Department of Industrial Relations

Division of Apprenticeship Standards

and

California Apprenticeship Council

1996

Annual Report on Activities

to the Legislature and the Public

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APPRENTICESHIP TRAINING IN CALIFORNIA

The apprenticeship training system is unique in that its basic foundation is a partnership between industry, education and government. Industry funded and industry driven, the apprenticeship training system provides an effective balance between "learning by doing" and theoretical instruction in an effort to develop workers with marketable skills.

California continues to lead the nation with 46,172 apprentices registered in more than 1,100 programs recognized by the Division of Apprenticeship Standards.

California's multitude of industries/employers voluntarily sponsoring or participating in an apprenticeship program have found that this system of training is efficient and cost effective because it:

- Eliminates the need for expensive recruitment programs for people who are already trained.
- Creates a diversified and flexible work force and a larger pool of employees with specific, desired skills.
- Reduces the cost of high labor turnover; employees show high morale and loyalty when in a training program that offers upward mobility through career development.
- Increases productivity as employees in a structured training program are motivated to achieve.
- Adapts to include training of new skills as they become to be in demand by different segments of industry.
- Uses available public school facilities for required related theoretical classroom instruction.

On April 28, 1995, the Governor approved the School to Career Plan developed by the School-to-Career Task Force, which puts apprenticeship forward as a viable option to be considered for inclusion in California's school-to-career system. The CAC/DAS has been developing a strategy that would make apprenticeship opportunities available to high school students, expanding the apprenticeship concept beyond its traditional forms and participants. With the concurrence of the CAC, DAS launched pilot programs with several school districts throughout the state. These pilot School to Career/Apprenticeship Programs are partnerships involving schools, students and the business community, currently in the areas of the culinary arts, health care, automotive repair and manufacturing. Through them, both schools and students are offered a proven career training system, while businesses gain access to a workforce of energetic and motivated young people.

CALIFORNIA APPRENTICESHIP COUNCIL

The California Apprenticeship Council (CAC) was established in 1939 by the Shelley-Maloney Apprentice Labor Standards Act. The Council is comprised of 17 members, 14 of whom are appointed by the Governor to four year terms. Six of the appointed members represent management, six represent labor and two represent the public. The remaining three are ex officio members representing the Director of the Department of Industrial Relations (DIR), the Chancellor of the California Community Colleges and the Superintendent of Public Instruction. The Chair of the CAC is elected annually by the members of the Council. The Chief of the Division of Apprenticeship Standards serves as secretary to the CAC and DAS provides staff services.

The CAC holds open quarterly meetings to address issues affecting apprenticeship in California and to fulfill is statutory responsibility to provide policy advice on apprenticeship matters to the Administrator of Apprenticeship and DIR Director; to issue rules and regulations as may be necessary to carry out the intent of the law; to insure that selection procedures are impartially administered to all applicants; and to conduct appeals hearings in matters of apprentice agreement disputes, new apprenticeship standards approval, and apprenticeship program administration.

In the latter part of 1995, the CAC adopted proposed additions to its regulations, Title 8, Chapter 2, Part I, California Code of Regulations (CCR) sections 212.01, Industry Training Criteria, and 212.3, Apprenticeship Program Self-Evaluation Monitoring. The regulatory action was filed with the he Office of Administrative Law (OAL) on August 16, 1996. The OAL approved the CAC's regulatory action on September 27, 1996 and the regulation additions became effective on October 27, 1996.

Additionally, the CAC's Rules and Regulations Standing Committee began review of CAC's regulations, Title 8, Chapter 2, Part II, Other On-The-Job Training, and Part III, Journeyman On-The-Job Training. The Committee's objective was to streamline the application, processing and approval of formalized Other On-The-Job Training and Journeyman On-The-Job Training Programs. It is anticipated that the Committee will recommend to the CAC its proposed amendments to these regulations during 1997.

New apprenticeship program standards approved by the Chief, DAS, in 1996, and appealed to the CAC during 1996 were: the Associated Builders & Contractors, Inc., Golden Gate Chapter, Construction Craft Laborer Program; the Associated General Contractors of America, San Diego Chapter, Inc.

expansion of recruitment area to include Orange, San Bernardino, Riverside and Imperial Counties, for the occupations of Drywall Finisher (Taper) and Painter; the Associated General Contractors of America, San Diego Chapter, Inc. Construction Equipment Operator Program; and the Associated General Contractors of America, San Diego Chapter, Inc. Construction Equipment Mechanic Program. The CAC affirmed the approval of all of the programs, however in some cases, final approval was contingent upon the applicants providing some modifications to their submitted standards.

The CAC received no appeals in 1996 based upon determinations issued by the Administrator of Apprenticeship on matters of individual apprenticeship agreement disputes.

The CAC was involved in one new litigation matter in 1996, regarding Federal preemption of the CAC from approving an apprenticeship program that does not comply with the U.S. Bureau of Apprenticeship and Training standards. On August 1, 1996, the court rejected the Petitioner's arguments and issued a judgment dismissing the action with prejudice. The judgment was not appealed.

The CAC's School to Career/Apprenticeship Ad Hoc Committee, established on July 15, 1995, met regularly during 1996 in conjunction with the CAC's Quarterly meetings. The Committee, made up of representatives from industry, labor, government and education, has generated tremendous interest among the apprenticeship and educational communities in providing apprenticeship opportunities to students in high school. The Committee proposed basic selection criteria to the CAC to be utilized in the identification of pilot STC/A sites. The CAC adopted the following criteria: effective local partnership linkages; program quality; employer linkage for a particular industry or occupation; teacher support; geographic locale; and occupational diversity, initially focusing on automotive, culinary and manufacturing.

The CAC, also on the Committee's recommendation, committed a segment of time at each of its 1996 Quarterly meetings to presentations on school to career issues. The presentations made included: a forum on safety issues, especially for young workers; "Apprenticeship and Work Force Education" by Edward E. Gordon, Ph.D., President, Imperial Corporate Training & Development and Instructor, Loyola University, Chicago; a film titled "Pathways to Success;" a documentary titled "Jobs-The Class of 2000;" and a Keynote Video Address given by J. D. Hoye, Director, U.S.D.O.L.'s National School to Work Office followed by panelists who participated in the August, 1996 Conference on "Collaborating for Academic Excellence."

Additionally, the CAC supported the California Conference on Apprenticeship, initiated by industry and held in conjunction with the CAC's

second Quarterly meeting on May 1-3, 1996 in Monterey. Workshops were conducted on Credentials for Instructors; State Initiatives and Federal Legislation Affecting Workforce Preparation; National and State Skills Standards; Electronic Recordkeeping and New Technology in the Classroom; and Violence Prevention and Safety in the Work Place.

DIVISION OF APPRENTICESHIP STANDARDS

The Division of Apprenticeship Standards (DAS), within the Department of Industrial Relations, administers California's apprenticeship law, the Shelley-Maloney Apprentice Labor Standards Act of 1939, and the CAC's regulations.

The main responsibilities of DAS are the promotion and development of employment-based apprenticeship training programs; the improvement of apprentice working conditions; and the advancement of profitable employment opportunities for apprentices. The DAS accomplishes these objectives by providing consultative services to apprenticeship program sponsors, employers, employee organizations, and education providers. It also has oversight responsibility for proper program management and ensuring that high training standards are maintained for apprentices -- including their wages, hours and working conditions; skills to be learned and length of training; required supplemental classroom instruction; as well as the auditing of selection and disciplinary proceedings of apprentices or prospective apprentices.

Other DAS responsibilities include:

- Monitoring and enforcing compliance with California public works laws that require the employment of apprentices on public works projects. During 1996, the DAS, on behalf of the CAC, received $809,932.28 in training fund contributions from contractors on public works jobs. These funds were deposited in the state's General Fund. DAS received 131 public works apprentice enforcement complaints in 1996, and closed 585 pending cases.

- Under a federal contract with the U.S. Department of Veterans Affairs, approving employer training programs for veterans and monitoring compliance with the terms of the training standards in order to ensure that veterans receive the education benefits to which they are entitled.

- Approving applications for apprenticeship training programs. In calendar year 1996, DAS received 175 new apprenticeship program applications, of which 160 were approved. 15 were returned to program sponsors for consideration of modifications to meet the requirements of the apprenticeship law and regulations, and three of those approved were appealed to the CAC.

- Under CAC authority, issuing certificates of completion to registered apprentices who have completed their apprenticeship training upon recommendation of the apprentice's program sponsor.

- The administration of the equal opportunity regulations set forth by the CAC in the State of California Plan for Equal Opportunity in Apprenticeship. This plan states policies and procedures for promoting equality of opportunity in apprenticeship programs that are registered with DAS. The purpose of the plan is to prohibit discrimination based on race, gender, religion or national origin in apprenticeship programs by requiring affirmative action to provide equal opportunity.

DAS EQUAL OPPORTUNITY AND OUTREACH ACTIVITIES

Equal Opportunity

The percentage of minorities and women participating in apprenticeship programs remained fairly constant. As of December 31, 1996, 48.5 percent of California's registered apprentices were from minority groups and 11.3 percent were women.

Included in this report are Exhibits 1 through 5 for the years of 1992 through 1996, showing the number of apprentices -- including numbers and percentages for minorities and women -- registered in each apprenticeship program having five or more apprentices and the number of apprentices who completed their programs.

DAS Staff Outreach

In 1996, DAS staff:

- Participated in several workshops at the Cypress Mandel Training Center in Oakland to applicants preparing for entry in pre-apprenticeship programs sponsored by the construction trades.

- Made a presentation to the staff and applicants at the Ella Hill Hutch Community Center in San Francisco and answered questions on pre-apprenticeship programs and how they interact with the approved apprenticeship programs.

- Participated in a Youth Job Fair conducted by the Gilroy mayor's Gang Task Force in collaboration with the Mexican American Community Services Agency's (MACSA) Employment and Training Program.

- Served in an advisory capacity to Mission Valley Regional Occupational Program's Women in the Trades Program in Fremont.

- Participated in career days at Fairfield High School in Fairfield; Analy High School in Sebastopol; Leigh and Monte Vista High Schools and Santa Clara Central County Occupational Center in San Jose; Live Oak High School in Morgan Hill; Newark Memorial High School in Newark; and a job fair at the University of Santa Clara for high school seniors.

- Made presentations on apprenticeship at the advisory board meeting of the North Orange Regional Occupational Program; at Ventura County Job Links; and at the Workforce Preparation Conference at the Long Beach Center under the auspices of the State Job Training Coordinating Council.

- Participated with the Santa Monica Plumbers and Steamfitters Joint Apprenticeship Committee in outreach and recruitment of minority and female applicants at the "Salute to Youth" sponsored by the Antelope Valley Community Center in Palmdale.

- Participated with HUD in the Resident Development Program/Modernization Department for the recruitment of women and minorities in the Los Angeles Jordan Downs Housing.

- Participated with the Los Angeles Electrician Join Apprenticeship Committee's Career Day for Women.

- Participated with the Tile & Marble Finishers Joint Apprenticeship & Education Committee at the American Indian Job and Health Fair/Career Day at CAL State Los Angeles.

- Participated with the Santa Monica Plumbers Joint Apprenticeship Committee in outreach and recruitment of women and minorities at the Palm Spring, Sierra Vista, and Yucaipa High School Career Awareness Days in Palm Springs, Baldwin Park and Yucaipa.

- Served on the San Diego federal Mega Project Oversight Committee and assisted City Officials in arranging meetings with Outreach groups and the San Diego Apprenticeship Coordinator's Association.

- Arranged a meeting with San Diego Coordinators and various Community Based Organizations (CBOs) in San Diego to explain apprenticeship and seek their assistance in outreach and recruitment efforts for potential applicants.

- Attended steering committee meeting for a non-traditional Career Fair for women sponsored by Golden West College's Step-up Program in Huntington Beach.

- Participated in meeting of Esperanza High School's Business/ Community/School Joint Venture Committee in Anaheim.

- Made a presentation on apprenticeship to a class at El Dorado High School in Placentia and also assisted the high school in setting up outreach material for the school library.

DEPARTMENT OF CORRECTIONS
INMATE APPRENTICESHIP PROGRAM

The Division of Apprenticeship Standards, Department of Corrections, and Youth Authority have collaborated to establish apprenticeship training that helps inmates develop marketable skills that will enable them to secure gainful employment upon their release.

The inmate apprenticeship program encourages sponsors to help inmates transition from life in a correctional facility to life on the outside by accepting them into their existing apprenticeship programs in the private sector. Additionally, individual institutions have also established internal inmate apprenticeship programs in several occupations, including automotive repair trades, machinist trades, meat cutting trades, dry cleaning printing, and upholstery. At the end of 1996, 638 inmate apprentices were registered with DAS 9 new inmate apprenticeship programs had been approved.

DAS SCHOOL TO CAREER/APPRENTICESHIP

California's School-to-Career/Apprenticeship program (STC/A), initiated in 1995, moved forward with the establishment of seven pilots. In cooperation with community colleges and local education officials, partnership agreements were negotiated and signed to create an apprenticeship career path option for students in seven different geographical locations. The STC/A program differs from most other school initiated work experience programs for students in that all on-the-job training is paid, and the agreement signed with the employer is a commitment of continued employment and training upon the students graduation.

The STC/A program is the only recognized skilled training system that is entirely industry based and operated. It creates a linkage between the education system and industry while encouraging students to stay in school and graduate. The program begins the process of preparing students for transition into selected career fields through part-time, paid on-the-job training while the student is still in school. The signed apprenticeship agreement outlines what job specific training will be provided by the employer and the school. Upon graduation, the student continues in the apprenticeship program which transitions into full-time employment and further classroom instruction in the community college system or adult education until the term of apprenticeship is completed.

The seven STC/A pilots are located in Auburn, Milpitas, Riverside, Redding, Salinas/Monterey, Stockton and Torrance. The selection and location of the pilots was based in part on where DAS had staff that could support the pilots and on the industry linkage that the schools had already formulated and established. The interest of local education officials to participate in these pilots far exceeds DAS's limited staff and resources. Originally, DAS intended to establish a maximum of 4 pilots, but due to such strong interest from local educators, the number of pilots was expanded to seven. This expansion was made possible in part by a commitment from EDD to provide a limited amount of staff support to contact and secure participation commitments from employers in three of the seven locations. Local education officials from each pilot are also providing staff support to contact employers and encourage industry participation.

The industries originally targeted in the STC/A pilots include automotive repair (2 locations), culinary (one location), health (three locations) and manufacturing (2 locations). The seven STC/A pilots were developed and signed in 1996, the first in May with the Riverside County Office of Education in support of their culinary ROP programs. The last was

signed in October with the 49er ROP in Auburn to support the Placer County Office of Education's Nationally recognized automotive repair training program.

While specific industries were originally targeted for each pilot location, the pilots are free to expand the linkage to other industries where support from local employers has been established. The key to the STC/A program is that it encourages expansion and change to meet the needs of industry without adversely affecting educational goals and objectives.

The STC/A program is overseen by the Ad Hoc Committee of the California Apprenticeship Council and includes representatives from industry, labor, government and education. The goal is the development of one or more STC/A models that can be utilized in all schools where there is an interest and industry partnership. One additional pilot is being explored with the multi-media industry in Southern California in cooperation with local community colleges and the entertainment industry.

All STC/A activities are reported and coordinated to the extent possible with representatives from the Governor's School to Career Task Force. However, since no additional funding has been provided for the STC/A program, DAS is limited in its ability to expand at this time. Nevertheless, DAS is continuing to market the STC/A program and attending education sponsored conferences to explain the STC/A program and to generate interest within both the educational community and private sector employers. Three STC/A pamphlets have been developed and printed and two additional pamphlets have been drafted and are under review.

Statistical Summaries

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Analysis of Program Sponsors With 5 or More Apprentices Table 3: 1995 & 1996 (see Exhibit 4 & 5 attached)

	1995	1996
Number of programs reviewed	300	325
Percentage of minorities	47.9%	48.7%
Percentage of women	10.8%	11.0%
Total number of apprentices	40,790	45,536
Total number of minorities	19,523	22,157
Total number of women	4,328	5,018
Programs with no women	79	83
Total number of completions	5,568	4,881

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Active Minority Apprentices by Ethnic Group & Active Women Apprentices Table 2 (See Exhibits 1-5 attached)

	1992	1993	1994	1995	1996
All minorities	15,741	15,720	19,748	19,748	22,410
Black	3,467	3,603	4,146	4,579	5,273
Asian Pacific Islander	1,086	1,055	1,142	1,253	1,374
American Indian & Alaskan Native	796	775	842	887	911
Filipino	443	456	517	614	742
Hispanic	9,949	9,831	11,260	12,415	14,110
White	21,513	19,965	20,861	21,612	23,762
Total All Ethnic groups	37,254	35,685	38,768	41,360	46,172
Women	4,304	3,710	4,103	4,466	5,222

Note: Data reflect total active apprentices and will vary slightly with data of Tables 3.

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1996 Apprentice Complaint Activity

Year	Total Filed	Pending Jan.'96	Withdrawn/ Settled	Dismissed	Administrator's Determinations Issued	Appealed to CAC	CAC Decisions
1992	22	2	3	7	1	1	1
1993	23	6	2	6	4	0	0
1994	35	21	7	14	14	2	0
1995	12	11	0	0	1	0	2
1996	11	10	0	1	0	0	0

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Statistical Summaries (Cont'd)

Apprenticeship/Trainee Programs by Major Industries Approved in 1996

Services	98
Manufacturing	19
Retail Trade	9
Construction	6
Transportation and utilities	1
Communications	0

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Exhibit 1 - DAS Program Statistics 1992

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1992.

Number of programs reviewed	322
Percentage of minorities	42.3%
Percentage of Women	11.6%
Total number of apprentices	37,254
Total number of minorities	15,741
Total number of women	4,304
Programs with no women	85
Total number of completions	11,083

Note: Completions average about 7,000 per year. The large number shown here is the result of the correctional officer program (File #19000 CDC CYA JCC) completions - 6,801 apprentices during 1992.

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 1 - DAS Program Statistics 1992

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1992

The active apprentices as of December 31, 1992 numbered 37,254. One year ago, Dec. 31, 1991, there were 47,828 registered apprentices. By comparison, there was a decrease of 22.1% in the total number of active apprentices in the last year.

New registrations and reinstatements numbered 1,502 at the end of December, 1992.

Minorities represented 42.3% of all active apprentices as of December 31, 1992.

Active women apprentices as of December 31, 1992 numbered 4,304, which is 11.6% of all active apprentices.

Total Active Apprentices

	Count Dec'92	% of Total	Count Dec'91	% of Total	Change Dec'91 to Dec'92	1980 Census Goals
All Minorities	15,741	42.3%	20,312	42.5%	-22.5%	33.4%
Black	3,467	9.3%	5,227	10.9%	-33.7%	7.5%
Asian or Pacific islander	1,086	2.9%	1,299	2.7%	-16.4.%	4.3%
American Indian or Alaskan Native	796	2.1%	920	1.9%	-13.5%	0.9%
Filipino	443	1.2%	562	1.2%	-21.2%	1.5%
Hispanic	9,949	26.7%	12,304	25.7%	-19.1%	19.2%
White	21,513	57.7%	27,516	57.5%	-21.8%	66.6%
Total of all Ethnic groups	37,254	100.0%	47,828	100.0%	-22.1%	100.0%

Exhibit 2 - DAS Program Statistics 1993

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1993.

Number of programs reviewed	323
Percentage of minorities	44.1%
Percentage of Women	10.4%
Total number of apprentices	35,685
Total number of minorities	15,720
Total number of women	3,710
Programs with no women	63
Total number of completions	6,004

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 2 - DAS Program Statistics 1993

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1993

The active apprentices as of December 31, 1993 numbered 35,685.

New registrations and reinstatements numbered 1,003 at the end of December, 1993.

Minorities represented 44.1% of all active apprentices as of December 31, 1993.

Active women apprentices as of December 31, 1993 numbered 3,710, which is 10.4% of all active apprentices.

Total Active Apprentices

Total Active Apprentices

	Count Dec'93	% of Total	Count Dec'92	% of Total	Change Dec'92 to Dec'93	1980 Census Goals
All Minorities	15,720	44.1%	15,741	42.3%	-0.1%	33.4%
Black	3,603	10.1%	3,467	9.3%	3.9%	7.5%
Asian or Pacific islander	1,055	3.0%	1,086	2.9%	-2.9%	4.3%
American Indian or Alaskan Native	775	2.2%	796	2.1%	-2.6%	0.9%
Filipino	456	1.3%	443	1.2%	-2.9%	1.5%
Hispanic	9,831	27.5%	9,949	26.7%	-1.2%	19.2%
White	19,965	55.9%	21,513	57.7%	-7.2%	66.6%
Total of all Ethnic groups	35,685	100.0%	37,254	100.0%	-4.2%	100.0%

Exhibit 3 - DAS Program Statistics 1994

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1994.

Number of programs reviewed	300
Percentage of minorities	46.2%
Percentage of Women	10.6%
Total number of apprentices	38,768
Total number of minorities	17,907
Total number of women	4,103
Programs with no women	59
Total number of completions	6,044

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 3 - DAS Program Statistics 1994

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1994

The active apprentices as of December 31, 1994 numbered 38,768.

New registrations and reinstatements numbered 1,077 for the month of December, 1994.

Minorities represented 46.2% of all active apprentices as of December 31, 1994.

Active women apprentices as of December 31, 1994 numbered 4,103, which is 10.6% of all active apprentices.

Total Active Apprentices

	Count Dec'94	% of Total	Count Dec'93	% of Total	Change Dec'93 to Dec'94	1980 Census Goals
All Minorities	17,907	46.2%	15,720	44.1%	13.9%	33.4%
Black	4,146	10.7%	3,603	10.1%	15.1%	7.5%
Asian or Pacific islander	1,142	3.0%	1,055	3.0%	8.3%	4.3%
American Indian or Alaskan Native	842	2.2%	775	2.2%	8.7%	0.9%
Filipino	517	1.3%	456	1.3%	13.4%	1.5%
Hispanic	11,260	29.0%	9,831	27.5%	14.5%	19.2%
White	20,861	53.8%	19,965	55.9%	4.49%	66.6%
Total of all Ethnic groups	38,768	100.0%	35,685	100.0%	8.6%	100.0%

Exhibit 2 - DAS Program Statistics 1993

Table 3

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1993
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00002	16	S D PIPE TRA	103	36	35.0	5	4.9	24
00004	12	L A CO ELEC	554	197	35.6	31	5.6	.
00005	15	MASN RIV SBO	35	16	45.7	0	0.0	.
00006	06	ALA PLUMB	67	34	50.7	9	13.4	7
00007	06	NO CA SHOP	6	2	33.3	0	0.0	2
00008	12	L A CARP JAC	2,875	1,612	56.1	148	5.1	162
00009	14	OR BEIT PNTR	282	157	55.7	32	11.3	22
00010	05	S F SH MET	74	36	48.6	3	4.1	8
00011	12	L A PLUMB	156	63	40.4	3	1.9	36
00012	18	S MTO PLUM	88	23	26.1	4	4.5	56
00014	12	S CAL PLAST	57	37	64.9	4	7.0	9
00015	06	SLNO PLUMB	36	9	25.0	0	0.0	15
00016	12	L A PAINT	530	343	64.7	22	4.2	92
00018	05	BAY AREA PLA	94	38	40.4	2	2.1	.
00019	16	METRO SD CRP	204	80	39.2	8	3.9	22
00020	12	L A SH MET	224	139	62.1	5	2.2	104
00021	12	GLEN PLUMB	112	41	36.6	2	1.8	12
00023	05	JAC PLUMBING	157	69	43.9	8	5.1	31
00024	11	GOLD CST CAR	240	97	40.4	4	1.7	52
00025	18	S F MILL	29	12	41.4	1	3.4	.
00029	12	L A TILE LAY	88	41	46.6	6	6.8	32
00030	05	SF ELEC JATC	165	59	35.8	21	12.7	26
00036	06	ALA CC AUTO	271	88	32.5	4	1.5	51
00037	04	PLUMB & PIPE	91	29	31.9	9	9.9	12
00038	05	S F CARP	357	186	52.1	33	9.2	29
00039	05	N CAL BRIK	16	6	37.5	1	6.3	.
00040	05	REG PAINTERS	127	60	47.2	11	8.7	19
00042	06	CC PLBG TATC	25	7	28.0	3	12.0	15
00044	10	KERN PLAST	5	4	80.0	0	0.0	.

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1993
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00045	10	KERN NO LA C	38	14	36.8	2	5.3	5
00048	08	SALINAS CARP	40	19	47.5	1	2.5	11
00049	07	S JQN PAINT	27	7	25.9	3	11.1	2
00052	09	FRS SH MET J	36	17	47.2	1	2.8	3
00054	08	MTRY CARP	39	8	20.5	2	5.1	4
00056	12	LB PLUMBERS	29	14	48.3	1	3.4	1
00057	06	C COSTA CARP	532	162	30.5	27	5.1	24
00058	16	S D ELEC JAC	202	71	35.1	15	7.4	30
00060	12	S MON PLUMB	78	36	46.2	2	2.6	20
00061	08	SLNS PLUMB	5	3	60.0	0	0.0	.
00062	16	S D MEAT	16	8	50.0	1	6.3	19
00063	14		24	9	37.5	0	0.0	2
00064	15		10	5	50.0	0	0.0	.
00065	07	S JQN ELEC	54	18	33.3	6	11.1	2
00073	09	CNTL VY CARP	198	77	38.9	9	4.5	12
00074	05	N CAL FLR CV	24	8	33.3	1	4.2	5
00076	09	CEN VA PAINT	32	14	43.8	4	12.5	7
00077	03	MARIN CARP	73	18	24.7	8	11.0	8
00081	11	S BAR ELEC	25	7	28.0	2	8.0	6
00084	07	DEL YOS CARP	118	31	26.3	5	4.2	8
00088	18	N CAL TILE	143	49	34.3	10	7.0	10
00089	04	NOR VAL CARP	197	53	26.9	15	7.6	17
00094	04	MARYSVL CARP	12	3	25.0	0	0.0	1
00096	18	S MTO CARP	186	56	30.1	4	2.2	23
00098	18	S MTO ELEC	75	25	33.3	10	13.3	17
00099	06	NAPA CARP	36	9	25.0	0	0.0	5
00105	12	L A MILL JAC	115	87	75.7	2	1.7	15
00106	07	S JQN AUTO	36	16	44.4	1	2.8	5
00109	05	S F ROOF JAC	190	162	85.3	4	2.1	15
00111	08	SJ CARP JATC	259	100	38.6	10	3.9	59
00113	06	C C ELEC JAC	128	21	16.4	12	9.4	21
00116	08	S CLA PLAST	22	11	50.0	1	4.5	1
00117	09	FRS PLUMBERS	43	16	37.2	1	2.3	2
00119	08	TRI CO ELEC	33	21	63.6	2	6.1	9
00122	12	L A AIR CON	243	87	35.8	6	2.5	39
00123	04	SAC SH MET	92	17	18.5	7	7.6	12
00125	08	S CLA PLUMB	180	40	22.2	7	3.9	57
00128	03	SONOMA CARP	135	42	31.1	2	1.5	30
00130	05	S F AUTO JAC	64	33	51.6	2	3.1	14

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1993
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FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00131	16	S D SH MET J	59	22	37.3	3	5.1	17
00132	08	S CLA MACH	58	24	41.4	0	0.0	9
00134	05	JAC PLUMBING	6	0	0.0	0	0.0	.
00135	18	S MTO SH MET	75	27	36.0	11	14.7	11
00137	08	S CLA ELEC	130	46	35.4	19	14.6	17
00139	09	FRS ELEC	87	37	42.5	6	6.9	27
00146	06	ALAMEDA ELEC	146	54	37.0	28	19.2	1
00152	06	NAPA ELEC	31	12	38.7	7	22.6	7
00156	06	ALA CC STMFT	129	39	30.2	6	4.7	29
00157	08	S CLA SH MET	117	45	38.5	3	2.6	9
00158	16	S D MACH JAC	17	10	58.8	0	0.0	1
00161	01	N HUMB AUTO	10	0	0.0	1	10.0	2
00162	06	SLNO CARP JA	119	33	27.7	3	2.5	5
00163	15	S BO PLUMB J	59	14	23.7	4	6.8	11
00166	08	S CLA ML CAB	13	8	61.5	0	0.0	.
00169	03	MARIN ELEC	70	10	14.3	4	5.7	4
00170	18	S MTO AUTO	129	61	47.3	0	0.0	1
00177	12	TRI CO ROOFR	421	338	80.3	10	2.4	3
00180	08	S CLA AUTO	229	73	31.9	5	2.2	31
00238	10	KERN PLUMB J	80	38	47.5	4	5.0	10
00244	11	CHNL COS PNT	43	16	37.2	7	16.3	1
00246	02	NE CAL AUTO	5	0	0.0	0	0.0	1
00247	16	S D GAS ELEC	47	16	34.0	2	4.3	13
00260	03	SONOMA AUTO	16	5	31.3	0	0.0	.
00277	11	S BAR PLUMB	25	5	20.0	1	4.0	.
00279	16	S D PLAST	11	9	81.8	2	18.2	1
00280	12	L A STMFTR	138	61	44.2	13	9.4	23
00299	05	N CAL LITHO	69	18	26.1	11	15.9	34
00322	12	LA WTPW ELRP	12	6	50.0	1	8.3	2
00333	06	ALA CC MILL	67	36	53.7	21	31.3	.
00367	06	ALA CC BRIK	11	3	27.3	1	9.1	2
00368	07	S JQN PLUMB	16	5	31.3	1	6.3	3
00370	05	S F GLAZ FLA	28	6	21.4	2	7.1	.
00374	11	VTA ELEC	58	15	25.9	7	12.1	11
00375	15	S BO ELEC	71	17	23.9	6	8.5	9
00425	09	CNTL VY ELEC	40	11	27.5	3	7.5	5
00430	09	STNS PLUMB	29	9	31.0	1	3.4	6
00453	06	ALA CC AU PT	15	4	26.7	0	0.0	2
00494	14	ORANGE ELEC	148	36	24.3	3	2.0	36

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FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00566	12	S CAL TRANSP	58	30	51.7	0	0.0	1
00635	09	FRS GLAZIERS	8	2	25.0	1	12.5	.
00656	14	OR PLUMB JAC	62	16	25.8	1	1.6	11
00667	14	S CAL IRON W	103	36	35.0	4	3.9	60
00762	04	SAC PLAST	22	7	31.8	3	13.6	2
00799	05	S F MEAT JAC	43	21	48.8	6	14.0	11
00823	04	SAC AUTO JAC	26	8	30.8	2	7.7	4
00824	12	S CAL CEMENT	201	168	83.6	15	7.5	23
00864	07	S JQN MEAT	25	11	44.0	1	4.0	10
00865	06	OAK MEAT	72	46	63.9	13	18.1	21
00962	09	FRS PLAST JA	12	6	50.0	1	8.3	2
01026	06	EBAY CPT LIN	26	6	23.1	1	3.8	3
01050	14	ORANGE MEAT	22	7	31.8	0	0.0	28
01193	07	SN JQN MACH	6	2	33.3	0	0.0	3
01403	12	SO CAL GLAZ	68	30	44.1	3	4.4	23
01436	12	L B BRIK JAC	31	11	35.5	1	3.2	5
01499	07	S JQN SH MET	19	4	21.1	1	5.3	2
01501	04	IRONWORKERS	50	12	24.0	2	4.0	9
01710	04	SAC GLAZIERS	17	7	41.2	1	5.9	.
01759	04	SAC MEAT JAC	42	8	19.0	5	11.9	.
02012	15	RIV ELEC JAC	53	26	49.1	3	5.7	16
02227	06	NAP SLN MEAT	12	3	25.0	1	8.3	7
02486	01	HUMB CARP JA	15	4	26.7	2	13.3	2
02797	04	SAC CPT LINO	24	5	20.8	3	12.5	9
02799	08	MT VW CARP	107	31	29.0	1	0.9	27
02898	06	EST NO BAY R	413	320	77.5	10	2.4	29
03029	12	POMONA PLUMB	55	16	29.1	8	14.5	11
03199	09	C VLY AUTO J	23	10	43.5	1	4.3	10
03200	10	KERN BRIK JA	5	2	40.0	0	0.0	.
03262	16	S D CPT LINO	27	19	70.4	1	3.7	.
03275	09	MODES SH MET	18	2	11.1	2	11.1	6
03327	14	LB OR SH MET	88	24	27.3	7	8.0	20
03688	12	SCAL STA ENG	56	20	35.7	5	8.9	17
04020	07	S JQN BRIK	20	8	40.0	1	5.0	5
04083	16	S D CIV SERV	8	5	62.5	4	50.0	3
04088	11	VTA PLUMB	49	15	30.6	4	8.2	11
04091	08	S CLA BRIK	23	9	39.1	0	0.0	4
04367	08	MONTREY BRIK	10	3	30.0	1	10.0	2
04391	18	SPRINKLER FI	83	33	39.8	5	6.0	14

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FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
04489	11	TRI SHT MTL	66	16	24.2	2	3.0	23
04501	12	LA SPRKLR FT	85	38	44.7	10	11.8	32
04535	15	S BO SH MET	55	18	32.7	4	7.3	4
04641	12	L A LITHO IN	48	23	47.9	7	14.6	.
04789	08	C COAST FL C	112	54	48.2	1	0.9	8
06723	12	S MONCA MEAT	21	17	81.0	0	0.0	.
06948	08	S CLA GLAZ	23	5	21.7	0	0.0	7
07055	16	S D BRIK	54	28	51.9	6	11.1	.
07078	05	NCAL STN ENG	135	48	35.6	21	15.6	33
07205	06	OAK IRON WKR	151	67	44.4	10	6.6	30
07238	08	MTRY SH MET	31	10	32.3	4	12.9	12
07239	04	SAC BRIK	16	7	43.8	2	12.5	.
07240	04	YUBA PLUMB	12	4	33.3	1	8.3	.
07257	16	SD CEMENT MS	15	11	73.3	1	6.7	1
07293	16	S D IMP ROOF	39	19	48.7	0	0.0	.
07294	09	CNTRL VLY RF	97	77	79.4	1	1.0	2
07415	15	S BO ROOFER	40	30	75.0	3	7.5	1
07416	15	S BO RIV PPM	36	14	38.9	4	11.1	12
07529	06	ALA SH MET	93	35	37.6	11	11.8	28
07646	05	S F STL EREC	159	80	50.3	15	9.4	8
07813	16	S D STR IRON	42	17	40.5	4	9.5	9
07982	12	LA WTPW ELEC	21	5	23.8	0	0.0	3
08078	14		7	3	42.9	1	14.3	4
08280	12	SCA FL CJATC	219	144	65.8	2	0.9	21
08292	14	ORANGE BRIK	17	8	47.1	2	11.8	2
08293	02	SHASTA PLUMB	7	3	42.9	1	14.3	3
08378	11	S L O PLUMB	8	2	25.0	0	0.0	.
08685	10	KERN ELEC JA	57	23	40.4	5	8.8	13
08777	12	L A LATH JAC	225	114	50.7	2	0.9	20
08805	11	SLO ELEC JAC	25	4	16.0	1	4.0	4
08819	12	L A SD ELCTR	9	6	66.7	2	22.2	.
08860	06	GLAZ ARC MET	37	17	45.9	1	2.7	1
08885	14	L A REIN IR	94	45	47.9	3	3.2	11
08901	08	MTRY PLAST	6	3	50.0	0	0.0	.
08902	01	OR WA CA PLU	5	2	40.0	1	20.0	.
09005	07	S JQN SAC MC	14	5	35.7	0	0.0	2
09028	04	SAC NOR ROOF	30	12	40.0	3	10.0	1
09069	08	S CLA ROOFER	198	146	73.7	6	3.0	5
09076	09	CEN CAL IRON	22	10	45.5	0	0.0	7

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FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
09142	08	S CRZ PLUMB	5	0	0.0	1	20.0	6
09157	07	S JQN ROOFER	22	10	45.5	1	4.5	.
09162	02	NE BUTTE CAR	35	6	17.1	1	2.9	4
09271	08	S CLA IRONWK	83	31	37.3	0	0.0	11
09300	11	S MRA ELEC	21	3	14.3	1	4.8	5
09307	15	INLND RFRIG	11	2	18.2	0	0.0	1
09386	06	PTG DEC JATC	187	62	33.2	9	4.8	20
09411	08	BAY AREA BRB	29	25	86.2	8	27.6	.
09422	12	L A BARB	32	29	90.6	8	25.0	.
09423	15	S BO RIV BAR	36	31	86.1	13	36.1	9
09431	04	46 NCO OP EN	603	423	70.1	56	9.3	86
09442	06	N CAL SURVYR	105	45	42.9	13	12.4	3
09448	14	KAY MICRO AE	6	5	83.3	0	0.0	.
09449	14	SCAL ASBESTO	58	26	44.8	3	5.2	17
09454	05	S F COOK JAC	15	4	26.7	6	40.0	.
09462	08	S CRUZ CARP	45	15	33.3	7	15.6	7
09470	12	MOT PIC ELEC	6	1	16.7	1	16.7	5
09476	06	ALAMEDA CARP	580	223	38.4	41	7.1	34
09502	05	BOILERMAKERS	65	23	35.4	7	10.8	.
09508	18	REST HTL UAC	34	15	44.1	8	23.5	5
09515	16	S D BARBER J	19	10	52.6	9	47.4	.
09516	06	MILRT NO CAL	180	49	27.2	23	12.8	3
09529	04	SO TAHO CARP	6	0	0.0	1	16.7	.
09530	04	N TAHOE CARP	7	0	0.0	2	28.6	2
09533	08	GIL HSTR CRP	33	19	57.6	0	0.0	5
09549	08	S CLARA MEAT	45	23	51.1	5	11.1	13
09554	12	OPER ENGR TR	322	135	41.9	61	18.9	115
09565	12	SCAL MLRT JA	122	59	48.4	16	13.1	10
09569	04	CAL TRANSPTN	10	7	70.0	6	60.0	1
09599	08	SLNS VY MACH	10	4	40.0	0	0.0	.
09600	02	SHASTA ELEC	12	1	8.3	1	8.3	.
09601	14	ORANGE MACH	63	21	33.3	2	3.2	18
09840	12	LA NA TL MAC	59	38	64.4	0	0.0	9
10153	14	OR COOK UAC	10	0	0.0	3	30.0	2
10380	06	N CAL TAPER	344	132	38.4	19	5.5	18
10556	12	SCAL SPKR FT	80	55	68.8	8	10.0	6
11010	08	OWENS CORN	7	3	42.9	0	0.0	3
11069	06	LAW LVMR NTL	42	18	42.9	11	26.2	8
11175	04	CAL WATR RES	33	22	66.7	17	51.5	12

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FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
11526	12	LA MSRY JAC	150	108	72.0	13	8.7	11
12111	02	CAL COR CEN	99	38	38.4	0	0.0	.
13162	11	VTA CO BRIK	14	5	35.7	3	21.4	1
13800	12	TILE FINISHR	100	73	73.0	3	3.0	31
14150	12	L A CARP JAC	44	30	68.2	1	2.3	3
14296	12	SH MET SPLTY	23	12	52.2	2	8.7	.
14550	05	P G E JAC	715	181	25.3	36	5.0	417
14612	12	L A DRYWALL	211	142	67.3	4	1.9	41
14700	16	SD IMP GLAZ	21	3	14.3	0	0.0	2
14827	11	ARBOR TREE	6	0	0.0	0	0.0	4
15307	04	SAC TILE JAC	31	5	16.1	1	3.2	.
15346	08	CA DEPT CORR	12	9	75.0	0	0.0	.
15353	01	MCMURRAY SON	21	3	14.3	1	4.8	.
15481	06	DEPT TRANS	27	15	55.6	11	40.7	6
15517	06	CALIF CORREC	23	14	60.9	0	0.0	.
15530	12	L BEACH US N	8	5	62.5	1	12.5	.
15531	01	HUMB SH MET	7	0	0.0	1	14.3	2
15532	03	N BAY SH MET	56	10	17.9	4	7.1	18
15564	06	OWENS ILL 20	5	4	80.0	0	0.0	2
15594	04	CALIF HWY PT	835	291	34.9	168	20.1	.
15633	05	N CAL TILE	162	79	48.8	15	9.3	14
15726	07	SIERRA CONS	37	15	40.5	0	0.0	.
15834	16	NAVAL AIR	7	3	42.9	2	28.6	14
16129	12	S CA PLDRV O	225	105	46.7	45	20.0	22
16199	04	CAL WATR RES	15	8	53.3	8	53.3	2
16291	18	S MTO DRYW	78	37	47.4	4	5.1	15
16292	03	N COAST D WL	31	5	16.1	1	3.2	4
16293	08	S BENI S CLA	73	22	30.1	5	6.8	17
16295	04	SAC DRYW JTC	81	17	21.0	2	2.5	19
16298	08	S CRZ DRYW	16	8	50.0	1	6.3	1
16364	16	SOLAR TURBIN	12	5	41.7	2	16.7	3
16378	15	INL EMP TILE	14	7	50.0	2	14.3	.
16391	16	TILE FI S CA	49	28	57.1	3	6.1	.
16427	06	NCAL ASBESTO	132	40	30.3	7	5.3	.
16435	04	SAC A ELECTR	126	31	24.6	14	11.1	2
16460	08	PAINT N DECO	86	38	44.2	2	2.3	20
16471	15	S BO MACH TL	23	3	13.0	0	0.0	17
16508	04	CAL FIRE FTR	1,459	509	34.9	96	6.6	397
16533	14	ORANGE TRANS	23	13	56.5	1	4.3	22

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				NUMBER	PCT	NUMBER	PCT	
16535	06	ALA CON DRYW	122	48	39.3	3	2.5	8
16824	11	CAMA HOS PSY	24	15	62.5	8	33.3	17
16987	14	OR CO BARB J	37	24	64.9	15	40.5	11
17164	04	DEPT PARK RE	47	12	25.5	12	25.5	17
17291	16	S D DRY W LA	17	15	88.2	1	5.9	2
17293	14	SO CA SURV 1	118	40	33.9	13	11.0	97
17300	18	IND EMG COUN	13	3	23.1	1	7.7	.
17346	04	CAL STAT ENG	12	7	58.3	4	33.3	6
17444	12	LA VIC DRYWL	600	312	52.0	5	0.8	30
17457	14	ARMED FORCES	10	2	20.0	0	0.0	.
17468	06	VJO FIRE DEP	7	7	100.0	0	0.0	.
17504	12	LA USD ELECT	5	3	60.0	0	0.0	.
17622	03	HEWLETT-PACK	10	7	70.0	1	10.0	.
17733	06	SOLANO DRYWL	10	3	30.0	0	0.0	2
17734	11	SLO DRYWALL	48	32	66.7	0	0.0	.
17767	01	TRINITY SCHL	44	6	13.6	21	47.7	.
17829	01	HUMBLT PAINT	10	3	30.0	1	10.0	.
17858	06	NO CAL PLEDR	162	84	51.9	43	26.5	6
17865	08	SF BAY NA TL	177	75	42.4	5	2.8	13
17868	08	N CA PRE MTL	41	27	65.9	2	4.9	.
17871	05		18	7	38.9	15	83.3	1
17941	09	BEV MANOR C	5	4	80.0	4	80.0	6
17959	11	VNTRA DRYWAL	60	20	33.3	0	0.0	5
17977	16	SD LOCKSMITH	28	3	10.7	3	10.7	3
17979	07	DEPT CORR	16	9	56.3	0	0.0	1
17984	03	SNMA PSY TEC	423	107	25.3	277	65.5	37
17985	15	S BO CULINAR	5	3	60.0	1	20.0	.
18000	06	MARE ISLE US	214	74	34.6	50	23.4	209
18081	08	CAL PSYC TEC	28	25	89.3	12	42.9	4
18146	18	G BAY A HDWD	20	6	30.0	1	5.0	6
18164	18	S F AIRPORTS	12	3	25.0	1	8.3	3
18254	15	CONTEL CA	5	2	40.0	0	0.0	.
18496	08	NO CA CEMENT	141	84	59.6	14	9.9	21
18776	08	MTRY SCZ RFR	6	4	66.7	1	16.7	4
18979	16	SD TROLLEY J	23	17	73.9	3	13.0	26
18994	12	GLEN ELEC MC	11	5	45.5	0	0.0	3
18998	12	GLEN PWR OPR	7	3	42.9	0	0.0	1
19000	04	CDC CYA JCC	2,963	1,443	48.7	857	28.9	1,198
19050	04	CDC BLDG MTC	6	3	50.0	6	100.0	.

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				NUMBER	PCT	NUMBER	PCT	
19081	12	BRBNK LN MEC	17	3	17.6	0	0.0	.
19086	04	CAPTL CHEFS	45	4	8.9	13	28.9	2
19119	06	N UN MTR MFG	33	15	45.5	6	18.2	10
19161	16	SD AGC JAC	218	99	45.4	5	2.3	7
19167	08	N CA SOUND C	113	30	26.5	7	6.2	1
19168	12	LA CULIN UAC	24	18	75.0	2	8.3	7
19213	11	YTH AUTH VEN	17	13	76.5	7	41.2	.
19224	16	ABC SD JAC	107	40	37.4	7	6.5	12
19273	12	ASSOC DEV DI	16	9	56.3	12	75.0	.
19323	14	FAIRVW PSYCH	29	21	72.4	9	31.0	29
19326	03	BEPEX CORP	5	0	0.0	0	0.0	1
19327	15	S CA ABC JAC	292	106	36.3	11	3.8	8
19328	16	TILE SET S C	23	10	43.5	3	13.0	.
19495	04	SAC CO SHER	47	20	42.6	5	10.6	31
19496	11	S BARB BRICK	104	41	39.4	2	1.9	.
19534	18	S MATEO FIRE	6	1	16.7	1	16.7	33
19541	09	FRS BRIKLAYR	10	3	30.0	0	0.0	.
19550	12	SO CAL LABOR	22	16	72.7	0	0.0	.
19602	04	WECA ELECATC	52	15	28.8	3	5.8	.
19624	16	S D CULI UC	21	7	33.3	8	38.1	1
19655	12	PRICE PFISTR	6	4	66.7	0	0.0	.
19657	02	APPLY-A-LINE	15	0	0.0	2	13.3	1
19658	18	IEC HZRD MTL	793	190	24.0	49	6.2	4
19660	07	DPT COR MUIE	5	2	40.0	0	0.0	.
19671	06	AC TRANS JAC	85	67	78.8	2	2.4	5
19689	07	DPT COR MCSP	5	3	60.0	0	0.0	.
19704	03	IND RFG CONT	193	149	77.2	5	2.6	8
19719	12	LA ACDU INST	81	30	37.0	0	0.0	1
19721	09	CEN VLY DRYW	33	14	42.4	0	0.0	5
19731	14	SO CAL PAINT	41	26	63.4	1	2.4	.
19736	07	CA COR MULEC	5	4	80.0	0	0.0	.
19738	06	GMP 164B JAC	9	5	55.6	0	0.0	10
19749	08	S CLARA HOD	29	24	82.8	1	3.4	.
19757	16	TER FIN JATC	19	14	73.7	1	5.3	.
19791	14	ORANGE SOUND	14	2	14.3	0	0.0	.
19793	18	RAVENSWD WIL	6	6	100.0	5	83.3	.
19835	16	IMP IRRI DIS	10	5	50.0	0	0.0	.
19880	18	REDW MED GRP	22	12	54.5	21	95.5	.
99100	15	NAT SPRKLR	169	30	17.8	1	0.6	20

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1993
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
99120	14	CAL NEV LINE	65	12	18.5	1	1.5	22
99500	04	BU RCLM CEN	5	1	20.0	1	20.0	3
99501	04	NAT FIRE FTR	187	91	48.7	91	48.7	120
		TOTAL	34,966	15,452	44.2	3,507	10.0	6,044

Exhibit 3 - DAS Program Statistics 1994

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1994.

Number of programs reviewed	300
Percentage of minorities	46.2%
Percentage of Women	10.6%
Total number of apprentices	38,768
Total number of minorities	17,907
Total number of women	4,103
Programs with no women	59
Total number of completions	6,044

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 3 - DAS Program Statistics 1994

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1994

The active apprentices as of December 31, 1994 numbered 38,768.

New registrations and reinstatements numbered 1,077 for the month of December, 1994.

Minorities represented 46.2% of all active apprentices as of December 31, 1994.

Active women apprentices as of December 31, 1994 numbered 4,103, which is 10.6% of all active apprentices.

Total Active Apprentices

	Count Dec'94	% of Total	Count Dec'93	% of Total	Change Dec'93 to Dec'94	1980 Census Goals
All Minorities	17,907	46.2%	15,720	44.1%	13.9%	33.4%
Black	4,146	10.7%	3,603	10.1%	15.1%	7.5%
Asian or Pacific islander	1,142	3.0%	1,055	3.0%	8.3%	4.3%
American Indian or Alaskan Native	842	2.2%	775	2.2%	8.7%	0.9%
Filipino	517	1.3%	456	1.3%	13.4%	1.5%
Hispanic	11,260	29.0%	9,831	27.5%	14.5%	19.2%
White	20,861	53.8%	19,965	55.9%	4.49%	66.6%
Total of all Ethnic groups	38,768	100.0%	35,685	100.0%	8.6%	100.0%

Exhibit 3 - DAS Program Statistics 1994

Table 3

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00002	16	SDI PIPE TRA	73	24	32.9	6	8.2	27
00004	12	L A CO ELEC	582	209	35.9	38	6.5	118
00005	15	MASN RIV SBO	23	8	34.8	2	8.7	3
00006	06	ALA PLUMB	38	21	55.3	6	15.8	25
00008	12	SO CAL CARP	3,189	1,810	56.8	155	4.9	111
00009	14	OR BEIT PNTR	244	129	52.9	20	8.2	9
00010	05	S F SH MET	83	42	50.6	4	4.8	9
00011	12	L A PLUMB	151	71	47.0	5	3.3	26
00012	18	S MTO PLUM	96	31	32.3	4	4.2	24
00014	12	S CAL PLAST	81	56	69.1	5	6.2	6
00015	06	SLNO PLUMB	36	14	38.9	4	11.1	7
00016	12	L A PAINT	807	553	68.5	32	4.0	32
00018	05	BAY AREA PLA	93	37	39.8	4	4.3	7
00019	12	L A CARP 2	194	79	40.7	9	4.6	15
00020	12	L A SH MET	297	191	64.3	13	4.4	24
00021	12	GLEN PLUMB	128	50	39.1	3	2.3	1
00023	05	JAC PLUMBING	162	70	43.2	9	5.6	11
00024	11	GOLD CST CAR	209	85	40.7	10	4.8	24
00025	18	S F MILL	28	12	42.9	1	3.6	1
00029	12	L A TILE LAY	82	39	47.6	4	4.9	1
00030	05	SF ELEC JATC	194	77	39.7	26	13.4	29
00036	06	ALA CC AUTO	310	113	36.5	3	1.0	25
00037	04	PLUMB & PIPE	108	36	33.3	13	12.0	22
00038	05	S F CARP	380	197	51.8	46	12.1	23
00039	05	N CAL BRIK	14	5	35.7	1	7.1	3
00040	05	REG PAINTERS	113	49	43.4	8	7.1	7
00042	06	CC PLBG TATC	50	17	34.0	4	8.0	7
00045	10	KERN INYO MO	37	15	40.5	1	2.7	9

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00048	08	SALINAS CARP	31	19	61.3	2	6.5	6
00049	07	S JQN PAINT	17	5	29.4	0	0.0	3
00052	09	FRS SH MET J	32	13	40.6	1	3.1	7
00054	08	MTRY CARP	46	13	28.3	2	4.3	7
00056	12	LB PLUMBERS	32	14	43.8	2	6.3	2
00057	06	C COSTA CARP	484	167	34.5	33	6.8	84
00058	16	SD ELEC JATC	186	66	35.5	11	5.9	45
00060	12	S MON PLUMB	58	24	41.4	1	1.7	15
00061	08	MONTREY PLUM	9	1	11.1	1	11.1	1
00065	07	S JQN ELEC	43	13	30.2	4	9.3	9
00073	09	CNTL VY CARP	151	59	39.1	14	9.3	28
00074	05	N CAL FLR CV	29	11	37.9	1	3.4	.
00076	09	CEN VA PAINT	39	16	41.0	3	7.7	3
00077	03	MARIN CARP	63	10	15.9	7	11.1	5
00081	11	S BAR ELEC	21	7	33.3	4	19.0	8
00084	07	DEL YOS CARP	86	23	26.7	4	4.7	22
00088	18	N CAL TILE	150	50	33.3	9	6.0	5
00089	04	NOR VAL CARP	168	45	26.8	12	7.1	37
00096	18	S MTO CARP	199	65	32.7	7	3.5	21
00098	18	S MTO ELEC	66	26	39.4	7	10.6	15
00099	06	NAPA CARP	27	9	33.3	0	0.0	7
00105	12	L A MILL JAC	126	98	77.8	1	0.8	12
00106	07	S JQN AUTO	38	19	50.0	1	2.6	3
00109	05	S F ROOF JAC	327	285	87.2	11	3.4	7
00111	08	ST CLAR CARP	383	151	39.4	9	2.3	32
00113	06	C C ELEC JAC	135	26	19.3	11	8.1	17
00116	08	S CLA PLAST	11	5	45.5	1	9.1	1
00117	09	FRS PLUMBERS	36	15	41.7	1	2.8	13
00119	08	TRI CO ELEC	37	20	54.1	1	2.7	4
00122	12	L A AIR CON	245	98	40.0	9	3.7	38
00123	04	SAC SH MET	96	24	25.0	8	8.3	8
00125	08	S CLA PLUMB	173	45	26.0	9	5.2	41
00128	03	SONOMA CARP	192	46	24.0	6	3.1	11
00130	05	S F AUTO JAC	61	31	50.8	2	3.3	9
00131	16	S D SH MET J	39	13	33.3	3	7.7	19
00132	08	S CLA MACH	71	32	45.1	0	0.0	4
00135	18	S MTO SH MET	90	35	38.9	12	13.3	7
00137	08	S CLA ELEC	137	53	38.7	18	13.1	20
00139	09	FRS ELEC	63	23	36.5	4	6.3	20

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00146	06	ALAMEDA ELEC	149	66	44.3	24	16.1	36
00152	06	NAPA ELEC	45	15	33.3	8	17.8	.
00156	06	UALU 342 JAT	163	58	35.6	9	5.5	21
00157	08	S CLA SH MET	127	52	40.9	4	3.1	18
00162	06	SLNO CARP JA	180	65	36.1	6	3.3	10
00163	15	S BO PLUMB J	48	13	27.1	3	6.3	13
00169	03	MARIN ELEC	81	14	17.3	5	6.2	16
00170	18	S MTO AUTO	98	45	45.9	0	0.0	34
00177	12	TRI CO ROOFR	384	308	80.2	9	2.3	8
00180	08	S CLA AUTO	183	58	31.7	7	3.8	24
00238	10	KERN PLUMB J	74	34	45.9	3	4.1	7
00244	11	CHNL COS PNT	35	16	45.7	3	8.6	2
00247	16	S D GAS ELEC	32	9	28.1	2	6.3	15
00260	03	SONOMA AUTO	16	5	31.3	0	0.0	1
00277	11	S BAR PLUMB	31	5	16.1	1	3.2	.
00279	16	S D PLAST	12	10	83.3	2	16.7	.
00280	12	L A STMFTR	149	65	43.6	9	6.0	23
00299	05	N CAL LITHO	52	10	19.2	9	17.3	20
00322	12	LA WTPW ELRP	8	6	75.0	1	12.5	4
00333	06	ALA CC MILL	99	52	52.5	25	25.3	3
00367	06	ALA CC BRIK	7	4	57.1	0	0.0	4
00368	07	S JQN PLUMB	15	7	46.7	1	6.7	5
00370	05	S F GLAZ FLA	35	7	20.0	3	8.6	.
00374	11	VTA ELEC	62	18	29.0	5	8.1	13
00375	15	S BO ELEC	64	15	23.4	9	14.1	20
00425	09	CNTL VY ELEC	44	14	31.8	3	6.8	5
00430	09	STNS PLUMB	20	5	25.0	1	5.0	6
00453	06	ALA CC AU PT	6	3	50.0	0	0.0	1
00494	14	ORANGE ELEC	132	37	28.0	3	2.3	36
00566	12	S CAL TRANSP	11	5	45.5	0	0.0	24
00656	14	OR PLUMB JAC	47	16	34.0	1	2.1	28
00667	14	S CAL IRON W	143	52	36.4	4	2.8	17
00762	04	SAC PLAST	23	9	39.1	3	13.0	4
00799	05	S F MEAT JAC	39	17	43.6	5	12.8	11
00823	04	SAC AUTO JAC	30	13	43.3	1	3.3	4
00824	12	S CAL CEMENT	245	204	83.3	18	7.3	19
00864	07	S JQN MEAT	13	3	23.1	1	7.7	.
00865	06	OAK MEAT	53	29	54.7	7	13.2	20
00962	09	FRS PLAST JA	12	7	58.3	1	8.3	.

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
01026	06	EBAY CPT LIN	33	9	27.3	1	3.0	3
01050	14	ORANGE MEAT	15	4	26.7	1	6.7	11
01403	12	SO CAL GLAZ	43	17	39.5	1	2.3	19
01436	12	L B BRIK JAC	31	11	35.5	1	3.2	.
01499	07	S JQN SH MET	15	3	20.0	1	6.7	5
01501	04	IRONWORKERS	86	23	26.7	3	3.5	16
01710	04	SAC GLAZIERS	19	7	36.8	1	5.3	.
02012	15	RIV ELEC JAC	50	24	48.0	3	6.0	11
02227	06	NAP SLN MEAT	12	3	25.0	1	8.3	10
02486	01	HUMB CARP JA	33	17	51.5	6	18.2	.
02797	04	SAC CPT LINO	36	9	25.0	5	13.9	3
02799	08	MT VW CARP	9	0	0.0	0	0.0	12
02898	06	EST NO BAY R	524	402	76.7	10	1.9	6
03029	12	POMONA PLUMB	65	23	35.4	10	15.4	.
03199	09	C VLY AUTO J	29	10	34.5	4	13.8	8
03200	10	KERN BRIK JA	7	3	42.9	0	0.0	.
03262	16	S D CPT LINO	41	23	56.1	1	2.4	.
03275	09	MODES SH MET	19	3	15.8	2	10.5	1
03327	14	LB OR SH MET	69	18	26.1	5	7.2	16
03688	12	SCAL STA ENG	58	23	39.7	7	12.1	7
04020	07	S JQN BRIK	24	10	41.7	1	4.2	1
04083	16	S D CIV SERV	5	5	100.0	2	40.0	.
04088	11	VTA PLUMB	34	10	29.4	4	11.8	21
04091	08	S CLA BRIK	22	9	40.9	1	4.5	4
04391	18	SPRINKLER FI	76	32	42.1	5	6.6	17
04489	11	TRI SHT MTL	70	19	27.1	2	2.9	4
04501	12	LA SPRKLR FT	40	17	42.5	5	12.5	11
04535	15	S BO SH MET	41	17	41.5	2	4.9	14
04789	08	C COAST FL C	128	63	49.2	2	1.6	1
06948	08	S CLA GLAZ	20	4	20.0	1	5.0	5
07055	16	S D BRIK	19	8	42.1	1	5.3	1
07078	05	NCAL STN ENG	113	41	36.3	18	15.9	37
07205	06	OAK IRON WKR	314	138	43.9	14	4.5	1
07238	08	MTRY SH MET	30	11	36.7	2	6.7	7
07239	04	SAC BRIK	21	10	47.6	1	4.8	1
07240	04	YUBA PLUMB	18	4	22.2	1	5.6	.
07257	16	SD CEMENT MS	14	12	85.7	5	35.7	.
07293	16	S D IMP ROOF	61	37	60.7	0	0.0	1
07294	09	CNTRL VLY RF	89	78	87.6	0	0.0	13

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
07415	15	S BO ROOFER	43	34	79.1	3	7.0	.
07416	15	S BO RIV PPM	17	6	35.3	3	17.6	21
07529	06	ALA SH MET	103	37	35.9	8	7.8	20
07646	05	S F STL EREC	213	108	50.7	21	9.9	.
07813	16	S D STR IRON	36	16	44.4	0	0.0	9
07982	12	LA WTPW ELEC	9	2	22.2	0	0.0	9
08078	14	LATH LOC 440	64	35	54.7	2	3.1	12
08280	12	SCA FL CJATC	278	187	67.3	3	1.1	.
08292	14	ORANGE BRIK	17	8	47.1	2	11.8	.
08293	02	SHASTA PLUMB	14	3	21.4	1	7.1	1
08378	11	S L O PLUMB	7	1	14.3	0	0.0	.
08685	10	KERN ELEC JA	53	18	34.0	4	7.5	5
08777	12	L A LATH JAC	276	145	52.5	6	2.2	12
08805	11	SLO ELEC JAC	37	5	13.5	3	8.1	.
08819	12	L A SD ELCTR	11	7	63.6	2	18.2	.
08860	06	GLAZ ARC MET	26	11	42.3	1	3.8	17
08885	14	L A REIN IR	122	56	45.9	2	1.6	9
09028	04	VALLEY ROOFR	60	29	48.3	4	6.7	2
09069	08	S CLA ROOFER	242	179	74.0	6	2.5	2
09076	09	CEN CAL IRON	31	11	35.5	1	3.2	5
09133	01	HUMB DN ELEC	5	1	20.0	1	20.0	.
09162	02	NE BUTTE CAR	50	10	20.0	1	2.0	6
09271	08	S CLA IRONWK	101	41	40.6	2	2.0	.
09300	11	S MRA ELEC	16	3	18.8	1	6.3	9
09307	15	INLND RFRIG	8	2	25.0	0	0.0	2
09333	04	RENO ELEC	5	0	0.0	1	20.0	.
09386	06	PTG DEC JATC	258	102	39.5	8	3.1	10
09411	08	BAY AREA BRB	37	33	89.2	8	21.6	10
09422	12	L A BARB	37	37	100.0	5	13.5	.
09423	15	S BO RIV BAR	58	46	79.3	22	37.9	.
09431	04	46 NCO OP EN	457	320	70.0	51	11.2	64
09442	06	N CAL SURVYR	110	50	45.5	16	14.5	2
09448	14	KAY MICRO AE	8	7	87.5	1	12.5	.
09449	14	SCAL ASBESTO	71	35	49.3	2	2.8	11
09454	05	S F COOK JAC	14	4	28.6	7	50.0	1
09462	08	S CRUZ CARP	27	13	48.1	2	7.4	3
09470	12	MOT PIC ELEC	6	1	16.7	1	16.7	.
09476	06	ALAMEDA CARP	385	171	44.4	27	7.0	52
09502	05	BOILERMAKERS	81	28	34.6	7	8.6	.

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
09508	18	REST HTL UAC	33	15	45.5	8	24.2	4
09516	06	MILRT NO CAL	136	34	25.0	16	11.8	39
09529	04	SO TAHO CARP	8	0	0.0	0	0.0	1
09530	04	N TAHOE CARP	5	2	40.0	1	20.0	2
09533	08	GIL HSTR CRP	5	2	40.0	0	0.0	2
09549	08	S CLARA MEAT	39	19	48.7	2	5.1	18
09554	12	OPER ENGR TR	370	146	39.5	68	18.4	73
09565	12	SCAL MLRT JA	154	84	54.5	17	11.0	13
09569	04	CAL TRANSPTN	9	6	66.7	5	55.6	2
09600	02	SHASTA ELEC	11	1	9.1	1	9.1	.
09601	14	SO CAL MACH	102	52	51.0	3	2.9	9
10153	14	OR COOK UAC	14	1	7.1	4	28.6	.
10380	06	N CAL TAPER	325	125	38.5	18	5.5	16
10556	12	SCAL SPKR FT	76	52	68.4	5	6.6	2
11069	06	LAW LVMR NTL	43	20	46.5	11	25.6	1
11175	04	CAL WATR RES	29	21	72.4	16	55.2	9
11526	12	LA MSRY JAC	209	156	74.6	14	6.7	.
12111	02	CAL COR CEN	128	50	39.1	0	0.0	.
13162	11	VTA CO BRIK	12	4	33.3	3	25.0	5
13800	12	TILE FINISHR	135	93	68.9	3	2.2	9
14150	12	L A CARP JAC	50	37	74.0	1	2.0	3
14296	12	SH MET SPLTY	17	6	35.3	0	0.0	3
14550	05	P G E JAC	687	174	25.3	38	5.5	198
14612	12	L A DRYWALL	275	200	72.7	6	2.2	11
14700	16	SD IMP GLAZ	15	4	26.7	0	0.0	6
14827	11	ARBOR TREE	6	0	0.0	0	0.0	.
14942	09	ALLIED LINO	6	2	33.3	0	0.0	2
15307	04	SAC TILE JAC	16	5	31.3	0	0.0	1
15346	08	CA DEPT CORR	7	5	71.4	0	0.0	.
15481	06	DEPT TRANS	13	9	69.2	6	46.2	12
15517	06	CALIF CORREC	23	14	60.9	0	0.0	.
15530	12	L BEACH US N	8	5	62.5	1	12.5	.
15532	03	N BAY SH MET	57	15	26.3	4	7.0	21
15564	06	OWENS ILL 20	5	4	80.0	0	0.0	1
15594	04	CALIF HWY PT	333	133	39.9	35	10.5	666
15633	05	N CAL TILE	99	50	50.5	7	7.1	10
15726	07	SIERRA CONS	48	19	39.6	0	0.0	.
15834	16	NAVAL AIR	7	3	42.9	2	28.6	.
16129	12	S CA PLDRV O	229	110	48.0	45	19.7	11

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
16199	04	CAL WATR RES	13	6	46.2	9	69.2	6
16291	18	S MTO DRYW	104	51	49.0	7	6.7	8
16292	03	N COAST D WL	34	11	32.4	2	5.9	5
16293	06	S BENI S CLA	71	21	29.6	3	4.2	11
16295	04	SAC DRYW JTC	111	29	26.1	3	2.7	6
16298	08	S CRZ DRYW	16	8	50.0	0	0.0	1
16364	16	SOLAR TURBIN	7	3	42.9	2	28.6	3
16378	15	INL EMP TILE	15	9	60.0	1	6.7	1
16391	16	TILE FI S CA	52	29	55.8	3	5.8	1
16427	06	NCAL ASBESTO	111	38	34.2	7	6.3	34
16435	04	SAC A ELECTR	111	30	27.0	9	8.1	24
16460	08	PAINT N DECO	43	23	53.5	0	0.0	21
16508	04	CAL FIRE FTR	1,977	694	35.1	135	6.8	91
16533	14	ORANGE TRANS	10	5	50.0	0	0.0	12
16535	06	ALA CON DRYW	103	33	32.0	2	1.9	8
16880	15	IN EMP PLAST	15	6	40.0	0	0.0	6
16987	14	OR CO BARB J	47	27	57.4	23	48.9	.
17164	04	DEPT PARK RE	58	11	19.0	21	36.2	24
17291	16	S D DRY W LA	25	21	84.0	1	4.0	.
17293	14	SO CA SURV 1	85	21	24.7	10	11.8	43
17346	04	CAL STAT ENG	11	7	63.6	3	27.3	1
17444	12	LA VIC DRYWL	518	259	50.0	5	1.0	88
17622	03	HEWLETT-PACK	6	3	50.0	1	16.7	4
17734	11	SLO DRYWALL	75	53	70.7	0	0.0	.
17767	01	TRINITY SCHL	30	4	13.3	14	46.7	1
17858	06	NO CAL PLEDR	178	89	50.0	46	25.8	14
17865	08	SF BAY NA TL	206	96	46.6	7	3.4	14
17868	08	N CA PRE MTL	26	21	80.8	3	11.5	4
17941	09	BEV MANOR C	5	5	100.0	4	80.0	.
17959	11	VNTRA DRYWAL	71	22	31.0	1	1.4	1
17977	16	SD LOCKSMITH	23	3	13.0	2	8.7	3
17979	07	COR DEUEL VO	23	11	47.8	0	0.0	1
17984	03	SNMA PSY TEC	422	112	26.5	270	64.0	19
17985	15	S BO CULINAR	13	8	61.5	5	38.5	.
18000	06	MARE ISLE US	98	34	34.7	27	27.6	107
18081	08	CAL PSYC TEC	43	39	90.7	19	44.2	.
18146	18	G BAY A HDWD	26	10	38.5	2	7.7	6
18164	18	S F AIRPORTS	12	2	16.7	0	0.0	4
18496	08	NO CA CEMENT	165	101	61.2	18	10.9	16

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
18863	06	EAST BAY REG	5	0	0.0	4	80.0	1
18941	12	FAIRWY MOLDS	5	2	40.0	0	0.0	1
18979	16	SD TROLLEY J	14	14	100.0	2	14.3	6
18994	12	GLEN ELEC MC	16	8	50.0	0	0.0	.
19000	04	CDC CYA JCC	5,200	2,519	48.4	1,410	27.1	319
19046	11	EGG ROCKY FL	6	3	50.0	0	0.0	.
19080	12	BRBNK ELEC J	5	1	20.0	0	0.0	.
19081	12	BRBNK LN MEC	19	3	15.8	0	0.0	1
19086	04	CAPTL CHEFS	53	4	7.5	14	26.4	2
19119	06	N UN MTR MFG	37	18	48.6	8	21.6	.
19161	16	SD AGC JAC	238	113	47.5	19	8.0	9
19167	08	N CA SOUND C	257	80	31.1	11	4.3	5
19168	12	LA CULIN UAC	34	23	67.6	6	17.6	6
19213	11	YTH AUTH VEN	17	13	76.5	7	41.2	.
19224	16	ABC SD JAC	126	44	34.9	8	6.3	12
19295	07	WAL ELEC UNI	5	2	40.0	2	40.0	.
19306	03	FORD HANSEL	6	1	16.7	0	0.0	.
19323	14	FAIRVW PSYCH	24	17	70.8	10	41.7	.
19326	03	BEPEX CORP	5	0	0.0	0	0.0	1
19327	15	S CA ABC JAC	383	165	43.1	10	2.6	21
19328	16	TILE SET S C	23	10	43.5	3	13.0	.
19421	09	AIRCON TRADE	30	10	33.3	0	0.0	.
19495	04	SAC CO SHER	38	16	42.1	4	10.5	2
19496	11	S BARB BRICK	104	41	39.4	2	1.9	.
19541	09	FRS BRIKLAYR	11	4	36.4	1	9.1	2
19550	12	SO CAL LABOR	22	16	72.7	0	0.0	.
19602	04	WECA ELECATC	80	23	28.7	7	8.8	.
19624	16	S D CULI UC	23	9	39.1	9	39.1	.
19655	12	PRICE PFISTR	6	4	66.7	0	0.0	.
19657	02	APPLY-A-LINE	13	0	0.0	3	23.1	1
19658	18	IEC HZRD MTL	667	166	24.9	50	7.5	274
19660	07	DPT COR MUIE	5	2	40.0	0	0.0	.
19671	06	AC TRANS JAC	85	70	82.4	3	3.5	8
19689	07	DPT COR MCSP	9	4	44.4	0	0.0	.
19699	03	N CA IRG FTR	10	7	70.0	1	10.0	.
19704	03	IND RFG CONT	335	258	77.0	6	1.8	12
19718	16	INNER CO UAC	8	8	100.0	0	0.0	1
19719	12	LA ACDU INST	128	56	43.8	0	0.0	2
19720	03	RWD EM PAINT	14	5	35.7	1	7.1	.

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1994
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
19721	09	CEN VLY DRYW	30	12	40.0	0	0.0	3
19731	14	SO CAL PAINT	39	25	64.1	0	0.0	.
19736	07	CA COR MULEC	11	6	54.5	0	0.0	.
19738	06	GMP 164B JAC	12	8	66.7	0	0.0	3
19757	16	TER FIN JATC	11	8	72.7	0	0.0	.
19771	09	DE COR AVENL	6	3	50.0	0	0.0	.
19790	06	CWA/ACCA	17	5	29.4	0	0.0	.
19791	14	ORANGE SOUND	12	2	16.7	0	0.0	1
19810	04	PHCC SAC UAC	24	3	12.5	0	0.0	.
19815	09	SN JQN GARDN	5	2	40.0	5	100.0	.
19835	16	IMP IRRI DIS	25	15	60.0	0	0.0	8
19837	15	S CAL ABC PL	29	8	27.6	0	0.0	.
19884	15	HUDSON RC1	5	4	80.0	0	0.0	6
19924	15	RIVERSIDE JA	11	3	27.3	0	0.0	.
19955	04	CDC FOLSOM	7	6	85.7	0	0.0	.
99100	15	NAT SPRKLR	150	29	19.3	2	1.3	33
99120	14	CAL NEV LINE	51	10	19.6	1	2.0	15
99501	04	NAT FIRE FTR	243	111	45.7	105	43.2	35
		TOTAL	38,149	17,677	46.3	3,948	10.3	4,763

Exhibit 4 - DAS Program Statistics 1995

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1995.

Number of programs	300
Percentage of minorities	47.7%
Percentage of Women	10.8%
Total number of apprentices	41,360
Total number of minorities	19,748
Total number of women	4,466
Programs with no women	79
Total number of completions	5,568

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 4 - DAS Program Statistics 1995

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1995

The active apprentices as of December 31, 1995 numbered 41,360.

New registrations and reinstatements numbered 1,155 for the month of December, 1995.

Minorities represented 47.7% of all active apprentices as of December 31, 1995.

Active women apprentices as of December 31, 1995 numbered 4,466, which is 10.8% of all active apprentices.

Total Active Apprentices

	Count Dec'95	% of Total	Count Dec'94	% of Total	Change Dec'94 to Dec'95	1990 Census Goals
All Minorities	19,748	47.7%	17,907	47.2%	10.3%	42.5%
Black	4,579	11.1%	4,146	10.7%	10.4%	7.0%
Asian or Pacific islander	1,253	3.0%	1,142	3.0%	2.1%	6.6%
American Indian or Alaskan Native	887	2.1%	842	2.2%	5.3%	0.6%
Filipino	614	1.5%	517	1.3%	18.8%	2.5%
Hispanic	12,415	30.0%	11,260	29.0%	10.3%	25.8%
White	21,612	52.3%	20,861	53.8%	3.6%	57.4%
Total of all Ethnic groups	41,360	100.0%	38,768	100.0%	6.7%	100.0%

Exhibit 4 - DAS Program Statistics 1995

Table 3

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00002	16	SDI PIPE TRA	79	30	38.0	5	6.3	13
00004	12	L A CO ELEC	568	237	41.7	39	6.9	178
00005	15	MASN RIV SBO	16	5	31.3	1	6.3	3
00006	06	ALA PLUMB	36	21	58.3	6	16.7	7
00007	06	NO CA SHOP	39	14	35.9	2	5.1	1
00008	12	SO CAL CARP	3,282	1,917	58.4	154	4.7	166
00009	14	SO CAL PAINT	268	144	53.7	30	11.2	7
00010	05	S F SH MET	77	41	53.2	6	7.8	16
00011	12	L A PLUMB	132	67	50.8	9	6.8	18
00012	18	S MTO PLUM	110	39	35.5	3	2.7	16
00014	12	S CAL PLAST	80	56	70.0	7	8.8	10
00015	06	SLNO PLUMB	54	21	38.9	8	14.8	11
00016	12	L A PAINT	645	468	72.6	27	4.2	51
00018	05	BAY AREA PLA	112	51	45.5	8	7.1	2
00019	12	L A CARP 2	232	93	40.1	5	2.2	16
00020	12	L A SH MET	288	189	65.6	18	6.3	72
00021	12	GLEN PLUMB	93	37	39.8	3	3.2	9
00023	05	JAC PLUMBING	139	51	36.7	9	6.5	36
00024	11	GOLD CST CAR	137	40	29.2	3	2.2	15
00025	18	S F MILL	28	12	42.9	1	3.6	.
00029	12	L A TILE LAY	70	37	52.9	4	5.7	9
00030	05	SF ELEC JATC	227	97	42.7	28	12.3	22
00036	06	ALA CC AUTO	340	131	38.5	2	0.6	22
00037	04	PLUMB & PIPE	94	27	28.7	14	14.9	24
00038	05	S F CARP	429	243	56.6	65	15.2	59
00039	05	N CAL BRIK	14	5	35.7	1	7.1	1
00040	05	REG PAINTERS	130	71	54.6	10	7.7	9
00042	06	CC PLBG TATC	59	18	30.5	5	8.5	2

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00044	10	KERN PLAST	5	3	60.0	1	20.0	.
00045	10	KERN INYO MO	31	12	38.7	1	3.2	12
00049	07	S JQN PAINT	20	6	30.0	0	0.0	3
00052	09	FRS SH MET J	25	8	32.0	0	0.0	9
00054	08	MTRY CARP	88	31	35.2	5	5.7	8
00056	12	LB PLUMBERS	23	12	52.2	3	13.0	10
00057	06	C COSTA CARP	600	225	37.5	49	8.2	37
00058	16	SD ELEC JATC	184	66	35.9	15	8.2	27
00060	12	S MON PLUMB	39	16	41.0	0	0.0	13
00061	08	MONTREY PLUM	23	9	39.1	3	13.0	3
00065	07	S JQN ELEC	31	10	32.3	4	12.9	11
00073	09	CNTL VY CARP	127	58	45.7	7	5.5	14
00074	05	N CAL FLR CV	27	10	37.0	1	3.7	.
00076	09	CEN VA PAINT	36	12	33.3	2	5.6	5
00077	03	MARIN CARP	91	18	19.8	9	9.9	5
00081	11	S BAR ELEC	27	6	22.2	4	14.8	4
00084	07	DEL YOS CARP	69	16	23.2	2	2.9	14
00088	18	BRIKLAYRS 19	203	81	39.9	11	5.4	10
00089	04	NOR VAL CARP	158	41	25.9	10	6.3	21
00096	18	S MTO CARP	230	94	40.9	12	5.2	24
00098	18	S MTO ELEC	79	29	36.7	7	8.9	11
00099	06	NAPA CARP	8	3	37.5	0	0.0	3
00105	12	L A MILL JAC	118	90	76.3	0	0.0	18
00106	07	S JQN AUTO	42	23	54.8	1	2.4	2
00109	05	S F ROOF JAC	334	285	85.3	11	3.3	18
00111	08	ST CLAR CARP	404	182	45.0	14	3.5	47
00113	06	C C ELEC JAC	152	29	19.1	14	9.2	23
00116	08	S CLA PLAST	15	7	46.7	1	6.7	1
00117	09	FRS PLUMBERS	24	8	33.3	1	4.2	11
00119	08	TRI CO ELEC	40	21	52.5	2	5.0	6
00122	12	ACON REF JJA	241	101	41.9	10	4.1	46
00123	04	SAC SH MET	90	21	23.3	6	6.7	20
00125	08	S CLA PLUMB	179	45	25.1	7	3.9	41
00128	03	SONOMA CARP	196	37	18.9	7	3.6	28
00130	05	S F AUTO JAC	61	30	49.2	1	1.6	5
00131	16	S D SH MET J	40	13	32.5	2	5.0	3
00132	08	S CLA MACH	71	32	45.1	1	1.4	4
00134	05	JAC PLUMBING	5	2	40.0	0	0.0	2
00135	18	S MTO SH MET	98	44	44.9	10	10.2	11

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00137	08	S CLA ELEC	147	61	41.5	17	11.6	26
00139	09	FRS ELEC	60	20	33.3	3	5.0	6
00146	06	ALAMEDA ELEC	174	75	43.1	27	15.5	9
00152	06	NAPA ELEC	43	19	44.2	8	18.6	9
00156	06	UALU 342 JAT	182	61	33.5	12	6.6	41
00157	08	S CLA SH MET	133	59	44.4	5	3.8	21
00162	06	SLNO CARP JA	186	63	33.9	9	4.8	6
00163	15	S BO PLUMB J	47	7	14.9	5	10.6	20
00169	03	MARIN ELEC	79	15	19.0	5	6.3	8
00170	18	S MTO AUTO	115	51	44.3	0	0.0	1
00177	12	SO CAL ROOFR	570	445	78.1	14	2.5	22
00180	08	S CLA AUTO	182	60	33.0	8	4.4	22
00238	10	KERN PLUMB J	58	27	46.6	4	6.9	16
00244	11	CHNL COS PNT	41	22	53.7	3	7.3	.
00247	16	S D GAS ELEC	32	9	28.1	2	6.3	.
00260	03	SONOMA AUTO	16	5	31.3	0	0.0	.
00277	11	S BAR PLUMB	41	9	22.0	2	4.9	.
00279	16	S D PLAST	12	10	83.3	2	16.7	.
00280	12	L A STMFTR	139	65	46.8	4	2.9	30
00299	05	N CAL LITHO	46	12	26.1	8	17.4	10
00333	06	ALA CC MILL	105	55	52.4	25	23.8	2
00367	06	ALA CC BRIK	9	4	44.4	0	0.0	1
00368	07	S JQN PLUMB	21	8	38.1	1	4.8	.
00370	05	S F GLAZ FLA	41	9	22.0	4	9.8	2
00374	11	VTA ELEC	61	17	27.9	3	4.9	10
00375	15	S BO ELEC	63	12	19.0	8	12.7	16
00425	09	CNTL VY ELEC	30	10	33.3	2	6.7	8
00430	09	STNS PLUMB	16	3	18.8	1	6.3	5
00494	14	ORANGE ELEC	92	31	33.7	3	3.3	47
00566	12	S CAL TRANSP	10	5	50.0	0	0.0	10
00656	14	OR PLUMB JAC	32	10	31.3	1	3.1	8
00667	14	S CAL IRON W	218	92	42.2	6	2.8	38
00762	04	SAC PLAST	24	8	33.3	3	12.5	4
00799	05	S F MEAT JAC	31	17	54.8	4	12.9	5
00823	04	SAC AUTO JAC	45	21	46.7	1	2.2	1
00824	12	S CAL CEMENT	248	206	83.1	14	5.6	5
00864	07	S JQN MEAT	21	9	42.9	1	4.8	.
00865	06	OAK MEAT	53	28	52.8	7	13.2	3
00962	09	FRS PLAST JA	10	9	90.0	0	0.0	3

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
01026	06	EBAY CPT LIN	34	14	41.2	3	8.8	6
01050	14	ORANGE MEAT	13	6	46.2	2	15.4	6
01403	12	SO CAL GLAZ	48	26	54.2	1	2.1	12
01436	12	L B BRIK JAC	5	5	100.0	1	20.0	16
01499	07	S JQN SH MET	15	4	26.7	1	6.7	4
01501	04	IRONWORKERS	115	32	27.8	3	2.6	4
01710	04	SAC GLAZIERS	25	6	24.0	3	12.0	9
01759	04	SAC MEAT JAC	5	3	60.0	0	0.0	.
02012	15	RIV ELEC JAC	50	24	48.0	4	8.0	7
02227	06	NAP SLN MEAT	7	2	28.6	0	0.0	4
02486	01	HUMB CARP JA	41	21	51.2	8	19.5	1
02797	04	SAC CPT LINO	60	16	26.7	5	8.3	1
02898	06	EST NO BAY R	466	399	85.6	9	1.9	14
03029	12	POMONA PLUMB	60	27	45.0	10	16.7	26
03199	09	C VLY AUTO J	32	10	31.3	7	21.9	3
03200	10	KERN BRIK JA	5	2	40.0	0	0.0	2
03262	16	S D CPT LINO	32	17	53.1	0	0.0	2
03275	09	MODES SH MET	12	3	25.0	1	8.3	11
03327	14	LB OR SH MET	63	19	30.2	6	9.5	13
03688	12	SCAL STA ENG	64	30	46.9	9	14.1	11
04020	07	S JQN BRIK	31	13	41.9	0	0.0	1
04088	11	VTA PLUMB	39	13	33.3	5	12.8	1
04091	08	S CLA BRIK	31	15	48.4	2	6.5	2
04367	08	MONTREY BRIK	6	2	33.3	0	0.0	.
04391	18	SPRINKLER FI	75	33	44.0	5	6.7	31
04489	11	TRI SHT MTL	64	19	29.7	2	3.1	14
04501	12	LA SPRKLR FT	36	18	50.0	6	16.7	12
04535	15	S BO SH MET	48	22	45.8	3	6.3	13
04789	08	C COAST FL C	124	55	44.4	2	1.6	10
06948	08	S CLA GLAZ	35	12	34.3	1	2.9	4
07055	16	S D BRIK	21	11	52.4	1	4.8	1
07078	05	NCAL STN ENG	112	38	33.9	20	17.9	28
07205	06	OAK IRON WKR	303	144	47.5	10	3.3	23
07238	08	MTRY SH MET	33	12	36.4	2	6.1	8
07239	04	SAC BRIK	29	13	44.8	1	3.4	1
07240	04	YUBA PLUMB	7	1	14.3	0	0.0	2
07257	16	SD CEMENT MS	22	18	81.8	4	18.2	.
07293	16	S D IMP ROOF	123	81	65.9	0	0.0	.
07294	09	CNTRL VLY RF	56	49	87.5	0	0.0	21

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
07415	15	S BO ROOFER	67	58	86.6	1	1.5	.
07416	15	S BO RIV PPM	14	3	21.4	2	14.3	3
07529	06	ALA SH MET	111	38	34.2	8	7.2	15
07646	05	S F STL EREC	250	132	52.8	21	8.4	3
07813	16	S D STR IRON	61	30	49.2	0	0.0	11
07982	12	LA WTPW ELEC	6	1	16.7	0	0.0	3
08078	14	LATH LOC 440	54	33	61.1	3	5.6	7
08280	12	SCA FL CJATC	325	213	65.5	3	0.9	.
08292	14	ORANGE BRIK	6	3	50.0	2	33.3	7
08293	02	SHASTA PLUMB	13	1	7.7	1	7.7	1
08378	11	S L O PLUMB	7	1	14.3	0	0.0	.
08685	10	KERN ELEC JA	48	16	33.3	2	4.2	17
08777	12	L A LATH JAC	299	162	54.2	7	2.3	10
08805	11	SLO ELEC JAC	42	6	14.3	4	9.5	.
08819	12	L A SD ELCTR	31	21	67.7	10	32.3	.
08860	06	GLAZ ARC MET	36	14	38.9	1	2.8	4
08885	14	L A REIN IR	141	66	46.8	1	0.7	15
09028	04	VALLEY ROOFR	72	32	44.4	2	2.8	3
09069	08	S CLA ROOFER	191	154	80.6	3	1.6	4
09076	09	CEN CAL IRON	34	9	26.5	0	0.0	3
09162	02	NE BUTTE CAR	33	2	6.1	1	3.0	2
09271	08	S CLA IRONWK	94	36	38.3	2	2.1	7
09300	11	S MRA ELEC	11	2	18.2	1	9.1	5
09307	15	INLND RFRIG	8	2	25.0	0	0.0	.
09333	04	RENO ELEC	5	0	0.0	0	0.0	.
09386	06	PTG DEC JATC	268	109	40.7	9	3.4	31
09411	08	BAY AREA BRB	37	33	89.2	9	24.3	.
09422	12	L A BARB	92	92	100.0	18	19.6	5
09423	15	S BO RIV BAR	35	25	71.4	11	31.4	7
09431	04	46 NCO OP EN	485	323	66.6	67	13.8	91
09442	06	N CAL SURVYR	131	57	43.5	20	15.3	3
09448	14	KAY MICRO AE	5	5	100.0	1	20.0	3
09449	14	SCAL ASBESTO	59	31	52.5	0	0.0	28
09454	05	S F COOK JAC	7	2	28.6	3	42.9	6
09462	08	S CRUZ CARP	49	19	38.8	4	8.2	5
09476	06	ALAMEDA CARP	439	231	52.6	46	10.5	50
09502	05	BOILERMAKERS	130	47	36.2	10	7.7	.
09508	18	REST HTL UAC	30	14	46.7	8	26.7	4
09516	06	MILRT NO CAL	163	39	23.9	24	14.7	9

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
09529	04	SO TAHO CARP	6	0	0.0	0	0.0	1
09530	04	N TAHOE CARP	6	1	16.7	0	0.0	.
09549	08	S CLARA MEAT	40	18	45.0	2	5.0	11
09554	12	OPER ENGR TR	333	121	36.3	51	15.3	72
09565	12	SCAL MLRT JA	121	61	50.4	7	5.8	10
09569	04	CAL TRANSPTN	8	5	62.5	4	50.0	1
09600	02	SHASTA ELEC	10	1	10.0	1	10.0	1
09601	14	SO CAL MACH	175	96	54.9	6	3.4	19
10153	14	OR COOK UAC	18	3	16.7	4	22.2	1
10380	06	N CAL TAPER	306	125	40.8	17	5.6	25
10556	12	SCAL SPKR FT	54	39	72.2	2	3.7	4
11069	06	LAW LVMR NTL	17	9	52.9	3	17.6	27
11175	04	CAL WATR RES	33	20	60.6	17	51.5	11
11526	12	BRIKLAYRS 4	117	95	81.2	5	4.3	54
12111	02	CAL COR CEN	100	46	46.0	0	0.0	1
13162	11	VTA CO BRIK	12	4	33.3	3	25.0	.
13800	12	TILE FINISHR	69	55	79.7	2	2.9	36
14150	12	L A CARP JAC	52	40	76.9	0	0.0	1
14296	12	SH MET SPLTY	13	5	38.5	0	0.0	1
14550	05	P G E JAC	668	161	24.1	37	5.5	295
14612	12	L A DRYWALL	297	219	73.7	8	2.7	16
14700	16	SD IMP GLAZ	19	6	31.6	0	0.0	4
14942	09	ALLIED LINO	7	2	28.6	0	0.0	.
15307	04	SAC TILE JAC	32	11	34.4	0	0.0	.
15346	08	CA DEPT CORR	6	5	83.3	0	0.0	.
15481	06	DEPT TRANS	9	6	66.7	5	55.6	4
15517	06	CALIF CORREC	32	18	56.3	0	0.0	.
15530	12	L BEACH US N	8	5	62.5	1	12.5	.
15531	01	HUMB SH MET	10	1	10.0	1	10.0	.
15532	03	N BAY SH MET	68	16	23.5	5	7.4	13
15594	04	CALIF HWY PT	497	159	32.0	46	9.3	165
15633	05	N CAL TILE	71	30	42.3	2	2.8	10
15726	07	SIERRA CONS	58	25	43.1	0	0.0	.
15834	16	NAVAL AIR	5	1	20.0	2	40.0	2
16129	12	S CA PLDRV O	260	127	48.8	49	18.8	12
16199	04	CAL WATR RES	18	9	50.0	12	66.7	2
16291	18	S MTO DRYW	94	46	48.9	7	7.4	14
16292	03	N COAST D WL	32	10	31.3	1	3.1	5
16293	06	S BENI S CLA	95	42	44.2	1	1.1	4

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
16295	04	SAC DRYW JTC	99	22	22.2	2	2.0	10
16298	08	S CRZ DRYW	21	12	57.1	0	0.0	2
16364	16	SOLAR TURBIN	11	3	27.3	3	27.3	1
16378	15	INL EMP TILE	9	6	66.7	0	0.0	.
16391	16	TILE FI S CA	52	29	55.8	3	5.8	1
16427	06	NCAL ASBESTO	146	46	31.5	6	4.1	6
16435	04	SAC A ELECTR	112	31	27.7	9	8.0	19
16460	08	PAINT N DECO	10	4	40.0	0	0.0	5
16508	04	CAL FIRE FTR	2,224	847	38.1	178	8.0	751
16535	06	ALA CON DRYW	104	40	38.5	3	2.9	5
16880	15	IN EMP PLAST	13	5	38.5	0	0.0	2
16910	09	FRS TILE JAC	6	2	33.3	0	0.0	.
16987	14	OR CO BARB J	47	24	51.1	25	53.2	6
17164	04	DEPT PARK RE	45	11	24.4	16	35.6	9
17291	16	S D DRY W LA	31	27	87.1	0	0.0	1
17293	14	SO CA SURV 1	69	18	26.1	11	15.9	36
17346	04	CAL STAT ENG	10	6	60.0	2	20.0	1
17444	12	SO CAL DRYWL	495	286	57.8	4	0.8	77
17734	11	SLO DRYWALL	32	22	68.8	0	0.0	.
17767	01	TRINITY SCHL	36	5	13.9	19	52.8	1
17858	06	NO CAL PLEDR	211	97	46.0	44	20.9	4
17865	08	SF BAY NA TL	251	117	46.6	11	4.4	9
17868	08	N CA PRE MTL	146	122	83.6	21	14.4	7
17959	11	VNTRA DRYWAL	59	24	40.7	0	0.0	1
17977	16	SD LOCKSMITH	32	4	12.5	4	12.5	8
17979	07	COR DEUEL VO	41	20	48.8	0	0.0	.
17984	03	SNMA PSY TEC	372	99	26.6	245	65.9	.
18000	06	MARE ISLE US	93	32	34.4	24	25.8	.
18081	08	AGNEWS DEV	41	38	92.7	17	41.5	2
18101	07	J H SIMPSON	5	0	0.0	0	0.0	.
18146	18	G BAY A HDWD	26	10	38.5	1	3.8	3
18164	18	S F AIRPORTS	14	2	14.3	1	7.1	2
18496	08	NO CA CEMENT	165	105	63.6	24	14.5	10
18979	16	SD TROLLEY J	11	8	72.7	1	9.1	17
18994	12	GLEN ELEC MC	15	7	46.7	0	0.0	1
18997	12	GLEN PWR LNE	5	2	40.0	0	0.0	.
19000	04	CDC CPOST AP	6,567	3,274	49.9	1,681	25.6	908
19081	12	BRBNK LN MEC	16	3	18.8	0	0.0	2
19086	04	CAPTL CHEFS	53	4	7.5	14	26.4	.

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
19119	06	N UN MTR MFG	13	7	53.8	4	30.8	26
19161	16	SD AGC JAC	250	125	50.0	15	6.0	14
19167	08	N CA SOUND C	397	121	30.5	11	2.8	6
19168	12	LA CULIN UAC	33	23	69.7	6	18.2	1
19213	11	YTH AUTH VEN	17	13	76.5	7	41.2	.
19224	16	ABC SD JAC	129	45	34.9	5	3.9	11
19323	14	FAIRVW PSYCH	24	17	70.8	10	41.7	.
19327	15	S CA ABC UAC	215	108	50.2	3	1.4	28
19328	16	TILE SET S C	22	11	50.0	3	13.6	.
19421	09	AIRCON TRADE	42	14	33.3	0	0.0	.
19495	04	SAC CO SHER	38	16	42.1	4	10.5	.
19496	11	S BARB BRICK	9	7	77.8	0	0.0	26
19541	09	FRS BRIKLAYR	11	4	36.4	1	9.1	4
19550	12	SO CAL LABOR	22	16	72.7	0	0.0	.
19570	04	CAL AM SPRKL	100	30	30.0	0	0.0	.
19591	06	NO CA UT PIP	5	2	40.0	2	40.0	.
19602	04	WECA ELECATC	84	22	26.2	5	6.0	8
19624	16	S D CULI UC	5	2	40.0	1	20.0	2
19638	09	SANGER GEN H	5	5	100.0	5	100.0	.
19657	02	APPLY-A-LINE	10	0	0.0	0	0.0	.
19658	18	IEC HZRD MTL	609	170	27.9	49	8.0	148
19671	06	AC TRANS JAC	83	66	79.5	3	3.6	7
19689	07	DPT COR MCSP	12	5	41.7	0	0.0	.
19699	03	N CA IRG FTR	24	19	79.2	2	8.3	.
19704	03	IND RFG CONT	334	274	82.0	2	0.6	18
19718	16	INNER CO UAC	38	38	100.0	1	2.6	.
19719	12	LA ACDU INST	122	57	46.7	0	0.0	9
19720	03	RWD EM PAINT	8	4	50.0	0	0.0	4
19721	09	CEN VLY DRYW	25	13	52.0	0	0.0	7
19731	14	SO CAL PAINT	31	25	80.6	0	0.0	.
19736	07	CA COR MULEC	15	9	60.0	0	0.0	.
19738	06	GMP 164B JAC	11	9	81.8	0	0.0	.
19741	10	STATE CORREC	5	4	80.0	0	0.0	.
19757	16	TER FIN JATC	9	6	66.7	0	0.0	.
19771	09	DE COR AVENL	6	2	33.3	0	0.0	.
19772	12	LA CO COS UC	9	5	55.6	9	100.0	.
19790	06	CWA/ACCA	29	9	31.0	1	3.4	.
19800	15	BEA MED CLIN	5	1	20.0	4	80.0	2
19809	04	BEUTLER HEAT	32	7	21.9	0	0.0	.

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1995
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
19810	04	PHCC SAC UAC	40	6	15.0	0	0.0	.
19814	16	ABC PLUM UAC	26	12	46.2	0	0.0	2
19820	05	TAMAL PAINTR	8	3	37.5	0	0.0	.
19821	16	ABCSD SH MET	24	6	25.0	1	4.2	.
19826	12	HOUS AUTH LA	6	6	100.0	0	0.0	.
19835	16	IMP IRRI DIS	23	13	56.5	0	0.0	3
19837	15	S CAL ABC PL	40	17	42.5	0	0.0	.
19838	15	SO CAL CARP	13	5	38.5	1	7.7	.
19867	15	MOLY CORP	6	0	0.0	0	0.0	.
19872	09	CAL ARM HOME	5	5	100.0	4	80.0	2
19885	06	ABC GG ELE U	93	35	37.6	9	9.7	.
19924	15	RIVERSIDE JA	15	5	33.3	1	6.7	3
19928	10	CDC CAL CORR	6	5	83.3	0	0.0	.
19950	06	ABCGG CARP U	17	7	41.2	1	5.9	.
19955	04	CDC FOLSOM	7	6	85.7	0	0.0	.
19977	15	COACH WATER	12	7	58.3	0	0.0	.
19997	07	DOC MULE CRK	5	3	60.0	0	0.0	.
99100	15	NAT SPRKLR	102	22	21.6	0	0.0	29
99120	14	CAL NEV LINE	42	10	23.8	1	2.4	11
99501	04	NAT FIRE FTR	310	138	44.5	116	37.4	42
		TOTAL	40,790	19,523	47.9	4,328	10.6	5,568

Exhibit 5 - DAS Program Statistics 1996

Table 1

Analysis of Program Sponsors with five or more Apprentices in Calendar Year 1996.

Number of programs reviewed	325
Percentage of minorities	48.7%
Percentage of Women	11.0%
Total number of apprentices	45,536
Total number of minorities	22,157
Total number of women	5,018
Programs with no women	83
Total number of completions	4,881

Note: As there is no information available that reflects apprentice non-completion for cause, personal or other reasons, a completion percentage based on total active apprentices would not indicate an accurate comparison.

Exhibit 5 - DAS Program Statistics 1996

Table 2

STATISTICAL REPORT TO THE COUNCIL

As of December 31, 1996

The active apprentices as of December 31, 1996 numbered 46,172. One year ago, Dec. 31, 1995, there were 41,360 registered apprentices. By comparison, there was an increase of 11.6% in the total number of active apprentices in the last year.

New registrations and reinstatements numbered 984 at the end of December, 1996.

Minorities represented 48.5% of all active apprentices as of December 31, 1996.

Active women apprentices as of December 31, 1996 numbered 5,222, which is 11.3% of all active apprentices.

Total Active Apprentices

	Count Dec'96	% of Total	Count Dec'95	% of Total	Change Dec'95 to Dec'96	1990 Census Goals
All Minorities	22,410	48.5%	19,748	47.7%	13.5%	42.5%
Black	5,273	11.4%	4,579	11.1%	15.2%	7.0%
Asian or Pacific islander	1,374	3.0%	1,253	3.0%	9.7%	6.6%
American Indian or Alaskan Native	911	2.0%	887	2.1%	2.7%	0.6%
Filipino	742	1.6%	614	1.5%	20.8%	2.5%
Hispanic	14,110	30.5%	12,415	30.0%	13.7%	25.8%
White	23,762	51.5%	21,612	52.3%	9.9%	57.4%
Total of all Ethnic groups	46,172	100.0%	41,360	100.0%	11.6%	100.0%

Exhibit 5 - DAS Program Statistics 1996

Table 3

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1996
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

FILE NUMBER	DIST	SPONSOR	APPREN-TICES	MINORITIES		WOMEN		COMPLE-TIONS
				NUMBER	PCT	NUMBER	PCT	
00002	16	SDI PIPE TRA	96	38	39.6	6	6.3	16
00004	12	L A CO ELEC	633	292	46.1	44	7.0	94
00005	15	MASN RIV SBO	9	4	44.4	0	0.0	2
00006	06	ALA PLUMB	39	21	53.8	6	15.4	1
00007	06	NO CA SHOP	49	23	46.9	1	2.0	4
00008	12	SO CAL CARP	3,182	1,945	61.1	133	4.2	186
00009	14	SO CAL PAINT	13	8	61.5	1	7.7	17
00010	05	S F SH MET	82	46	56.1	6	7.3	14
00011	12	L A PLUMB	128	75	58.6	8	6.3	27
00012	18	S MTO PLUMB	132	44	33.3	3	2.3	18
00014	12	S CAL PLAST	53	34	64.2	4	7.5	.
00015	06	SLNO PLUMB	64	22	34.4	7	10.9	3
00016	12	SO CAL PAINT	663	461	69.5	54	8.1	39
00018	05	BAY AREA PLA	109	50	45.9	8	7.3	3
00019	12	L A CARP 2	382	167	43.7	21	5.5	22
00020	12	L A SH MET	354	234	66.1	24	6.8	.
00021	12	GLEN PLUMB	106	46	43.4	4	3.8	5
00023	05	S F PLUMBING	153	56	36.6	9	5.9	19
00024	11	GOLD CST CAR	153	49	32.0	3	2.0	11
00025	18	S F MILL	25	10	40.0	1	4.0	1
00029	12	L A TILE LAY	66	32	48.5	3	4.5	3
00030	05	SF ELEC JATC	232	109	47.0	32	13.8	39
00036	06	ALA CC AUTO	353	132	37.4	4	1.1	20
00037	04	PLUMB & PIPE	100	28	28.0	15	15.0	12

SPONSORS WITH FIVE OR MORE ACTIVE APPRENTICES, DECEMBER 1996
PERCENT MINORITIES AND WOMEN, BY FILE NUMBER

00038	06	S F CARP	473	279	59.0	80	16.9	17
00039	05	N CAL BRIK	12	5	41.7	1	8.3	2
00040	05	REG PAINTERS	148	75	50.7	13	8.8	12
00042	06	CC PLBG TATC	64	19	29.7	5	7.8	.
00044	10	KERN PLAST	5	3	60.0	1	20.0	.
00045	10	KERN INYO MO	35	13	37.1	3	8.6	3
00049	07	S JQN PAINT	24	6	25.0	0	0.0	2
00052	09	FRS SH MET J	30	10	33.3	0	0.0	5
00054	08	MTRY CARP	75	32	42.7	7	9.3	11
00056	12	LB PLUMBERS	21	11	52.4	3	14.3	6
00057	06	C COSTA CARP	637	250	39.2	67	10.5	27
00058	16	SD ELEC JATC	201	72	35.8	14	7.0	28
00060	12	S MON PLUMB	40	12	30.0	0	0.0	5
00061	08	MONTREY PLUM	30	13	43.3	3	10.0	1
00065	07	S JQN ELEC	34	9	26.5	3	8.8	8
00073	09	CNTL VY CARP	189	85	45.0	21	11.1	8
00074	05	N CAL FLR CV	5	3	60.0	1	20.0	6
00076	09	CEN VA PAINT	50	17	34.0	1	2.0	.
00077	03	MARIN CARP	122	44	36.1	12	9.8	6
00081	11	S BAR ELEC	29	5	17.2	4	13.8	3
00084	07	DEL YOS CARP	81	17	21.0	8	9.9	4
00088	18	BRIKLAYRS 19	242	102	42.1	16	6.6	17
00089	04	NOR VAL CARP	183	50	27.3	14	7.7	20
00096	18	S MTO CARP	256	112	43.8	9	3.5	9
00098	18	S MTO ELEC	86	31	36.0	4	4.7	12
00105	12	L A MILL JAC	120	92	76.7	1	0.8	20
00106	07	S JQN AUTO	51	26	51.0	6	11.8	2
00109	05	WEST BAY ROO	378	322	85.2	9	2.4	7
00111	08	ST CLAR CARP	468	238	50.9	10	2.1	39
00113	06	C C ELEC JAC	163	34	20.9	16	9.8	22
00116	08	S CLA PLAST	18	10	55.6	1	5.6	3
00117	09	FRS PLUMBERS	28	12	42.9	1	3.6	6
00119	08	TRI CO ELEC	35	15	42.9	4	11.4	10
00122	12	ACON REF JJA	230	104	45.2	8	3.5	41
00123	04	SAC SH MET	91	21	23.1	5	5.5	12
00125	08	S CLA PLUMB	251	61	24.3	7	2.8	24
00128	03	SONOMA CARP	197	46	23.4	6	3.0	16
00130	05	S F AUTO JAC	61	33	54.1	0	0.0	6
00131	16	S D SH MET J	46	15	32.6	2	4.3	5
00132	08	S CLA MACH	28	11	39.3	1	3.6	10
00135	18	S MTO SH MET	88	44	50.0	2	2.3	11
00137	08	S CLA ELEC	286	124	43.4	19	6.6	20

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00139	09	FRS ELEC	59	18	30.5	3	5.1	9
00146	06	ALAMEDA ELEC	185	82	44.3	31	16.8	.
00152	06	NAPA ELEC	43	18	41.9	7	16.3	6
00156	06	UALU 342 JAT	174	58	33.3	11	6.3	21
00157	08	S CLA SH MET	153	68	44.4	6	3.9	18
00162	06	SLNO CARP JA	207	67	32.4	11	5.3	13
00163	15	S BO PLUMB J	54	12	22.2	5	9.3	.
00166	08	S CLA ML CAB	8	5	62.5	0	0.0	.
00169	03	REDWOOD ELEC	88	15	17.0	5	5.7	8
00170	18	S MTO AUTO	108	46	42.6	0	0.0	11
00177	12	SO CAL ROOFR	315	243	77.1	7	2.2	74
00180	08	S CLA AUTO	200	65	32.5	11	5.5	30
00238	10	KERN PLUMB J	58	28	48.3	4	6.9	10
00260	03	SONOMA AUTO	22	7	31.8	0	0.0	.
00277	11	S BAR PLUMB	41	9	22.0	2	4.9	.
00279	16	S D PLAST	13	11	84.6	2	15.4	.
00280	12	L A STMFTR	145	71	49.0	5	3.4	20
00299	05	N CAL LITHO	40	9	22.5	7	17.5	7
00333	06	ALA CC MILL	106	49	46.2	25	23.6	6
00367	06	ALA CC BRIK	39	18	46.2	1	2.6	.
00368	07	S JQN PLUMB	23	8	34.8	1	4.3	6
00370	05	S F GLAZ FLA	50	13	26.0	5	10.0	2
00374	11	VTA ELEC	66	20	30.3	3	4.5	13
00375	15	S BO ELEC	87	19	21.8	9	10.3	11
00425	09	CNTL VY ELEC	28	7	25.0	1	3.6	6
00430	09	STNS PLUMB	21	4	19.0	1	4.8	.
00494	14	ORANGE ELEC	125	42	33.6	1	0.8	13
00566	12	S CAL TRANSP	5	3	60.0	0	0.0	3
00656	14	OR PLUMB JAC	40	12	30.0	1	2.5	1
00667	14	S CAL IRON W	258	107	41.5	7	2.7	19
00762	04	SAC PLAST	24	10	41.7	4	16.7	1
00799	05	S F MEAT JAC	35	16	45.7	2	5.7	6
00823	04	SAC AUTO JAC	47	23	48.9	1	2.1	1
00824	12	S CAL CEMENT	294	243	82.7	14	4.8	11
00864	07	S JQN MEAT	23	10	43.5	1	4.3	.
00865	06	OAK MEAT	56	31	55.4	7	12.5	2
00962	09	FRS PLAST JA	6	6	100.0	0	0.0	1
01050	14	ORANGE MEAT	19	7	36.8	2	10.5	7
01403	12	SO CAL GLAZ	59	36	61.0	2	3.4	10
01470	06	SLNO PLAST J	6	4	66.7	0	0.0	.
01499	07	S JQN SH MET	19	5	26.3	1	5.3	.
01501	04	IRONWORKERS	143	38	26.6	8	5.6	12

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01710	04	SAC GLAZIERS	23	5	21.7	2	8.7	.
01759	04	SAC MEAT JAC	5	3	60.0	0	0.0	.
02012	15	RIV ELEC JAC	47	25	53.2	4	8.5	10
02227	06	NAP SLN MEAT	6	2	33.3	0	0.0	.
02486	01	HUMB CARP JA	40	18	45.0	7	17.5	2
02797	04	SAC CPT LINO	72	17	23.6	5	6.9	4
02898	06	EST NO BAY R	585	494	84.4	10	1.7	11
03029	12	POMONA PLUMB	60	28	46.7	13	21.7	3
03199	09	C VLY AUTO J	35	13	37.1	6	17.1	4
03262	16	S D CPT LINO	44	23	52.3	2	4.5	.
03275	09	MODES SH MET	14	4	28.6	1	7.1	1
03327	14	LB OR SH MET	77	27	35.1	4	5.2	18
03688	12	SCAL STA ENG	70	34	48.6	9	12.9	9
04020	07	S JQN BRIK	37	14	37.8	0	0.0	1
04088	11	VTA PLUMB	42	17	40.5	4	9.5	1
04391	18	SPRINKLER FI	91	33	36.3	5	5.5	14
04489	11	TRI SHT MTL	62	18	29.0	2	3.2	3
04501	12	LA SPRKLR FT	47	26	55.3	4	8.5	15
04535	15	S BO SH MET	76	33	43.4	5	6.6	7
04789	08	NORCAL FL CO	145	72	49.7	1	0.7	21
06948	08	S CLA GLAZ	42	15	35.7	1	2.4	.
07055	16	S D BRIK	6	4	66.7	1	16.7	10
07078	05	NCAL STN ENG	130	51	39.2	19	14.6	41
07205	06	OAK IRON WKR	363	166	45.7	14	3.9	16
07238	08	MTRY SH MET	39	14	35.9	1	2.6	4
07239	04	SAC BRIK	41	18	43.9	1	2.4	4
07240	04	YUBA PLUMB	9	3	33.3	0	0.0	.
07257	16	SD CEMENT MS	37	31	83.8	5	13.5	3
07293	16	S D IMP ROOF	130	87	66.9	0	0.0	.
07294	09	CNTRL VLY RF	57	50	87.7	0	0.0	6
07415	15	S BO ROOFER	61	53	86.9	1	1.6	.
07416	15	S BO RIV PPM	12	2	16.7	2	16.7	2
07529	06	ALA SH MET	117	44	37.6	7	6.0	16
07646	05	S F STL EREC	307	165	53.7	27	8.8	.
07813	16	S D STR IRON	113	47	41.6	0	0.0	5
07982	12	LA WTPW ELEC	6	1	16.7	0	0.0	.
08078	14	LATH LOC 440	59	35	59.3	2	3.4	8
08280	12	SOCA RFDCC J	371	249	67.1	4	1.1	.
08293	02	SHASTA PLUMB	10	0	0.0	0	0.0	.
08378	11	S L O PLUMB	6	1	16.7	0	0.0	1
08685	10	KERN ELEC JA	31	12	38.7	1	3.2	15
08777	12	L A LATH JAC	147	83	56.5	2	1.4	27

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08805	11	SLO ELEC JAC	45	6	13.3	4	8.9	.
08819	12	L A INTERCOM	32	21	65.6	11	34.4	3
08860	06	GLAZ ARC MET	50	24	48.0	3	6.0	4
08885	14	L A REIN IR	174	79	45.4	2	1.1	16
09028	04	VALLEY ROOFR	59	27	45.8	2	3.4	1
09069	08	S CLA ROOFER	183	149	81.4	4	2.2	12
09076	09	CEN CAL IRON	38	12	31.6	0	0.0	7
09162	02	NE BUTTE CAR	32	3	9.4	2	6.3	.
09271	08	S CLA IRONWK	136	53	39.0	3	2.2	.
09300	11	S MRA ELEC	10	1	10.0	1	10.0	.
09307	15	INLND RFRIG	11	4	36.4	0	0.0	.
09386	06	PTG DEC JATC	264	109	41.3	14	5.3	24
09411	08	BAY AREA BRB	18	16	88.9	4	22.2	.
09422	12	L A BARB	127	127	100.0	23	18.1	8
09423	15	S BO RIV BAR	35	24	68.6	10	28.6	1
09431	04	46 NCO OP EN	550	356	64.7	71	12.9	42
09442	06	N CAL SURVYR	106	46	43.4	20	18.9	7
09448	14	KAY MICRO AE	9	8	88.9	1	11.1	.
09449	14	SCAL ASBESTO	72	37	51.4	1	1.4	.
09454	05	S F COOK JAC	8	3	37.5	3	37.5	4
09462	08	S CRUZ CARP	60	31	51.7	1	1.7	5
09476	06	ALAMEDA CARP	515	276	53.6	42	8.2	29
09502	05	BOILERMAKERS	170	59	34.7	11	6.5	.
09508	18	REST HTL UAC	29	13	44.8	7	24.1	1
09516	06	MILRT NO CAL	161	40	24.8	25	15.5	16
09529	04	SO TAHO CARP	5	1	20.0	2	40.0	3
09530	04	N TAHOE CARP	6	2	33.3	0	0.0	.
09549	08	S CLARA MEAT	28	14	50.0	2	7.1	12
09554	12	OPER ENGR TR	439	143	32.6	66	15.0	30
09565	12	SCAL MLRT JA	103	44	42.7	6	5.8	7
09569	04	CAL TRANSPTN	13	6	46.2	5	38.5	.
09600	02	SHASTA ELEC	6	1	16.7	0	0.0	2
09601	14	SO CAL MACH	181	100	55.2	2	1.1	22
10006	10	CDC WASC UPH	5	4	80.0	0	0.0	.
10026	09	MADERA COMMU	5	3	60.0	4	80.0	.
10031	04	DOC FOLSOM	5	2	40.0	0	0.0	.
10041	09	FRS COMM HOS	5	2	40.0	4	80.0	.
10047	12	THE HON CO	7	6	85.7	1	14.3	.
10101	04	L CHESNY CEN	14	5	35.7	6	42.9	.
10121	06	BRKLYRS LOC3	8	2	25.0	0	0.0	.
10131	06	GE BAY BARB	36	34	94.4	21	58.3	.
10153	14	OR COOK UAC	18	3	16.7	4	22.2	.

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10187	11	KIDS N THING	11	3	27.3	11	100.0	.
10380	06	N CAL TAPER	306	132	43.1	21	6.9	11
10556	12	SCAL SPKR FT	61	45	73.8	3	4.9	8
11010	08	OWENS CORN	10	6	60.0	0	0.0	.
11069	06	LAW LVMR NTL	11	4	36.4	2	18.2	6
11175	04	CAL WATR RES	48	29	60.4	25	52.1	2
11526	12	BRIKLAYRS 4	134	100	74.6	10	7.5	14
12111	02	CAL COR CEN	94	44	46.8	0	0.0	.
13800	12	TILE FINISHR	59	44	74.6	1	1.7	7
14150	12	L A CARP JAC	85	65	76.5	0	0.0	3
14296	12	SH MET SPLTY	9	4	44.4	0	0.0	3
14550	05	P G E JAC	621	140	22.5	38	6.1	151
14612	12	L A DRYWALL	333	243	73.0	13	3.9	10
14700	16	SD IMP GLAZ	13	5	38.5	0	0.0	5
14942	09	ALLIED LINO	7	3	42.9	0	0.0	.
15307	04	SAC TILE JAC	64	22	34.4	0	0.0	6
15346	08	CA DEPT CORR	7	5	71.4	0	0.0	.
15481	06	DEPT TRANS	9	6	66.7	5	55.6	1
15517	06	CALIF CORREC	38	21	55.3	0	0.0	.
15531	01	HUMB SH MET	13	1	7.7	1	7.7	1
15532	03	N BAY SH MET	105	21	20.0	6	5.7	11
15564	06	OWENS ILL 20	5	3	60.0	0	0.0	.
15594	04	CALIF HWY PT	832	243	29.2	80	9.6	135
15633	05	N CAL TILE	50	18	36.0	1	2.0	5
15726	07	SIERRA CONS	67	30	44.8	0	0.0	.
16129	12	S CA PLDRY O	212	120	56.6	28	13.2	26
16199	04	CAL WATR RES	17	11	64.7	10	58.8	4
16291	18	SF SMTO DRYW	108	53	49.1	8	7.4	9
16292	03	N COAST D WL	42	15	35.7	1	2.4	2
16293	06	S BENI S CLA	101	51	50.5	1	1.0	8
16295	04	SAC DRYW JTC	118	22	18.6	2	1.7	4
16298	06	S CRZ DRYW	25	14	56.0	0	0.0	1
16364	16	SOLAR TURBIN	10	3	30.0	3	30.0	1
16378	12	INL EMP TILE	8	4	50.0	0	0.0	.
16391	16	TILE FI S CA	56	31	55.4	3	5.4	2
16427	06	NCAL ASBESTO	151	48	31.8	10	6.6	13
16435	04	SAC A ELECTR	121	31	25.6	6	5.0	25
16460	08	PAINT N DECO	10	4	40.0	0	0.0	.
16508	04	CAL FIRE FTR	2,496	916	36.7	194	7.8	403
16535	06	ALA CON DRYW	122	50	41.0	3	2.5	5
16880	15	IN EMP PLAST	13	5	38.5	0	0.0	.
16910	09	FRS TILE JAC	5	2	40.0	0	0.0	.

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16987	14	OR CO BARB J	48	27	56.3	24	50.0	7
17164	04	DEPT PARK RE	42	9	21.4	16	38.1	3
17291	16	S D DRY W LA	5	4	80.0	0	0.0	1
17293	14	SO CA SURV 1	58	10	17.2	8	13.8	13
17346	04	CAL STAT ENG	10	6	60.0	2	20.0	.
17444	12	SO CAL DRYWL	584	387	66.3	5	0.9	64
17468	06	VJO FIRE DEP	5	1	20.0	0	0.0	.
17734	11	SLO DRYWALL	32	21	65.6	0	0.0	.
17767	01	TRINITY SCHL	36	5	13.9	19	52.8	.
17858	06	NO CAL PLEDR	246	107	43.5	55	22.4	6
17865	08	SF BAY NA TL	173	79	45.7	3	1.7	14
17868	08	N CA PRE MTL	218	173	79.4	32	14.7	1
17959	11	VNTRA DRYWAL	87	43	49.4	1	1.1	1
17977	16	SD LOCKSMITH	32	5	15.6	4	12.5	4
17979	07	COR DEUEL VO	40	19	47.5	0	0.0	3
17984	03	SNMA PSY TEC	386	104	26.9	254	65.8	.
18081	08	AGNEWS DEV	41	38	92.7	17	41.5	.
18146	18	G BAY A HDWD	41	21	51.2	1	2.4	2
18164	18	S F AIRPORTS	12	4	33.3	1	8.3	2
18496	08	NO CA CEMENT	198	140	70.7	26	13.1	11
18775	12	VIKING CONNE	5	4	80.0	0	0.0	.
18940	09	WISH I AH CA	7	1	14.3	6	85.7	1
18941	12	FAIRWY MOLDS	5	1	20.0	0	0.0	1
18952	09	VLY CARE G C	5	3	60.0	3	60.0	.
18979	16	SD TROLLEY J	20	13	65.0	4	20.0	3
18994	12	GLEN ELEC MC	13	7	53.8	0	0.0	1
18997	12	GLEN PWR LNE	5	2	40.0	0	0.0	.
19000	04	C C P O S T	8,614	4,363	50.7	2,165	25.1	1,200
19081	12	BRBNK LN MEC	19	5	26.3	0	0.0	2
19086	04	CAPTL CHEFS	53	4	7.5	14	26.4	.
19119	06	N UN MTR MFG	13	7	53.8	4	30.8	.
19161	16	SD AGC JAC	247	135	54.7	20	8.1	16
19167	08	N CA SOUND C	639	229	35.8	19	3.0	5
19168	12	LA CULIN UAC	29	20	69.0	6	20.7	.
19213	11	YTH AUTH VEN	17	13	76.5	7	41.2	.
19224	16	ABC SD JAC	225	92	40.9	10	4.4	8
19295	07	WAL ELEC UNI	6	1	16.7	2	33.3	2
19323	14	FAIRVW PSYCH	24	17	70.8	10	41.7	.
19327	15	S CA ABC UAC	247	120	48.6	5	2.0	14
19328	16	TILE SET S C	24	11	45.8	3	12.5	1
19421	09	AIRCON TRADE	63	18	28.6	0	0.0	2
19494	04	UCD PLT MAIN	6	3	50.0	1	16.7	.

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19495	04	SAC CO SHER	38	16	42.1	4	10.5	.
19496	11	S BARB BRICK	7	5	71.4	0	0.0	.
19541	09	FRS BRIKLAYR	14	4	28.6	1	7.1	.
19570	04	CAL AM SPRKL	137	50	36.5	0	0.0	.
19591	06	NO CA UT PIP	5	3	60.0	1	20.0	1
19597	07	SIMPLOT J R	6	2	33.3	0	0.0	2
19602	04	WECA ELECATC	94	31	33.0	8	8.5	3
19624	16	S D CULI UC	5	2	40.0	1	20.0	.
19638	09	SANGER GEN H	5	5	100.0	5	100.0	.
19657	02	APPLY-A-LINE	12	0	0.0	0	0.0	.
19658	18	IEC HZRD MTL	199	73	36.7	16	8.0	540
19671	06	AC TRANS JAC	74	58	78.4	3	4.1	20
19689	07	DPT COR MCSP	14	6	42.9	0	0.0	.
19699	03	N CA IRG FTR	41	30	73.2	2	4.9	.
19704	03	IND RFG CONT	540	454	84.1	5	0.9	13
19718	16	INNER CO UAC	49	47	95.9	1	2.0	.
19719	12	LA ACDU INST	142	69	48.6	0	0.0	12
19720	03	RWD EM PAINT	13	7	53.8	0	0.0	2
19721	06	CEN VLY DRYW	27	12	44.4	0	0.0	3
19723	16	DPT COR RJD	10	4	40.0	0	0.0	.
19731	14	SO CAL PAINT	40	34	85.0	0	0.0	9
19736	07	CA COR MULEC	25	13	52.0	0	0.0	.
19738	06	GMP 164B JAC	15	12	80.0	0	0.0	1
19741	10	STATE CORREC	5	4	80.0	0	0.0	.
19757	16	TER FIN JATC	11	8	72.7	0	0.0	.
19771	09	DE COR AVENL	9	3	33.3	0	0.0	.
19772	12	LA CO COS UC	60	29	48.3	46	76.7	.
19790	06	CWA/ACCA	41	18	43.9	1	2.4	.
19809	04	BEUTLER HEAT	46	9	19.6	0	0.0	11
19810	04	PHCC SAC UAC	99	20	20.2	0	0.0	.
19814	16	ABCSD PLUMBR	46	18	39.1	2	4.3	1
19820	05	TAMAL PAINTR	10	5	50.0	0	0.0	.
19821	16	ABCSD SH MET	56	17	30.4	3	5.4	2
19826	12	HOUS AUTH LA	6	6	100.0	0	0.0	.
19835	16	IMP IRRI DIS	17	9	52.9	0	0.0	5
19837	15	S CAL ABC PL	28	9	32.1	0	0.0	.
19867	15	MOLY CORP	6	0	0.0	0	0.0	.
19872	09	CAL ARM HOME	8	7	87.5	6	75.0	.
19885	06	ABC GG ELE U	158	62	39.2	14	8.9	.
19912	06	ABCGG PAINT	5	1	20.0	0	0.0	.
19924	15	RIVERSIDE JA	9	4	44.4	1	11.1	2
19928	10	CDC CAL CORR	6	5	83.3	0	0.0	.