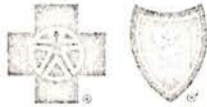


00392	JOSEPH R ANDEACCIO III	M	7209	902-99-3	E--INSERTING MACH OPR
00947	OMAR BSSA	M	7209	902-99-3	E--INSERTING OPERATOR
12233	JED H CAZALEH	M	7209	902-99-3	E--INSERTING MACHINE OPR
05064	BOBBY P. GAZALEH	M	3005	902-99-3	S--SUPERVISOR
07562	JOSEPH M GEORGE	M	7209	902-99-3 BLK	E--INSERTING OPERATOR
02078	LILLIE E JIMSON	M	5039	902-99-3 BLK	E--SECTION LEADER
08172	PATRICIA LEECE	F	7163	902-99-3	E--SECRETARY
00053	ARTHUR L ROBERTS	M	7209	902-99-3	E--INSERTING OPERATOR
00000	JAMES F SULLAIR	M	2004	902-99-3	M--ASSISTANT MANAGER
	MORIS MILLER	M	7209	902-99-3 BLK	E--INSERT OPERATOR
	OPERATIONS GENERAL				

Blue Cross  
of Florida



Blue Shield  
of Florida

# AFFIRMATIVE ACTION PROGRAM

## AFFIRMATIVE ACTION PRESENT STAFFING

COST CENTER 902

DEPARTMENT

DIVISION

BY ORGANIZATIONAL UNIT

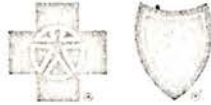
LIST JOB CLASSIFICATIONS UNDER MAJOR CATEGORIES	LINE	TOTAL	MALE	FEMALE		ALL MCM		BLACKS		ORIENTALS		AMERICAN INDIANS		SPANISH SURNAME	
				Number	% of Total	Number	% of Total	Male	Female	Male	Female	Male	Female	Male	Female
				A	B	C	D	E	F	G	H	I	J	K	L
MANAGER	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
2004 ASSISTANT MANAGER	2	(1)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
	3														
SUPERVISOR	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0
3005 SUPERVISOR	5	(1)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
	6														
TECHNICIAN	7	1	1	0	0	1	100	1	0	0	0	0	0	0	0
5039 SECTION LEADER	8	(1)	(1)	(0)	(0)	(1)	(100)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
	9														
OFFICE & CLERICAL	10	7	6	1	14	2	29	2	0	0	0	0	0	0	0
7163 SECRETARY	11	(1)	(0)	(1)	(100)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
7209 INSERTING MACHINE OPERATOR	12	(6)	(6)	(0)	(0)	(2)	(33)	(2)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
	13														
	14														
TOTAL	15	10	9	1	10	3	30	3	0	0	0	0	0	0	0

Signature of Division/Department Head

*Buddy F. Gonzalez*

Date Prepared

5-16-74



# AFFIRMATIVE ACTION PROGRAM

## AFFIRMATIVE ACTION GOALS BY ORGANIZATIONAL UNIT

- COST CENTER 902
- DEPARTMENT
- DIVISION

LIST JOB CLASSIFICATIONS UNDER MAJOR CATEGORIES	JOBS TO BE FILLED		AFFIRMATIVE ACTION GOALS FOR 1974										STAFFING PROJECTION FOR 12-31-74											
	NEW	REPL	MINORITY GROUPS										TOTAL	FE-MALES	MINORITY GROUPS									
			FE-MALES	BLACKS		ORIENTALS		AMERICAN INDIANS		SPANISH SURNAME		TOTAL MGM			BLACKS		ORIENTALS		AMERICAN INDIANS		SPANISH SURNAME			
				M	F	M	F	M	F	M	F				M	F	M	F	M	F	M	F		
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W		
MANAGER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2004 ASSISTANT MANAGER	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	
SUPERVISOR	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
3005 SUPERVISOR	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	
TECHNICIAN	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	
5039 SECTION LEADER	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	
OFFICE & CLERICAL	0	0	0	0	0	0	0	0	0	0	0	7	1	2	2	0	0	0	0	0	0	0	0	
7163 SECRETARY	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	
7209 INSERTING MACHINE OPERATOR	(0)	(1)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(6)	(0)	(2)	(2)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	
TOTAL	0	1	0	1	0	0	0	0	0	0	0	10	1	3	3	0	0	0	0	0	0	0	0	

Signature of Division/Department Head

*Buddy E. Gayle*

Date Prepared

5-16-74



# AFFIRMATIVE ACTION PROGRAM

## AFFIRMATIVE ACTION ANALYSIS & PLAN

BY ORGANIZATIONAL UNIT

- COST CENTER 902
- DEPARTMENT
- DIVISION

1. ANALYSIS OF DATA

1. The Manager category is 100% underutilized below the community standard both in female and MGM category for Assistant Manager (2004) position.
2. The Supervisor category is 100% underutilized below the community standard both in female and MGM category for Supervisor (3005) position.
3. The Technician category exceeds the community standard in MGM and is underutilized by the community standard in female category for Section Leader (5039) position.
4. The Office and Clerical category exceeds the community standard in female category for Secretary (7136) position.

The Inserting Machine (7209) position exceeds the community standard in MGM by 9.0%.

2. ACTIONS TO BE TAKEN IN '74 TO MEET AFFIRMATIVE ACTION GOALS

1. The Manager category (2004 Assistant Manager) will remain at 100% underutilization in both Female staffing level (community standard 41.1%) and MGM staffing level (community standard 21.2%) due to the fact that there is no anticipation of turnover in this category for the year 1974.
2. The Supervisor category (3005 Supervisor position) will also remain at 100% underutilization in both female staffing level (community standard 41.1%) and MGM staffing level (community standard 21.2%) due to the fact that there is no anticipation of turnover in this category for the year 1974.
3. The Technician category (5039 Section leader position) will remain at 100% underutilization in the female staffing level (community standard 41.1%) and will remain at 100% in the MGM staffing level exceeding the (community standard of 21.1%) by 78.9%.
4. In the Office and Clerical category position (7209 Inserting Machine Operator) the projection is that there will be one termination in this position. The position will be filled by an MGM which will bring the MGM percentage to 40% exceeding the community standard by 18.9%.

We have had no females apply for this position. We will seek to place a female in this category in 1975.

Signature of Organizational Unit Head

*Buddy E. Gudeh*  
*James G. Finckis*

Date Prepared

5-16-74