

**EXHIBIT C-3: AVAILABILITY vs. UTILIZATION BY EEO4 CATEGORY – PASADENA MEDIA**

All individuals employed during the period January 1 - December 31, 2018

**Officials and Administrators: 4 Employees**

Occupations in which employees set broad policies, exercise overall responsibility for execution of those policies, or direct individual departments of the agency's operations.

	White	Black	Hispanic	Asian	Native American	Armenian	Two or More Races	Declined to State	Total Minority	Male	Female
<b>PasMedia Utilization</b>	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	50.0%	75.0%	25.0%
Availability	57.9%	8.3%	17.4%	13.7%	0.1%	No Data	0.1%	No Data	41.0%	54.9%	45.1%

**Technicians: 8 Employees**

Occupations that require a combination of basic scientific or technical knowledge and manual skill, which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

	White	Black	Hispanic	Asian	Native American	Armenian	Two or More Races	Declined to State	Total Minority	Male	Female
<b>PasMedia Utilization</b>	37.5%	50.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	75.0%	25.0%
Availability	33.6%	7.0%	51.7%	5.8%	0.0%	No Data	0.0%	No Data	66.0%	91.4%	8.6%

**Administrative: 1 Employee**

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

	White	Black	Hispanic	Asian	Native American	Armenian	Two or More Races	Declined to State	Total Minority	Male	Female
<b>PasMedia Utilization</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%
Availability	39.3%	12.4%	32.8%	11.8%	0.0%	No Data	0.2%	No Data	60.0%	42.6%	57.4%