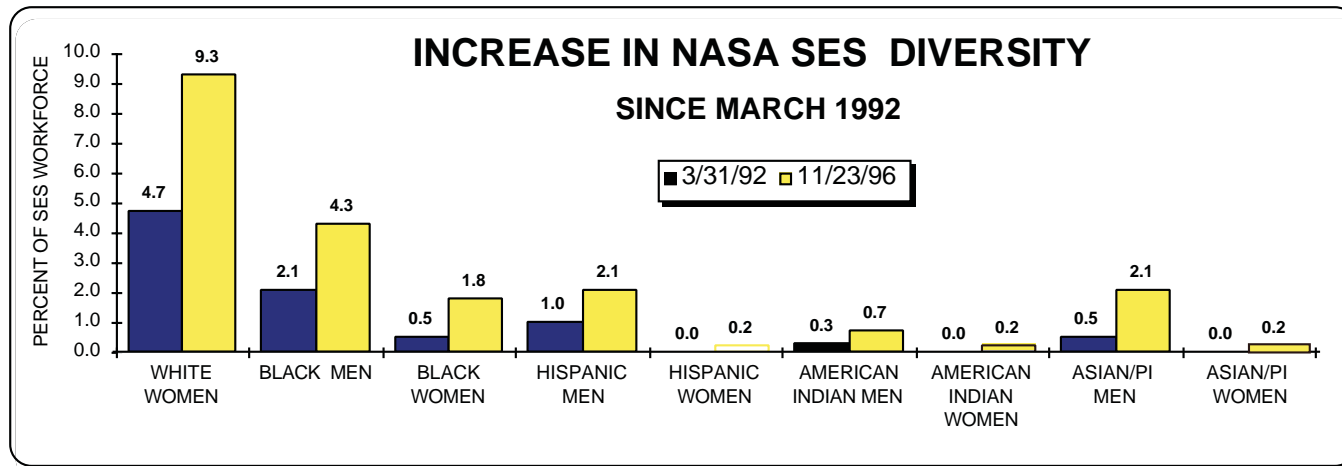


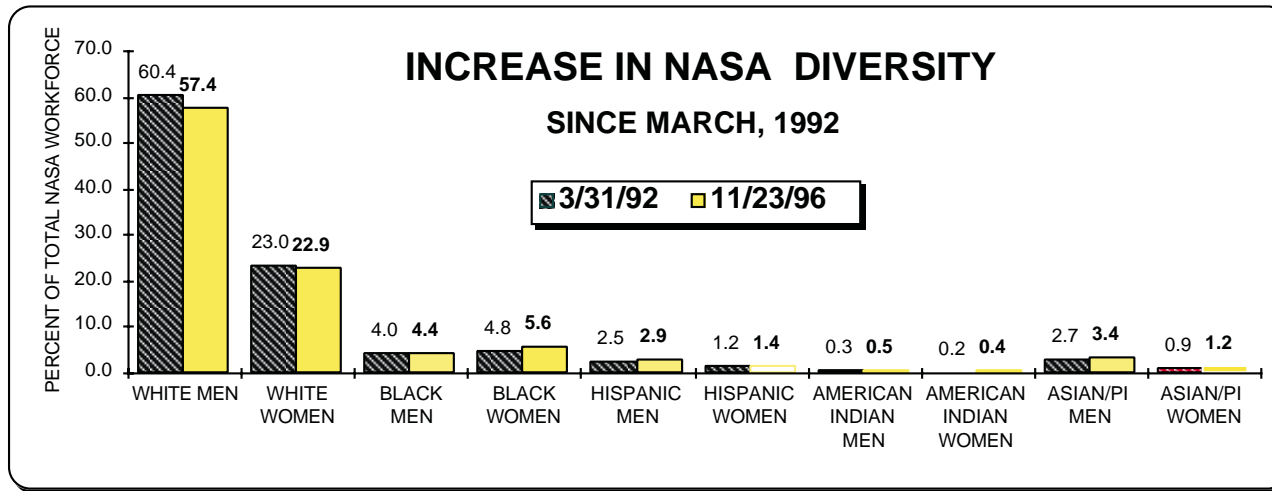
SES Workforce Diversity



RSNO GROUP	3/31/92		11/23/96		DELTA	
	#	%	#	%	#	%
WHITE MEN	521	90.8	347	79.0	-174	-11.7
WHITE WOMEN	27	4.7	41	9.3	+14	+4.6
BLACK MEN	12	2.1	19	4.3	+7	+2.2
BLACK WOMEN	3	0.5	8	1.8	+5	+1.3
HISPANIC MEN	6	1.0	9	2.1	+3	+1.0
HISPANIC WOMEN	0	0.0	1	0.2	+1	+0.2
AMERICAN INDIAN MEN	2	0.3	3	0.7	+1	+0.3
AMERICAN INDIAN WOMEN	0	0.0	1	0.2	+1	+0.2
ASIAN/PACIFIC ISLANDER MEN	3	0.5	9	2.1	+6	+1.5
ASIAN/PACIFIC ISLANDER WOMEN	0	0.0	1	0.2	+1	+0.2
TOTAL	574		439		-135	
TOTAL MINORITY	26	4.5	51	11.6	+25	+7.1
TOTAL WOMEN	30	5.2	52	11.8	+22	+6.6

11/23/96

Workforce Diversity



RSNO GROUP	3/31/92		11/23/96		DELTA	
	#	%	#	%	#	%
WHITE MEN	14,675	60.4	11,606	57.4	-3069	-3.0
WHITE WOMEN	5,594	23.0	4,639	22.9	-955	0
BLACK MEN	965	4.0	893	4.4	-72	+0.4
BLACK WOMEN	1,157	4.8	1,132	5.6	-25	+0.8
HISPANIC MEN	598	2.5	585	2.9	-13	+0.4
HISPANIC WOMEN	287	1.2	279	1.4	-8	+0.2
AMERICAN INDIAN MEN	67	0.3	100	0.5	+33	+0.2
AMERICAN INDIAN WOMEN	57	0.2	71	0.4	+14	+0.1
ASIAN/PACIFIC ISLANDER MEN	662	2.7	681	3.4	+19	+0.8
ASIAN/PACIFIC ISLANDER WOMEN	222	0.9	233	1.2	+11	+0.2
TOTAL	24,284		20,219		-4065	
TOTAL MINORITY	4,015	16.5	3,974	19.7	-41	+3.1
TOTAL WOMEN	7,317	30.1	6,354	31.4	-963	+1.3

11/23/96