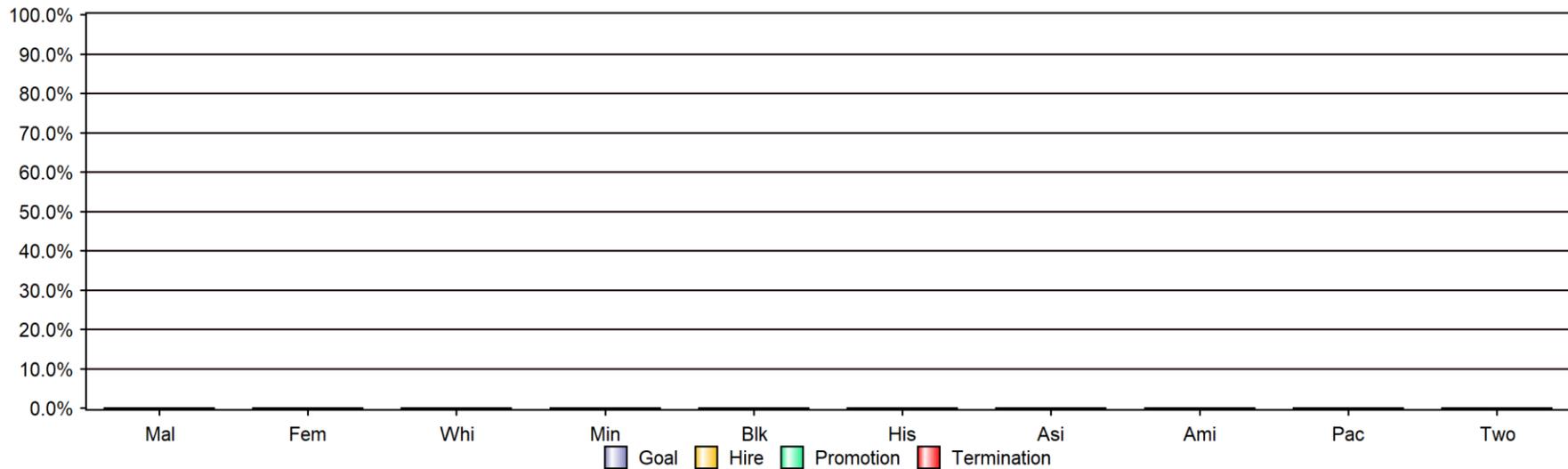
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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3 : Technicians (1 Employees)

Males	1			0.0% (0)		0.0% (0)		0.0% (0)	
Females	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
<hr/>									
Minorities	0	0.0% (0)	0.0%						
<hr/>									
White	1			0.0% (0)		0.0% (0)		0.0% (0)	
Black	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Asian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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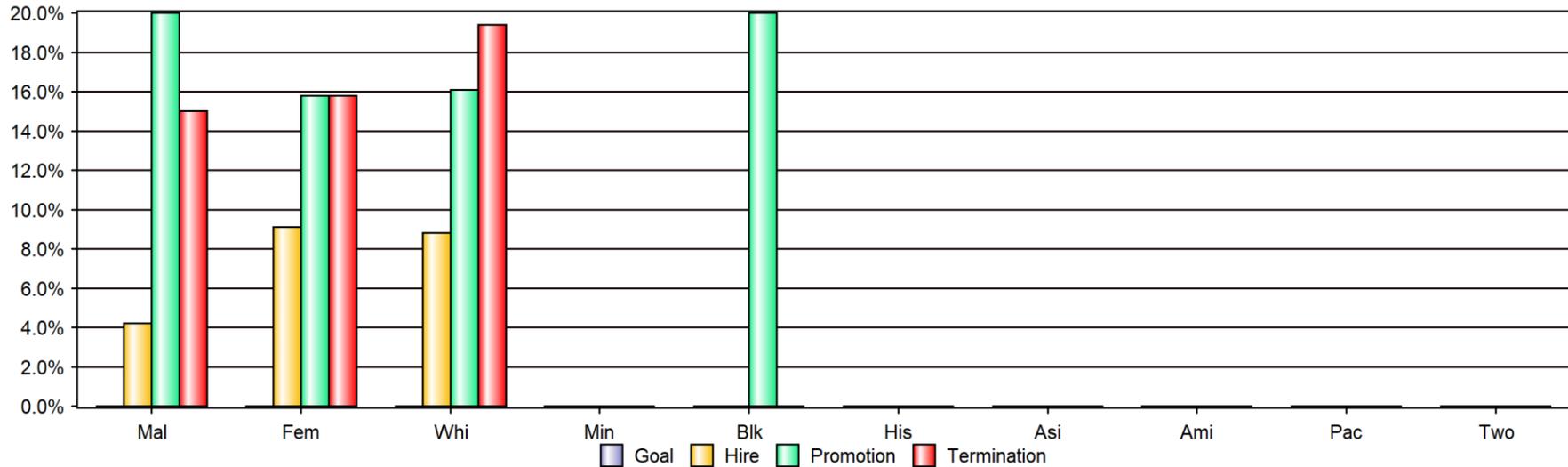
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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4 : Sales Workers (38 Employees)

Males	19			4.2% (1)	No	20.0% (4)		15.0% (3)	
Females	19	0.0% (0)	0.0%	9.1% (2)		15.8% (3)	No	15.8% (3)	No
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Minorities	9	0.0% (0)	0.0%						
<hr/>									
White	29			8.8% (3)		16.1% (5)	No	19.4% (6)	No
Black	5	0.0% (0)	0.0%	0.0% (0)	No	20.0% (1)		0.0% (0)	
Hispanic	2	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	0.0% (0)	N/A
Asian	1	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	1	0.0% (0)	0.0%	0.0% (0)		0.0% (1)		0.0% (0)	



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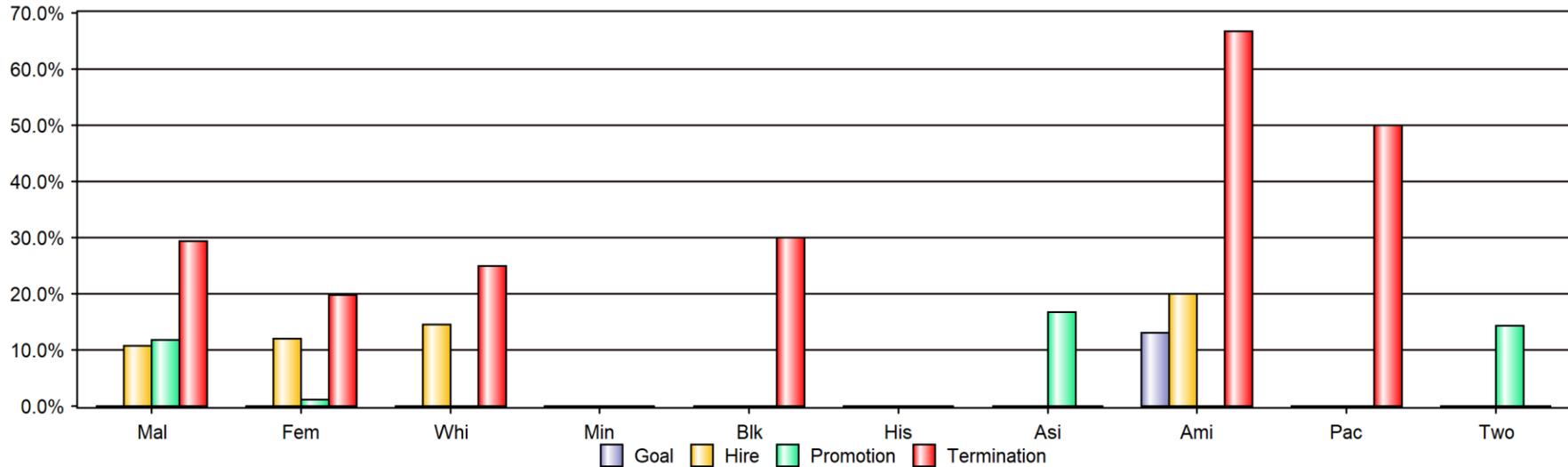
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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5 : Administrative Support Workers - General (81 Employees)

Males	14			10.7% (3)	No	11.8% (2)		29.4% (5)	No
Females	67	0.0% (0)	0.0%	12.0% (6)		1.2% (1)	No	19.8% (16)	
<hr/>									
Minorities	29	0.0% (0)	0.0%						
<hr/>									
White	52			14.5% (8)	No	0.0% (0)	Yes	25.0% (15)	No
Black	7	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	30.0% (3)	No
Hispanic	3	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	0.0% (0)	
Asian	11	0.0% (0)	0.0%	0.0% (0)	No	16.7% (2)		0.0% (0)	N/A
American Indian	2	13.1% (3)	13.4%	20.0% (1)		0.0% (0)	No	66.7% (2)	No
Hawaiian/Pac. Islander	1	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	No	50.0% (1)	No
Two or More	5	0.0% (0)	0.0%	0.0% (0)		14.3% (1)		0.0% (0)	



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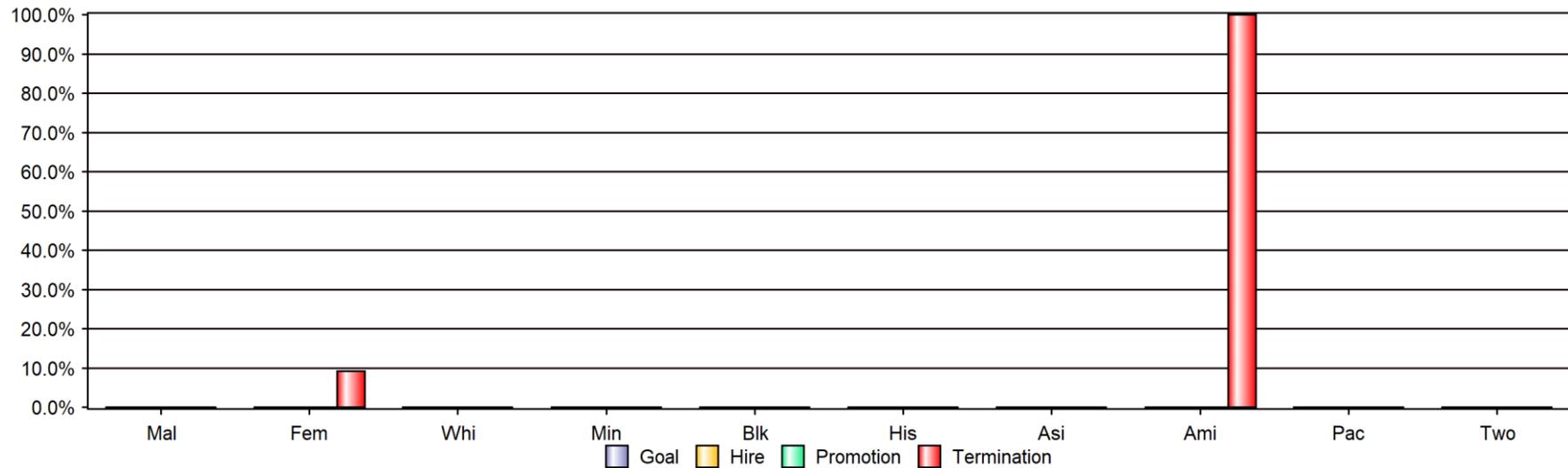
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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5A : Administrative Support Workers – Finance (12 Employees)

Males	1			0.0% (0)			0.0% (0)		
Females	11	0.0% (0)	0.0%	0.0% (1)	N/A	0.0% (0)	N/A	9.1% (1)	No
<hr/>									
Minorities	4	0.0% (0)	0.0%						
<hr/>									
White	8			0.0% (1)			0.0% (0)		
Black	2	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	1	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Asian	1	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	100.0% (1)	No
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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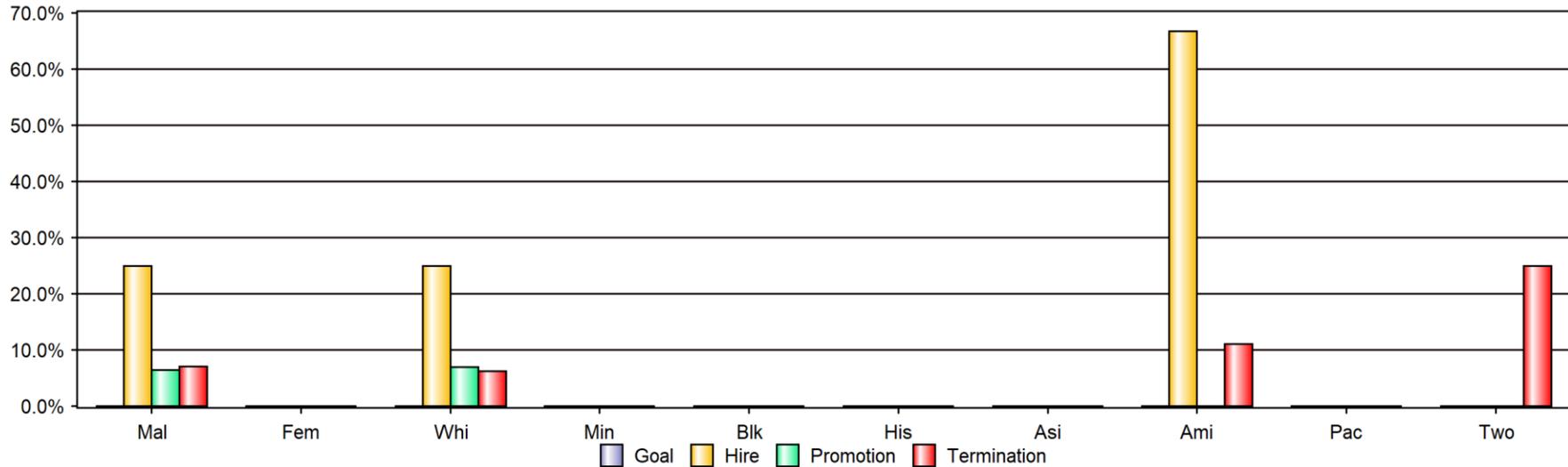
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Executive Summary/Management Presentation

Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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6 : Craft Workers (157 Employees)

Males	147			25.0% (10)		6.4% (9)	7.1% (10)	No
Females	10	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	0.0% (0)	No
<hr/>								
Minorities	23	0.0% (0)	0.0%					
<hr/>								
White	134			25.0% (8)	No	6.9% (9)	6.2% (8)	No
Black	3	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	0.0% (0)	No
Hispanic	2	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	0.0% (0)	N/A
Asian	5	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	0.0% (0)	N/A
American Indian	10	0.0% (0)	0.0%	66.7% (2)		0.0% (0)	11.1% (1)	No
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	No	0.0% (0)	0.0% (0)	N/A
Two or More	3	0.0% (0)	0.0%	0.0% (0)		0.0% (0)	25.0% (1)	



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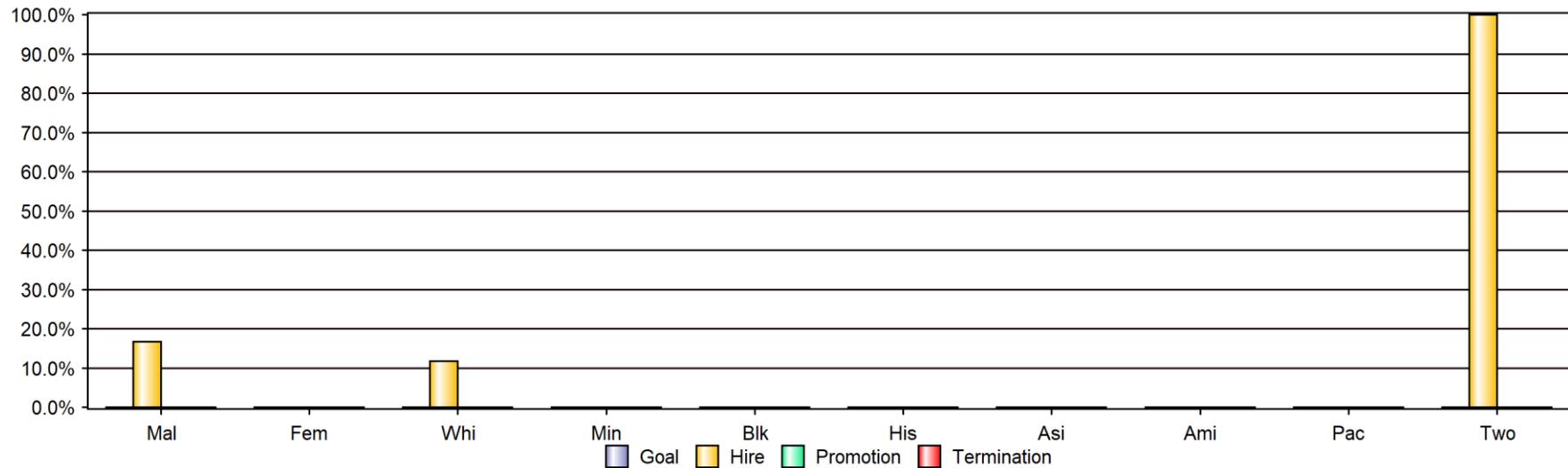
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Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
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7 : Operatives (4 Employees)

Males	4			16.7% (3)			0.0% (0)		0.0% (0)	
Females	0	0.0% (0)	0.0%	0.0% (0)	No		0.0% (0)	N/A	0.0% (0) N/A	
<hr/>										
Minorities	2	0.0% (0)	0.0%							
<hr/>										
White	2			11.8% (2)	No		0.0% (0)		0.0% (0)	
Black	0	0.0% (0)	0.0%	0.0% (0)	N/A		0.0% (0)	N/A	0.0% (0) N/A	
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	N/A		0.0% (0)	N/A	0.0% (0) N/A	
Asian	0	0.0% (0)	0.0%	0.0% (0)	No		0.0% (0)	N/A	0.0% (0) N/A	
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A		0.0% (0)	N/A	0.0% (0) N/A	
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A		0.0% (0)	N/A	0.0% (0) N/A	
Two or More	2	0.0% (0)	0.0%	100.0% (1)			0.0% (0)		0.0% (0)	



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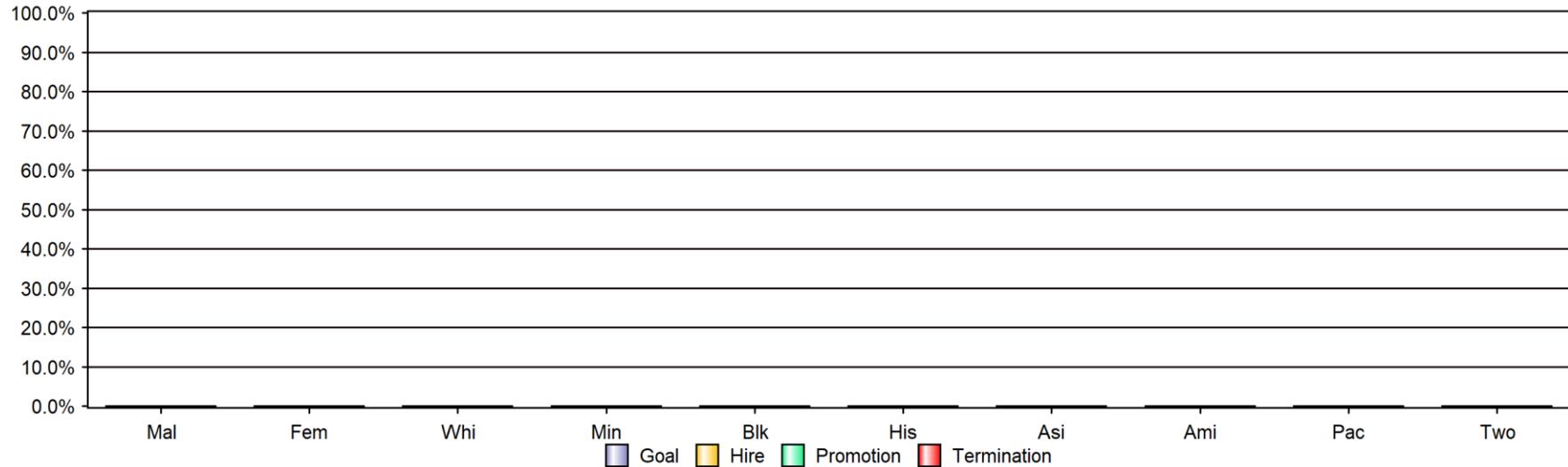
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8 : Laborers and Helpers (1 Employees)

Males	1			0.0% (0)		0.0% (0)		0.0% (0)	
Females	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
<hr/>									
Minorities	0	0.0% (0)	0.0%						
<hr/>									
White	1			0.0% (0)		0.0% (0)		0.0% (0)	
Black	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hispanic	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Asian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
American Indian	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N/A	0.0% (0)	N/A	0.0% (0)	N/A
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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AAP Policy Statement 2020

Final Audit Report

2020-12-17

Created:	2020-12-17
By:	Thelma Sipin (Thelma.Sipin@acsalaska.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAkmdubV0zLPFLGbSi4XyXaVxsZCEZV5W0

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