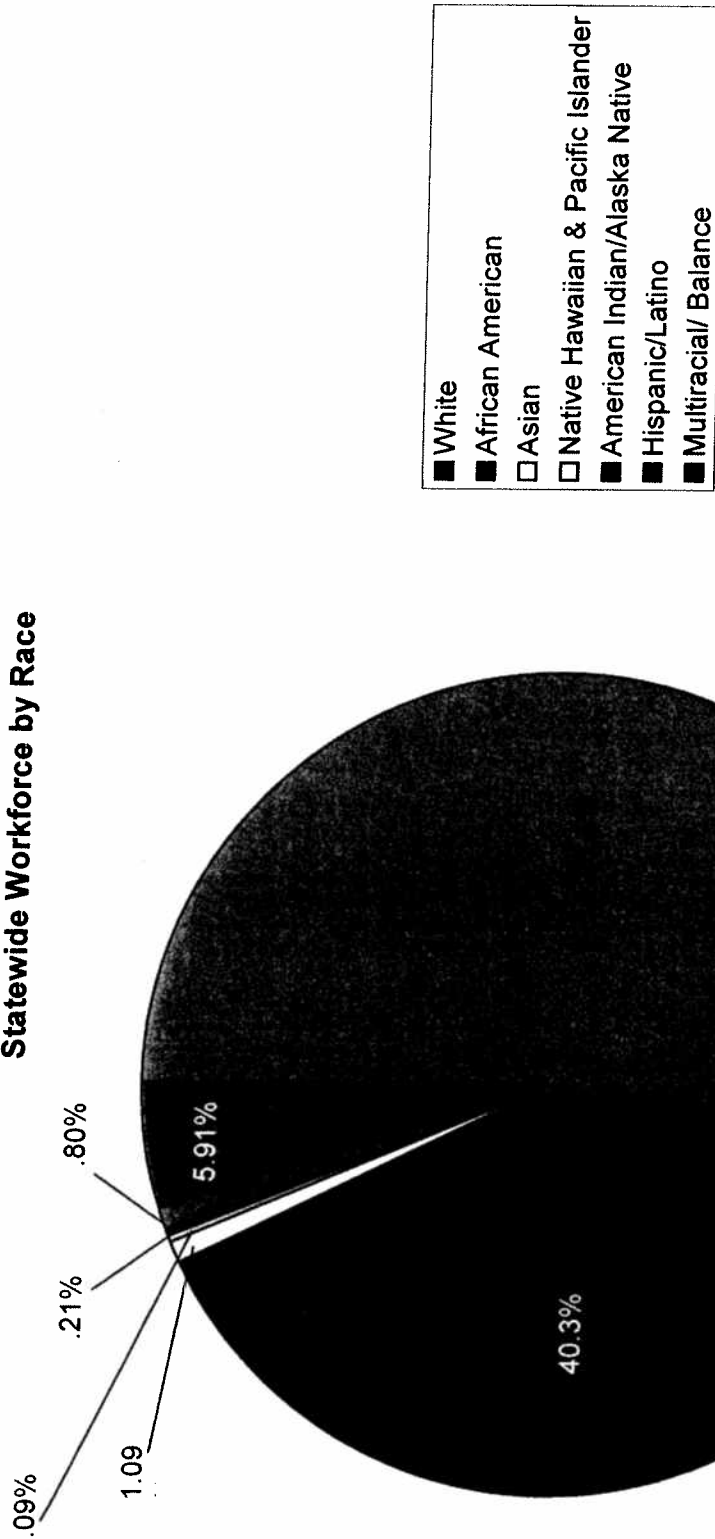


Exhibit 1

Statewide Workforce by Race



State Workforce Utilization - FY 2007

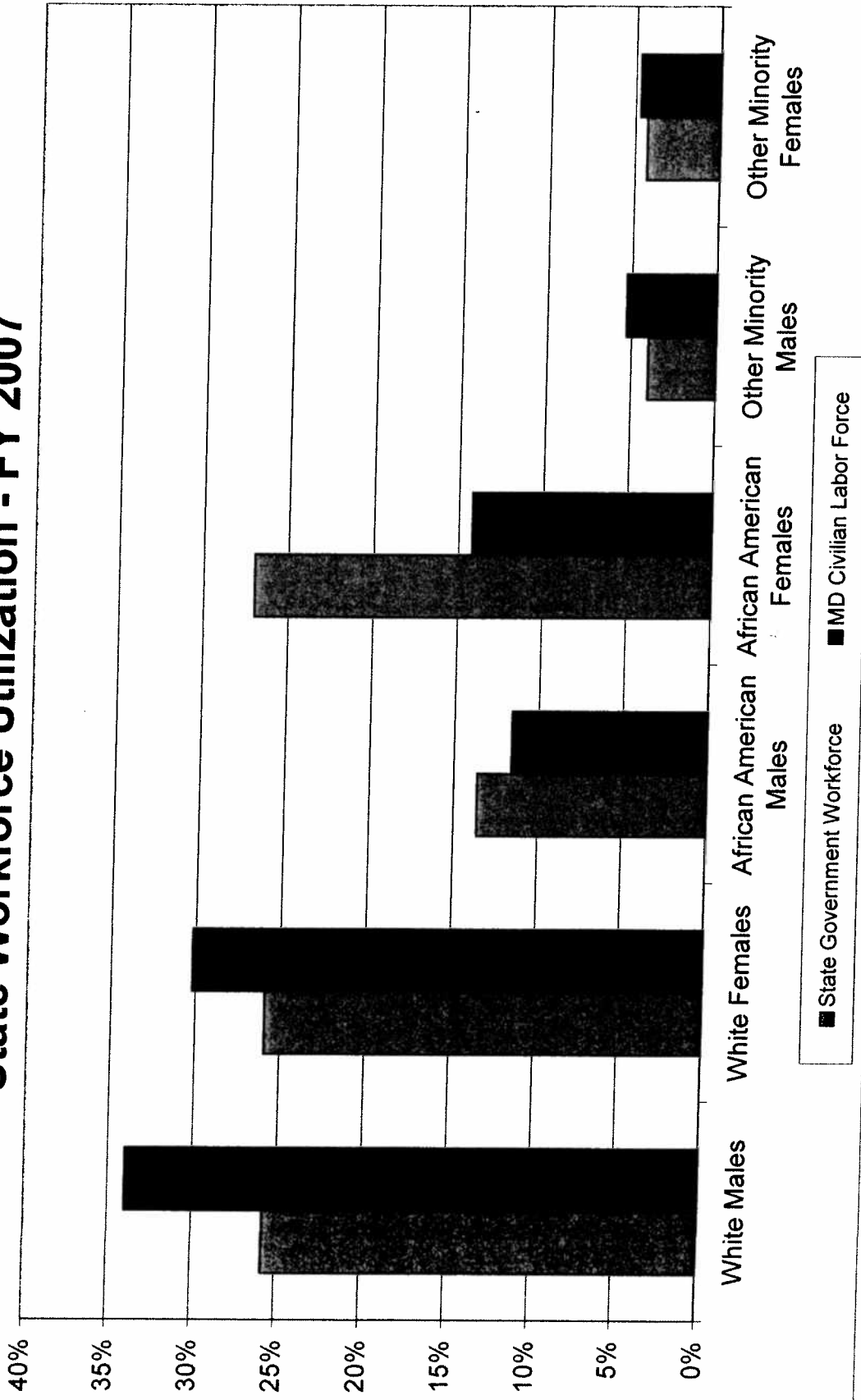


Exhibit 3

Percentage of Women as New Hires

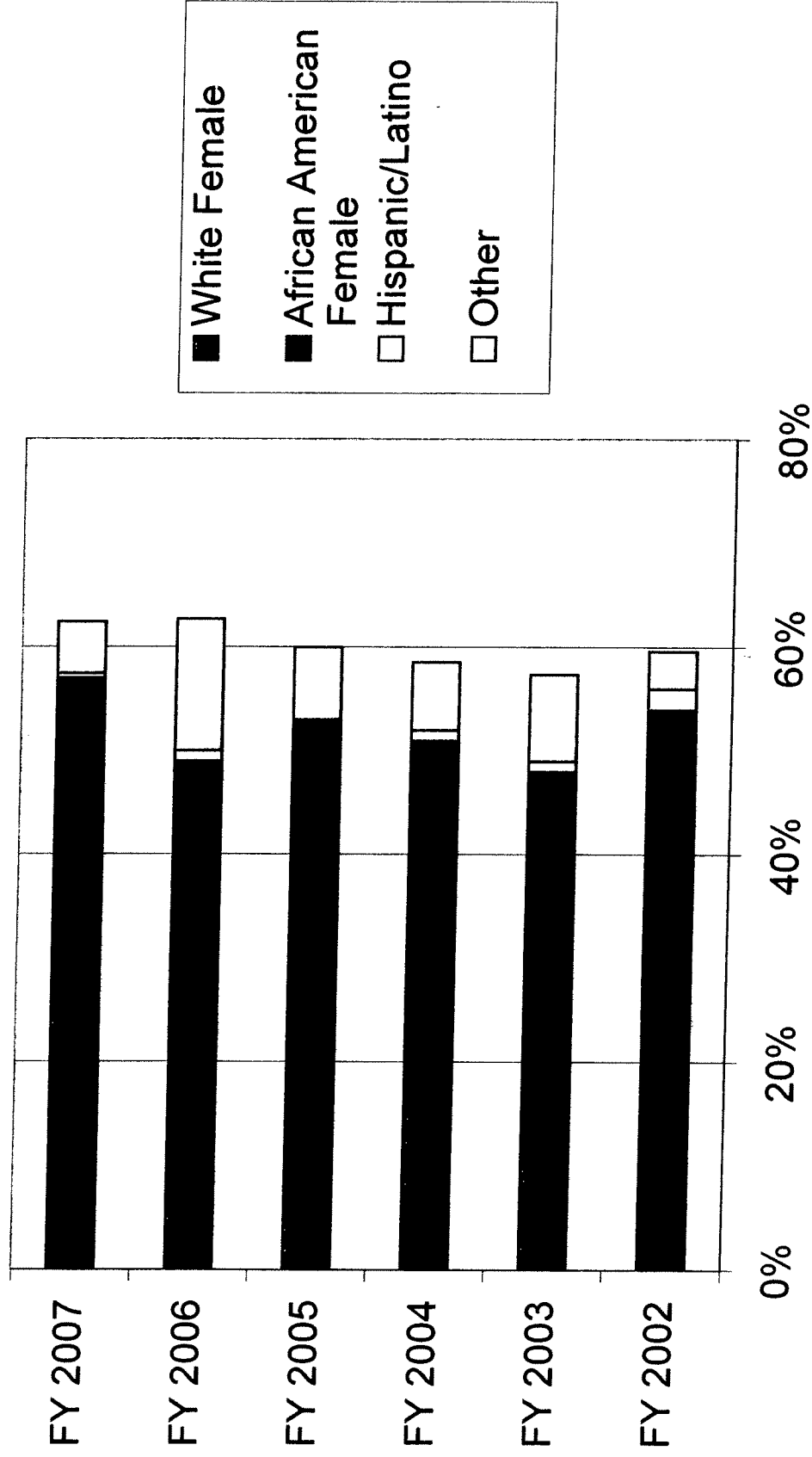
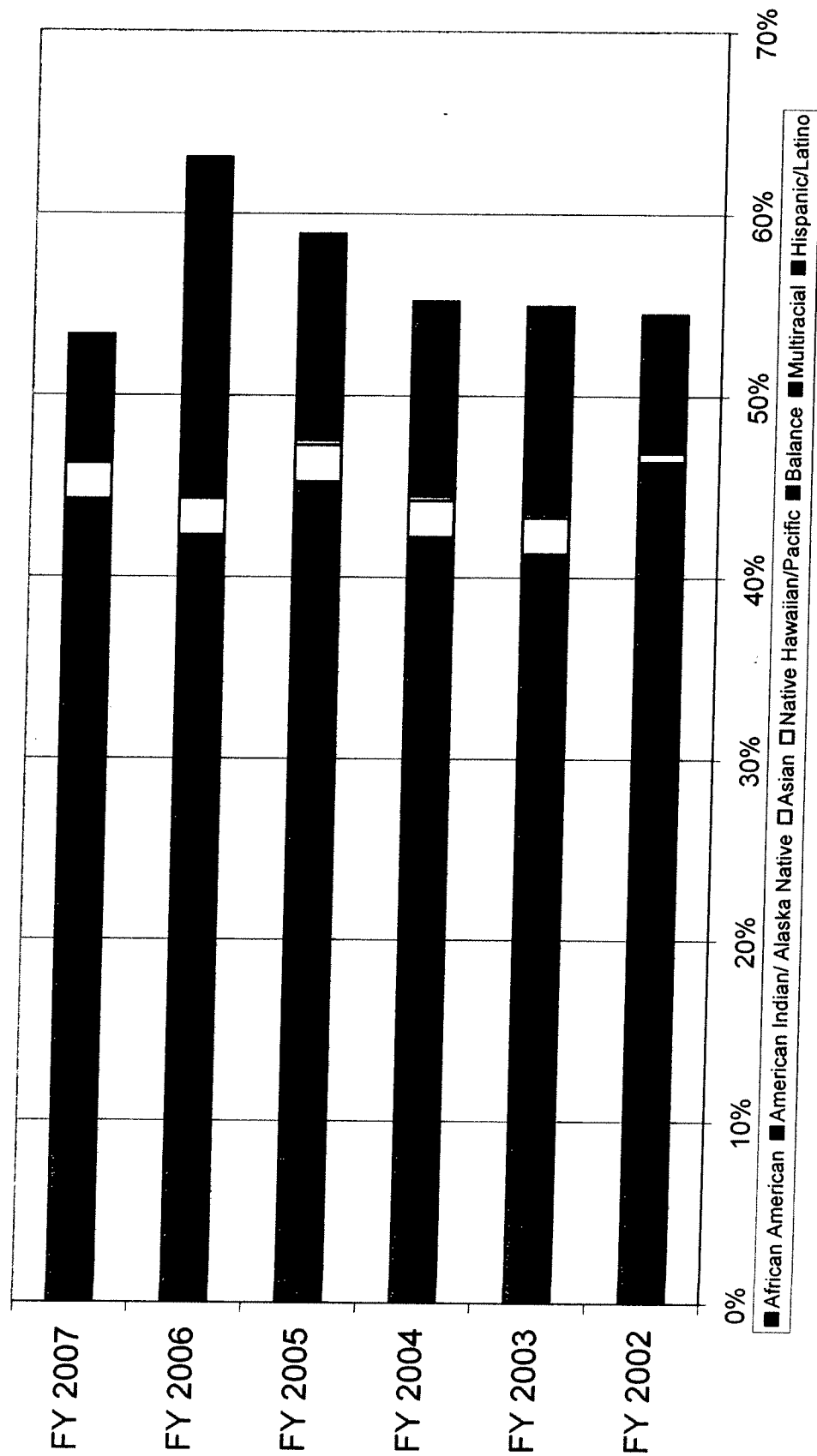
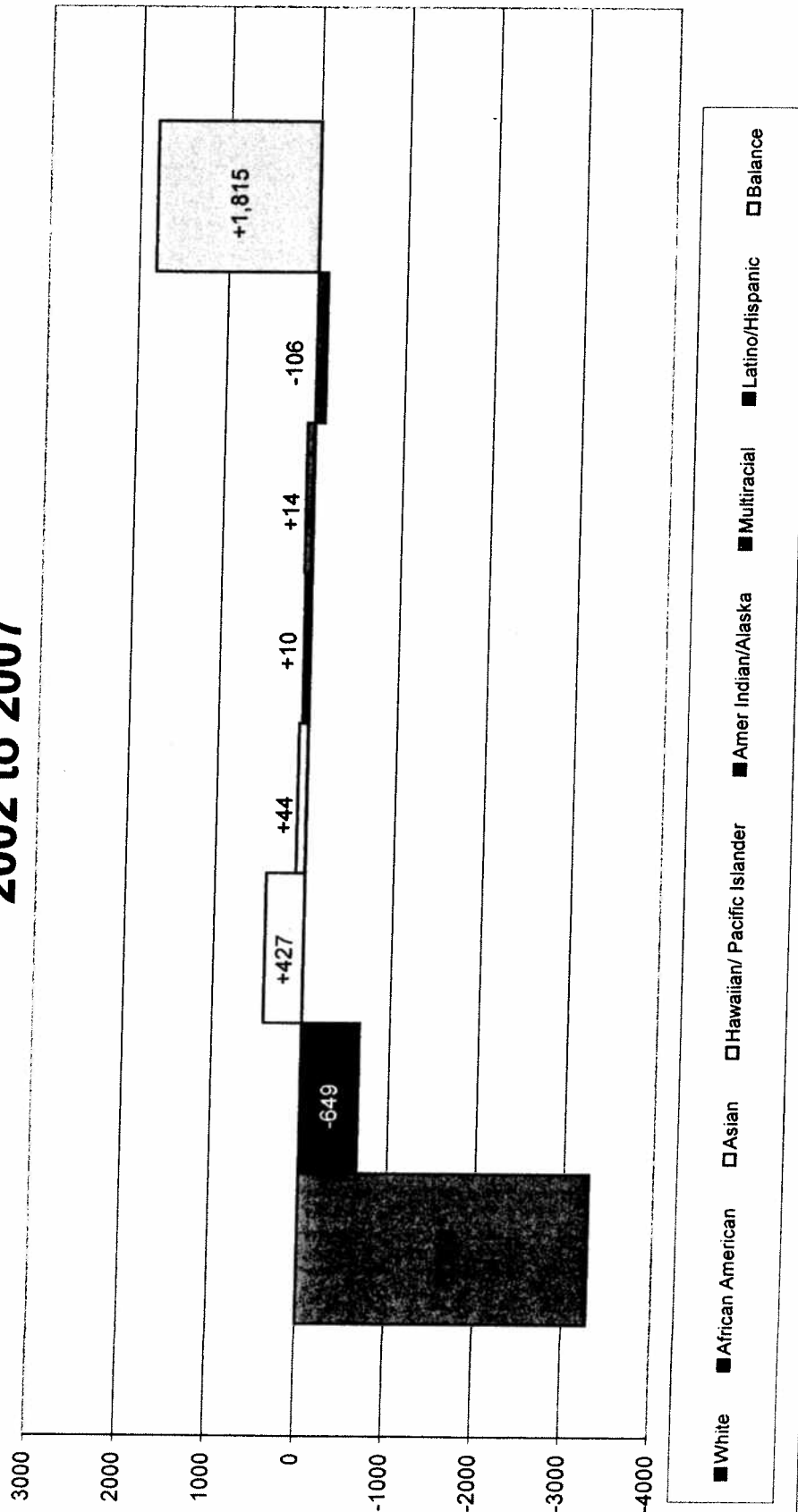


Exhibit 4

Percentage of Minorities as New Hires



Change in Employees by Race from Fiscal Year 2002 to 2007



TOTAL FULL-TIME AND PART-TIME WORKFORCE UTILIZATION

EEO Job Category	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial				
Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Administrators	4,230	2,344	1,886	1,844	1,271	286	444	2	3	25	18	3	2	163	123	13	6	8	19
		55%	45%	44%	30%	7%	10%	0.05%	0.1%	0.59%	0.43%	0.07%	0.05%	3.85%	2.91%	0.31%	0.14%	0.19%	0.45%
Professionals	22,612	7,783	14,829	4,914	7,705	2,052	5,949	17	30	173	176	5	6	506	785	36	70	80	108
		34%	66%	22%	34%	9%	26%	0.08%	0.13%	0.77%	0.78%	0.02%	0.03%	2.24%	3.47%	0.16%	0.31%	0.35%	0.48%
Technicians	3,471	1,711	1,760	1,262	900	346	760	6	4	26	5	3	2	35	58	17	8	16	23
		49%	51%	36%	26%	10%	22%	0.17%	0.12%	0.75%	0.14%	0.09%	0.06%	1.01%	1.57%	0.49%	0.23%	0.46%	0.66%
Protective Service Workers: Sworn	2,302	2,059	243	1,495	133	423	94	2	0	10	0	2	0	91	13	1	2	35	1
		89%	11%	65%	6%	18%	4%	0.09%	0.00%	0.43%	0.00%	0.09%	0.00%	3.95%	0.56%	0.04%	0.09%	1.52%	0.04%
Protective Service Workers: Non-Sworn	8,592	5,218	3,374	2,546	411	2,127	2,588	5	6	17	2	5	1	479	341	13	16	26	9
		61%	39%	30%	5%	25%	30%	0.06%	0.07%	0.20%	0.02%	0.06%	0.01%	5.57%	3.97%	0.15%	0.19%	0.30%	0.10%
Administrative Support	8,202	802	7,400	342	3,415	388	3,526	2	17	21	46	2	7	34	272	8	47	5	70
		10%	90%	4%	42%	5%	43%	0.02%	0.21%	0.26%	0.55%	0.02%	0.09%	0.41%	3.32%	0.10%	0.57%	0.06%	0.85%
Skilled Craft Workers	2,069	2,016	53	1,372	31	564	22	9	0	19	0	2	0	22	0	13	0	15	0
		97%	3%	66%	1%	27%	1.06%	0.43%	0.00%	0.92%	0.00%	0.10%	0.00%	1.06%	0.00%	0.63%	0.00%	0.72%	0.00%
Service-Maintenance	4,330	2,140	2,190	617	575	1,418	1,497	9	3	12	11	5	5	45	78	17	6	17	15
		49%	51%	14%	13%	33%	35%	0.21%	0.07%	0.28%	0.25%	0.12%	0.12%	1.04%	1.80%	0.39%	0.14%	0.39%	0.35%
TOTAL	55,808	24,073	31,735	14,392	14,441	7,604	14,880	52	63	303	258	27	23	1,375	1,670	118	155	202	245
		43%	57%	26%	26%	14%	27%	0.09%	0.11%	0.54%	0.46%	0.05%	0.04%	2.46%	2.99%	0.21%	0.28%	0.36%	0.44%

NOTE: The data includes SPMS and MDOT full-time and part-time employees; contractuals are not included.

STATEWIDE EMPLOYEE WORK FORCE BY AGE

AGE	TOTAL		Race														Ethnicity		
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial				
	Employees		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
19 or under	205	101	104	67	53	22	45	0	0	4	2	0	0	5	3	2	1	1	0
		49%	51%	33%	26%	11%	22%	0.00%	0.0%	1.95%	0.98%	0.00%	0.00%	2.44%	1.46%	0.98%	0.49%	0.49%	0.00%
20-29	5,881	2,344	3,537	1,396	1,370	641	1,737	9	7	44	47	3	3	200	305	12	27	39	41
		40%	60%	24%	23%	11%	30%	0.15%	0.12%	0.75%	0.80%	0.05%	0.05%	3.40%	5.19%	0.20%	0.46%	0.66%	0.70%
30-39	11,990	4,898	7,092	2,837	2,704	1,498	3,556	10	13	79	96	9	6	390	608	16	32	59	77
		41%	59%	24%	23%	12%	30%	0.08%	0.11%	0.66%	0.80%	0.08%	0.05%	3.25%	5.07%	0.13%	0.27%	0.49%	0.64%
40-49	17,704	7,176	10,528	4,071	4,771	2,348	4,820	20	18	81	83	10	12	557	683	32	46	57	95
		41%	59%	23%	27%	13%	27%	0.11%	0.10%	0.46%	0.47%	0.06%	0.07%	3.15%	3.86%	0.18%	0.26%	0.32%	0.54%
50-59	19,111	7,739	11,372	4,940	6,091	2,150	4,525	14	33	76	63	4	3	486	540	20	35	49	82
		40%	60%	26%	32%	11%	24%	0.07%	0.17%	0.40%	0.33%	0.02%	0.02%	2.54%	2.83%	0.10%	0.18%	0.26%	0.43%
60-69	6,867	3,224	3,643	2,244	2,233	695	1,134	6	7	51	42	2	1	199	195	11	10	16	21
		47%	53%	33%	33%	10%	17%	0.09%	0.10%	0.74%	0.61%	0.03%	0.01%	2.90%	2.84%	0.16%	0.15%	0.23%	0.31%
70 and over	724	379	345	237	210	90	106	1	2	7	1	0	1	41	23	1	0	2	2
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	62,482	25,861	36,621	15,792	17,432	7,444	15,923	60	80	342	334	28	26	1,878	2,357	94	151	223	318
		41%	59%	25%	28%	12%	25%	0.10%	0.13%	0.55%	0.53%	0.04%	0.04%	3.01%	3.77%	0.15%	0.24%	0.36%	0.51%

NOTE: The data includes Executive Branch, Independent agencies, MDOT, BCCC, BSU, CSC, FSU, MSU, SMCM, SSU, TU and UB employees. No contractals are included.

2007 SUMMARY OF AGENCY WORK FORCE ANALYSIS

AGENCY	WHITE			AFRICAN AMERICAN			OTHER MINORITIES			TOTAL EMPLOYEES
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	
Executive Department	67	54	121	4	21	25	7	8	15	161
Baltimore City Community College	60	78	138	115	194	309	11	9	20	467
Baltimore City Sheriff's Office	14	2	16	22	12	34	0	0	0	50
Board Commission Office	13	34	47	3	22	25	1	4	5	77
Board of Elections Laws	28	85	113	8	21	29	4	19	23	165
Board of Public Works	1	7	8	0	0	0	0	0	0	8
Canal Place	1	3	4	0	0	0	0	0	0	4
College Savings Plan	1	4	5	0	3	3	2	2	4	12
Comptroller of the Treasury	250	391	641	68	294	362	27	31	58	1061
Deaf Hard of Hearing	0	2	2	0	0	0	0	0	0	2
Department of Agriculture	191	129	320	17	29	46	15	16	31	397
Department of Assess/Taxation	181	202	383	31	195	226	8	17	25	634
Dept Budget & Management	75	143	218	41	115	156	15	16	31	405
Dept Business & Econ Dev	75	86	161	20	46	66	12	30	42	269
Dept of Education	275	601	876	103	413	516	56	132	188	1580
Dept of Environment	376	274	650	62	90	152	55	31	86	888
Dept of General Services	209	74	283	147	127	274	26	14	40	597

WORKFORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2007

Chart B

Grade	TOTAL				Race												Ethnicity	
	White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Flat/Slope	33	27	6	25	5	1	1	0	0	1	0	0	0	0	0	0	0	
		82%		76%	15%	3%	3%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	
Grade 1 — (\$15,363-\$22,936)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		0%		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Grade 2 — (\$16,286-\$24,387)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		0%		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Grade 3 — (\$17,275-\$25,944)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		0%		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Grade 4 — (\$18,332-\$27,612)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
Grade 5 — (\$20,772-\$32,014)	768	309	459	109	203	173	211	2	1	3	9	2	0	13	24	1	3	
		40%		14%	26%	23%	27%	0.3%	0.1%	0.4%	1%	0%	0%	2%	3%	0.1%	0.4%	
Grade 6 — (\$22,007-\$34,035)	735	371	364	151	135	195	201	2	1	3	6	0	0	15	17	3	1	
		50%		21%	18%	27%	27%	0.3%	0.1%	0.4%	1%	0%	0%	2%	2%	0.4%	0.1%	
Grade 7 — (\$23,329-\$36,203)	1,830	502	1,328	197	410	269	825	1	3	7	7	0	4	23	61	1	5	
		27%		11%	22%	15%	45%	0%	0%	0%	0%	0%	0%	1%	3%	0%	0%	
Grade 8 — (\$24,744-\$38,516)	1,744	449	1,295	210	487	209	732	3	2	11	12	0	1	8	39	2	6	
		28%		12%	28%	12%	42%	0.2%	0.1%	1%	1%	0%	0.1%	0%	2%	0.1%	0.3%	
Grade 9 — (\$26,257-\$40,996)	2,190	418	1,772	254	764	138	904	0	4	6	8	0	2	12	76	0	5	
		19%		12%	35%	6%	41%	0%	0.2%	0.3%	0.4%	0%	0.1%	1%	3%	0%	0.2%	

STATEWIDE PERSONNEL TRANSACTIONS — FISCAL YEAR 2007

STATEWIDE PERSONNEL TRANSACTIONS — FISCAL YEAR 2007																			
Type of Transaction	TOTAL	Race														Ethnicity			
		White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial					
		Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Appointments	5,391	2,058	3,333	1,114	1,443	742	1,591	7	8	44	63	6	3	100	166	24	35	21	24
		38%	62%	21%	27%	14%	30%	0%	0%	1%	1%	0%	0%	2%	3%	0%	1%	0%	0%
		219	438	113	158	85	240	1	0	3	3	0	0	12	32	2	2	3	3
Reinstatements	657	33%	67%	17%	24%	13%	37%	0%	0%	0%	0%	0%	0%	2%	5%	0%	0%	0%	0%
		1,490	2,266	740	715	552	1,299	5	8	28	32	0	4	136	175	15	19	14	14
		40%	60%	20%	19%	15%	35%	0.1%	0.2%	0.7%	0.9%	0.0%	0.1%	3.6%	4.7%	0.4%	0.5%	0.4%	0.4%
Reclassifications	3,283	1,061	2,222	704	1,033	262	1,009	2	5	14	20	1	2	76	133	0	3	2	17
		32%	68%	21%	31%	8%	31%	0.1%	0.2%	0.4%	0.6%	0.0%	0.1%	2.3%	4.1%	0.0%	0.1%	0.1%	0.5%
		111	196	70	87	35	96	0	0	0	3	1	0	5	8	0	1	0	1
Demotions	307	36%	64%	23%	28%	11%	31%	0.0%	0.0%	0.0%	1.0%	0.3%	0.0%	1.6%	2.6%	0.0%	0.3%	0.0%	0.3%
		264	328	67	75	153	212	0	1	0	3	0	1	41	35	0	0	3	1
		45%	55%	11%	13%	26%	36%	0.0%	0.2%	0.0%	0.5%	0.0%	0.2%	6.9%	5.9%	0.0%	0.0%	0.5%	0.2%
Suspensions	592	5,203	8,783	2,808	3,511	1,829	4,447	15	22	89	124	8	10	370	549	41	60	43	60
		37%	63%	20%	25%	13%	32%	0.1%	0.2%	0.6%	0.9%	0.1%	0.1%	2.6%	3.9%	0.3%	0.4%	0.3%	0.4%
		TOTAL	13,986																

STATEWIDE SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2007

STATEWIDE SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2007																			
Type of Separations and Terminations	TOTAL	Race														Ethnicity			
		White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Resignations	2,915	1,042	1,873	514	712	381	923	3	7	18	12	1	3	112	191	5	11	8	14
		36%	64%	18%	24%	13%	32%	3%	0%	3%	0%	0%	0%	4%	7%	0%	0%	0%	0%
Retired	1,442	654	788	428	422	171	332	3	0	3	4	1	1	42	28	1	0	5	1
		45%	55%	30%	29%	12%	23%	0%	0%	0%	0%	0%	0%	3%	2%	0%	0%	0%	0%
Terminations	306	156	150	70	49	62	74	0	2	1	1	0	0	20	21	1	1	2	2
		51%	49%	23%	16%	20%	24%	0%	1%	0%	0%	0%	0%	7%	7%	0%	0%	1%	1%
TOTAL	4,663	1,852	2,811	1,012	1,183	614	1,329	6	9	22	17	2	4	174	240	7	12	15	17
		40%	60%	22%	25%	13%	29%	0.1%	0.2%	0.5%	0.4%	0.0%	0.1%	3.7%	5.1%	0.2%	0.3%	0.3%	0.4%

SEPARATIONS AND TERMINATIONS BY AGE, RACE AND GENDER — FISCAL YEAR 2007

AGE	TOTAL		Race										Ethnicity					
			White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
RESIGNATIONS																		
19 OR LESS	25	8		17		3	4	12	0	0	0	0	0	0	1	2	0	0
20 - 29	734	221	118	513	77	190	77	259	0	2	0	4	1	2	21	52	2	2
30 - 39	908	299	134	609	115	195	115	326	1	2	9	3	0	1	37	71	1	6
40 - 49	694	247	100	447	116	164	116	229	0	3	3	3	0	0	25	42	1	3
50 - 59	409	185	103	224	54	122	54	76	2	0	6	2	0	0	19	20	0	1
60 - 69	131	76	51	55	14	35	14	16	0	0	0	0	0	0	9	4	1	0
70 PLUS	14	6	5	8	1	3	1	5	0	0	0	0	0	0	0	0	1	0
TOTAL	2,915	1,042	514	1,873	381	712	923	3	7	18	12	1	3	112	191	5	11	8
REJECTIONS ON PROBATION																		
19 OR LESS	12	3	3	9		1		8	0	0	0	0	0	0	0	0	0	0
20 - 29	118	41	23	77	13	6	13	61	0	1	0	0	0	0	3	9	1	0
30 - 39	38	7	6	31	1	9	1	16	0	0	0	0	0	0	0	6	0	0
40 - 49	38	21	6	17	13	5	13	12	0	0	0	0	0	0	2	0	0	0
50 - 59	29	15	7	14	3	7	3	5	0	0	0	0	0	0	3	2	0	0
60 - 69	3	2	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0
70 PLUS	2	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL	240	90	46	150	30	29	103	0	1	0	0	0	0	0	9	17	1	4
TERMINATIONS																		
19 OR LESS	1	1	0	0	1	0		0	0	0	0	0	0	0	0	0	0	0
20 - 29	63	30	10	33	17	7	22	0	0	0	1	0	0	0	3	3	0	0
30 - 39	84	37	14	47	12	11	29	0	2	1	0	0	0	0	9	4	1	0
40 - 49	72	36	15	36	14	15	11	0	0	0	0	0	0	0	5	9	0	1
50 - 59	71	43	22	28	18	13	9	0	0	0	0	0	0	0	3	5	0	0
60 - 69	13	8	7	5	1	2	3	0	0	0	0	0	0	0	0	0	0	1
70 PLUS	3	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	306	156	70	150	62	49	74	0	2	1	1	0	0	0	20	21	1	2
GRAND TOTAL	3,461	1,288	630	2,173	473	790	1,100	3	10	19	13	1	3	141	229	7	12	14

NOTE: Data includes SPMS and MDOT full-time and part-time employees; contractals are not included

NOTE: Data includes SPMS and MDOT full-time and part-time employees; contractals are not included.

STATEWIDE REQUESTS FOR REASONABLE ACCOMMODATION — FISCAL YEAR 2007

Agency	Applicants	Employees	STATUS		
			Granted	Denied	Pending
Assessment and Taxation	0	3	3	0	0
Automobile Insurance Fund	0	30	30	0	0
Budget and Management	10	3	13	0	0
Comptroller	0	1	0	0	0
Education	0	19	19	0	1
Health and Mental Hygiene	0	19	17	1	0
Housing and Community Development	0	2	2	0	1
Human Resources	0	14	14	0	0
Insurance Administration	0	2	2	0	0
Juvenile Services	0	6	3	3	0
Labor, Licensing and Regulation	12	0	12	0	0
Maryland Department of Aging	0	1	1	0	0
Maryland Higher Education Commission	0	3	3	0	0
Maryland School of the Deaf	0	2	2	0	0
Natural Resources	0	2	2	0	0
Maryland State Police	0	2	2	0	0
Property Tax Assessment Appeals	1	0	2	0	0
Public Defenders	0	0	1	0	0
Public Safety and Correctional Services	0	1	1	0	0
State Board of Elections	0	3	3	0	0
State Retirement & Pension System	0	2	2	0	0
Subsequent Injury Fund	0	1	1	0	0
Transportation	0	2	2	0	0
Worker's Compensation Commission	1	15	16	0	0
TOTAL	24	136	154	4	2

NOTE: All of the agencies Statewide reported. These are the only agencies reporting reasonable accommodation requests.

STATEWIDE DISCRIMINATION COMPLAINTS BY AGENCY, BASIS, ISSUE AND DISPOSITION — FISCAL YEAR 2007

STATEWIDE DISCRIMINATION COMPLAINTS BY AGENCY, BASIS, ISSUE AND DISPOSITION — FISCAL YEAR 2007																								
Agency	External	Internal	Basis										Issue				Disposition							
			ADA	Age	Ancestry	Color	Disability	National Origin	Race	Religious Affiliation	Sex/Gender	Sexual Orientation	Other	Harassment	Sexual Harassment	Retaliation	Probable Cause	No Cause	Administrative Closure	Mediation/Settlement	Open/Pending	Other	Withdrawn	
Automobile Insurance Fund	471	0	4								2	1	1					1	3					
Assessment and Taxation	634	3	1							1														
Budget and Management	405	0	1																					1
Education	1,580	2	2										1					1						
Environment	888	2	0										1	1	2					2				
General Services	597	1	1																					
Health and Mental Hygiene	10,193	16	12	1			1		1	3		8		1	1			1						
Housing and Community Development	298	0	6					2		2		2			4	4	3	4		1	3		1	
Human Resources	6,585	14	11	2			1	1	1	4		4	1		2	1				4		1	1	
Juvenile Services	2,042	9	24	2					1	4		12	5		6	1		1	4	4	2			
Labor, Licensing and Regulation	1,466	5	2						1	2		1			8	6		3	16			3	2	
Lottery	178	2	1																2					
Military	325	0	1											1						1				
Morgan State University	965	1	1									1						1						
Natural Resources	1,261	2	2						1						1					1			1	
Public Defender	983	1	0																					
Public Safety and Corr Services	10,487	34	160							3		16	141	68	18	27	15	70	46	4	16	9		
Public Service Commission	140	1	0																					
Retirement	179	1	0																					
Stadium Authority	91	1	0																					
State Police	2,271	2	10																					
Transportation	10,297	31	36	1				5		21	6	4		8	1	1	1	6		1	1	1	1	
All Other Agencies	1,776	3	9				1	1	1	5	1	1		11	4	1		6	5	4	13	7	1	
TOTAL	54,112	131	284	1	5	0	3	9	5	47	8	57	2	154	113	36	34	25	103	73	21	34	21	7

NOTE: In order to avoid duplication, Basis, Issue, and Disposition are not repeated for each row.

NOTE: In order to avoid duplication, Bases, Issues, and Dispositions are counted on Internal complaints only.

(1) "Internal" complaints are those filed at the agency level, with a State agency's Fair Practices Officer or Equal Employment Opportunity Officer.

(2) "External" complaints are those filed with the Maryland Commission on Human Relations, Department of Justice, Courts, and/or Equal Employment Opportunity Commission.

(3) "Other" Complaints include employment related complaints, not discriminatory in basis.