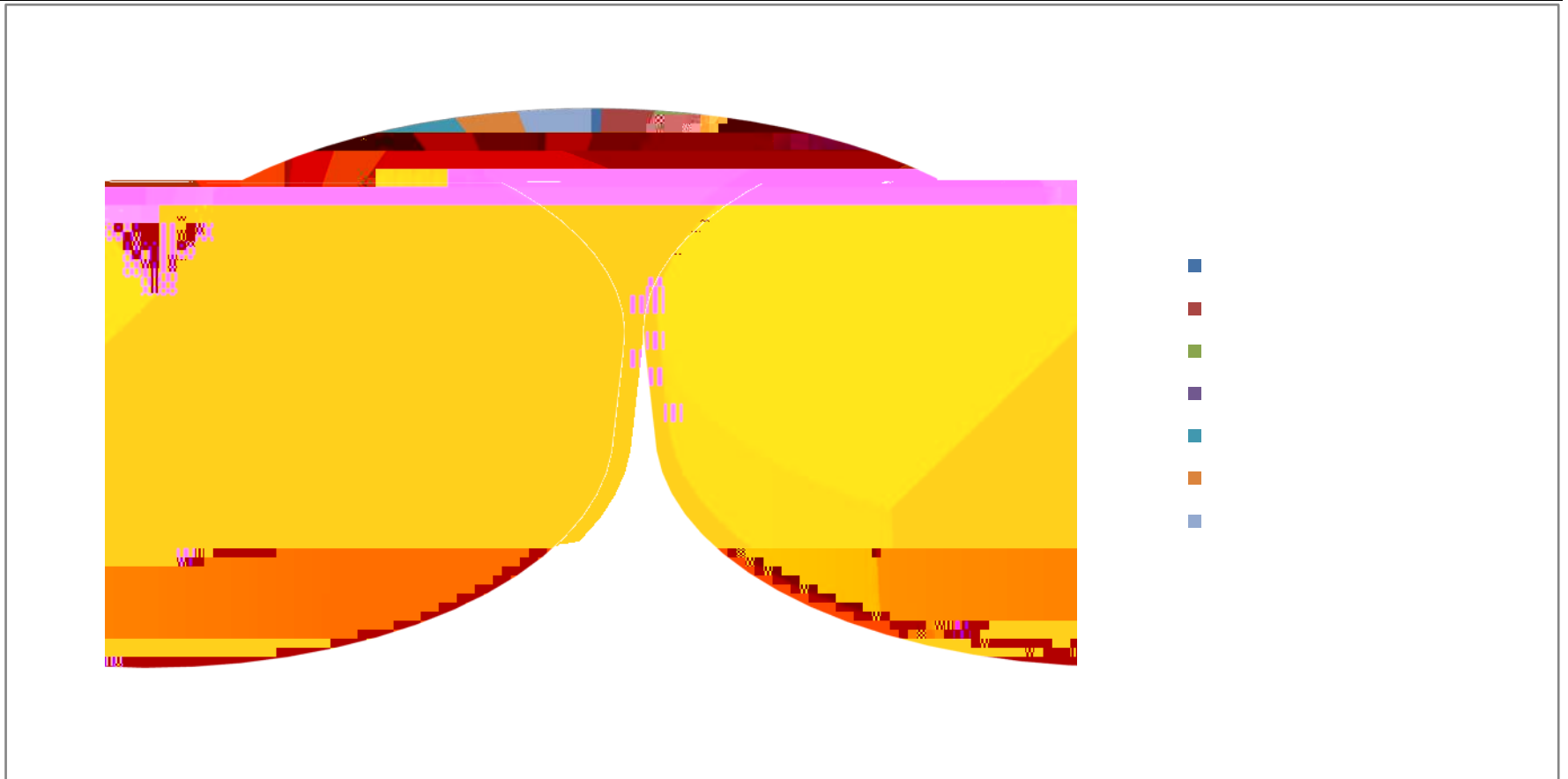


2011-2012 IVC Ethnicity/Gender Data

	American Indian or Alaskan Native	Asian	Black or African American	Hispanic	White	Two or More Races	Unknown/Non-Respondent
M=46.5%							
F=53.5%							
Total = 512	2	9	12	266	198	8	17



2011-2012 Ethnicity Data by Employee Group

American Indian or