

El Camino College
2015-2016 Annual

Fact Book



Institutional
Research &
Planning



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Introduction

The El Camino College Annual Factbook is a reference source containing trend data about students, student outcomes, and instructional programs and services. The data in the factbook provides background information to facilitate policy analysis and decision making. It should be a useful tool in college and departmental planning, grant preparation, and in the accreditation process. It is our hope that the information provided is used to objectively evaluate programs and practices as well as visualize the trends that affect El Camino College's current and future operations.

The Annual Factbook presents tables and graphs that contain enrollment trends for the last 5 academic years. Pie charts represent enrollment for the most recent academic year. Information has been disaggregated by age, gender and ethnicity where appropriate.

Data Sources

Demographic and enrollment data on ECC students was provided by the Chancellor's Office. Some of the data in the Special Programs section was extracted from the college's student database. In addition, data from the National Student Clearinghouse was used to provide transfer destination information. The National Student Clearinghouse is a national, non-profit organization that offers access to enrollment and degree records.

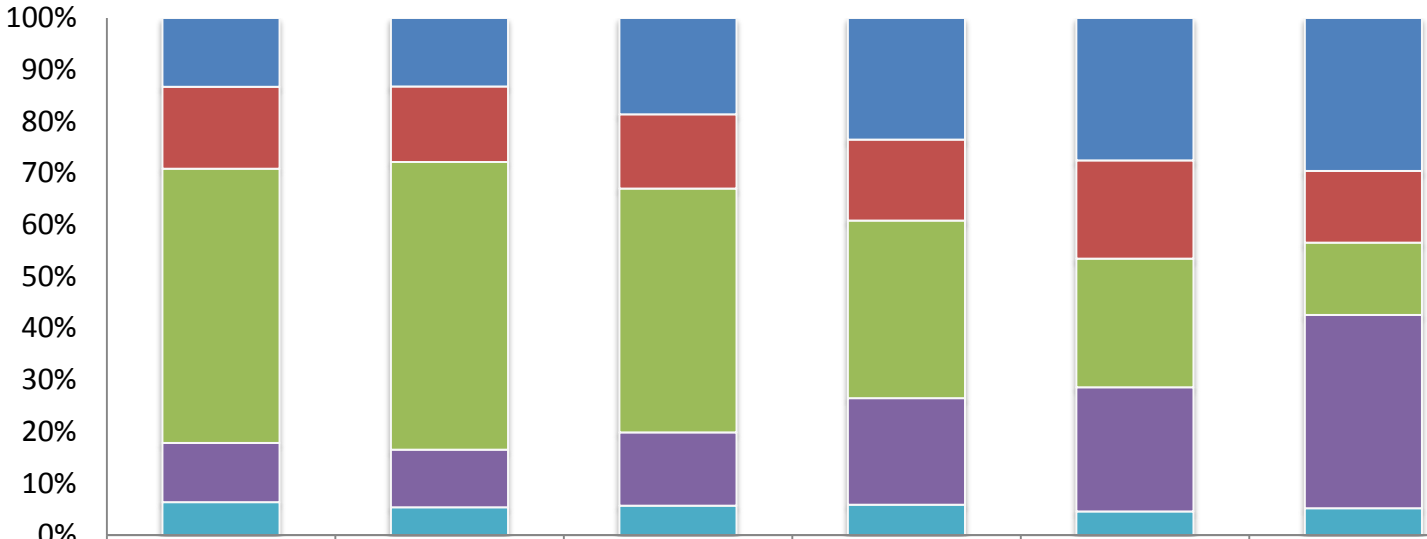
Please send any comments or feedback to [Institutional Research & Planning](#).

Student and Enrollment Trends



Enrollment – Age by Ethnicity

2015-2016

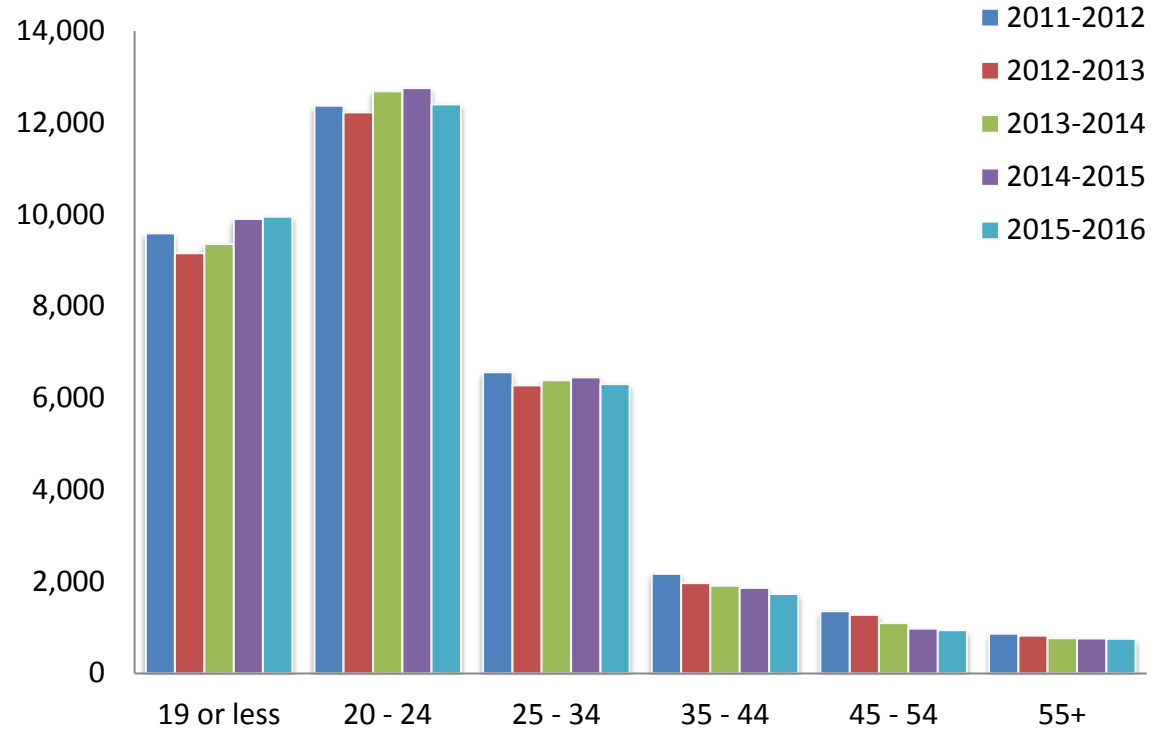
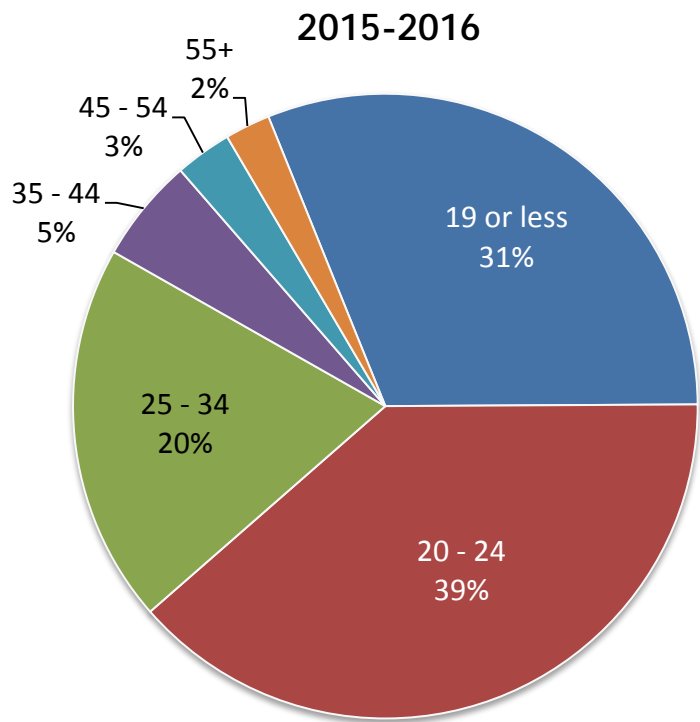


| | 19 or less | 20-24 | 25-34 | 35-44 | 45-54 | 55+ |
|--|------------|-------|-------|-------|-------|-----|
| ■ African-American | 13% | 13% | 19% | 24% | 28% | 30% |
| ■ Asian | 16% | 15% | 14% | 16% | 19% | 14% |
| ■ Latino | 53% | 56% | 47% | 34% | 25% | 14% |
| ■ White | 11% | 11% | 14% | 21% | 24% | 37% |
| ■ Other | 6% | 5% | 6% | 6% | 5% | 5% |

| | 19 or less | 20-24 | 25-34 | 35-44 | 45-54 | 55+ |
|-------------------------|--------------|---------------|--------------|--------------|------------|------------|
| African-American | 1,325 | 1,639 | 1,175 | 407 | 259 | 222 |
| Asian | 1,574 | 1,813 | 901 | 271 | 179 | 104 |
| Latino | 5,275 | 6,890 | 2,972 | 594 | 234 | 105 |
| White | 1,140 | 1,381 | 894 | 357 | 226 | 281 |
| Other | 636 | 675 | 359 | 102 | 43 | 39 |
| Total | 9,950 | 12,398 | 6,301 | 1,731 | 941 | 751 |

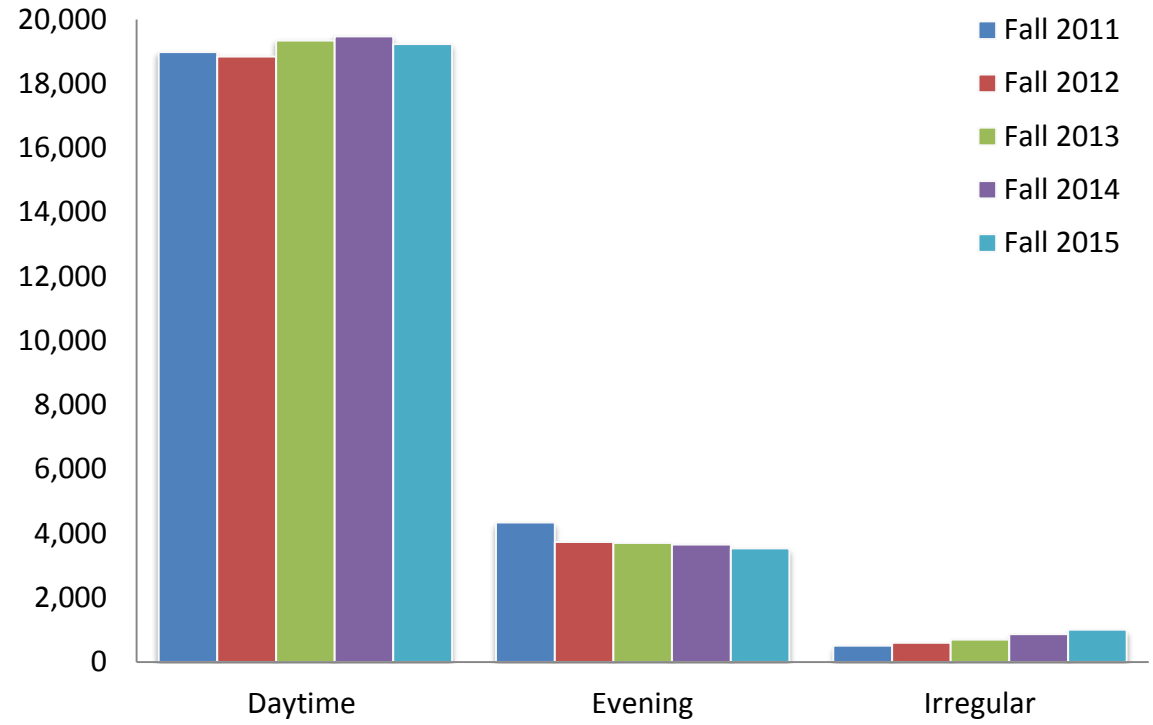
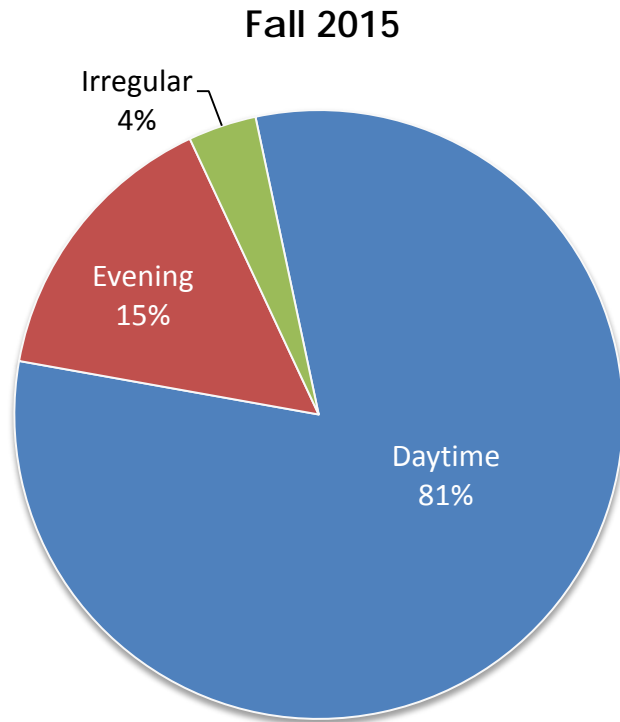
Other Includes: American Indian or Alaskan Native, Pacific Islander, Two or More Races, and Unknown

Enrollment by Age



| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|-------------------|---------------|---------------|---------------|---------------|---------------|
| 19 or less | 9,588 | 9,155 | 9,360 | 9,898 | 9,950 |
| 20-24 | 12,369 | 12,223 | 12,685 | 12,750 | 12,398 |
| 25-34 | 6,563 | 6,278 | 6,386 | 6,450 | 6,301 |
| 35-44 | 2,171 | 1,963 | 1,911 | 1,861 | 1,731 |
| 45-54 | 1,354 | 1,274 | 1,092 | 979 | 941 |
| 55+ | 865 | 820 | 766 | 761 | 751 |
| Total | <i>32,910</i> | <i>31,713</i> | <i>32,200</i> | <i>32,699</i> | <i>32,072</i> |

Enrollment by Day and Evening

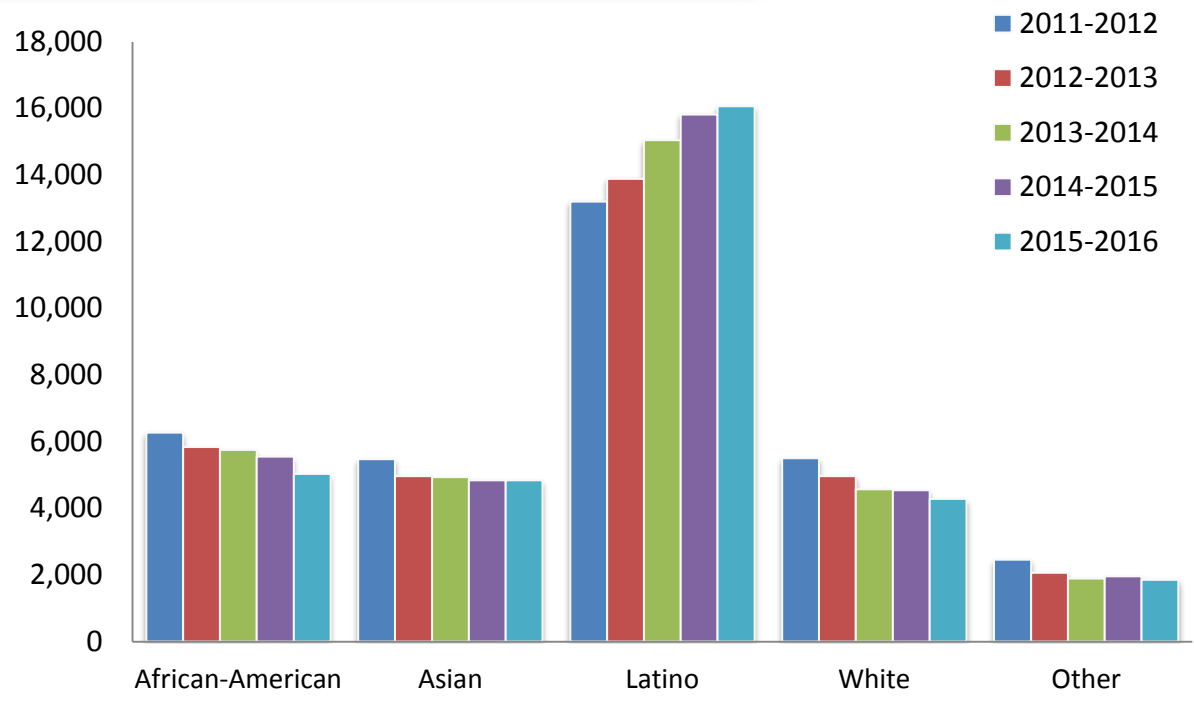
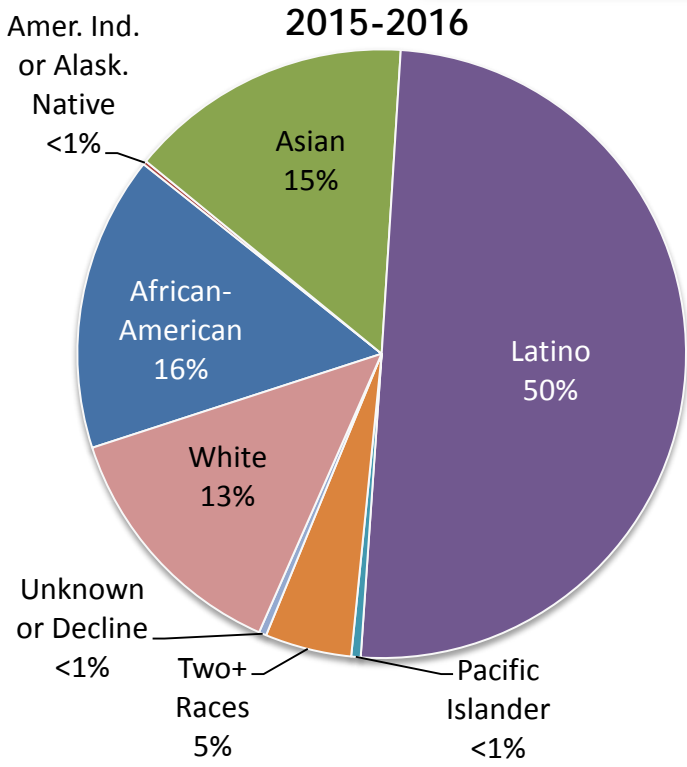


| | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 |
|------------------|-----------|-----------|-----------|-----------|-----------|
| Daytime | 18,985 | 18,844 | 19,342 | 19,472 | 19,240 |
| Evening | 4,343 | 3,732 | 3,702 | 3,654 | 3,539 |
| Irregular | 504 | 593 | 695 | 870 | 1,002 |
| Total* | 24,224 | 23,409 | 23,993 | 24,263 | 24,000 |

*Unknowns included in Total

Irregular meeting times including distance education

Enrollment by Ethnicity



Other Includes: Amer. Ind. or Alask. Native, Pacific Islander, Two+ Races, and Unknown

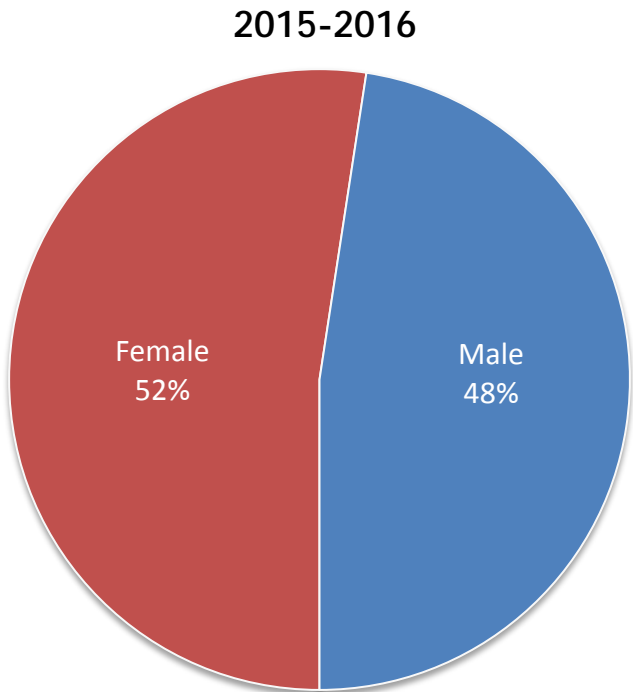
| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|------------------------------------|---------------|---------------|---------------|---------------|---------------|
| African-American | 6,267 | 5,837 | 5,747 | 5,547 | 5,027 |
| Amer. Ind. or Alask. Native | 95 | 73 | 59 | 53 | 56 |
| Asian | 5,475 | 4,964 | 4,938 | 4,841 | 4,842 |
| Latino | 13,203 | 13,886 | 15,051 | 15,816 | 16,070 |
| Pacific Islander | 204 | 180 | 180 | 168 | 173 |
| Two or more races | 1,111 | 1,234 | 1,292 | 1,490 | 1,465 |
| Unknown or Decline | 1,051 | 579 | 360 | 245 | 160 |
| White | 5,504 | 4,960 | 4,573 | 4,539 | 4,279 |
| Total | 32,910 | 31,713 | 32,200 | 32,699 | 32,072 |

Enrollment by Feeder High School

| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|
| Banning* | 144 | 117 | 111 | 128 | 114 |
| Bishop Montgomery | 161 | 152 | 152 | 181 | 173 |
| Carson* | 389 | 353 | 366 | 289 | 270 |
| El Segundo | 188 | 168 | 194 | 202 | 187 |
| Gardena* | 551 | 485 | 511 | 471 | 399 |
| Hawthorne | 569 | 534 | 551 | 544 | 470 |
| Inglewood | 143 | 128 | 125 | 135 | 136 |
| Lawndale | 339 | 350 | 478 | 540 | 663 |
| Leuzinger | 567 | 500 | 509 | 466 | 404 |
| Mira Costa | 341 | 319 | 323 | 350 | 319 |
| Morningside | 119 | 122 | 135 | 149 | 125 |
| Narbonne* | 511 | 457 | 499 | 541 | 490 |
| North | 914 | 807 | 888 | 1,018 | 920 |
| Palos Verdes* | 97 | 83 | 93 | 130 | 125 |
| Palos Verdes Peninsula* | 311 | 262 | 274 | 266 | 279 |
| Redondo | 759 | 683 | 694 | 688 | 669 |
| San Pedro* | 300 | 269 | 239 | 220 | 189 |
| South | 586 | 529 | 508 | 502 | 498 |
| Torrance | 717 | 656 | 647 | 659 | 678 |
| Washington* | 202 | 153 | 141 | 129 | 106 |
| West | 723 | 641 | 691 | 731 | 767 |
| Other Non-District Feeders | 2,421 | 2,961 | 3,203 | 2,495 | 2,884 |

*High schools outside El Camino Community College District boundaries

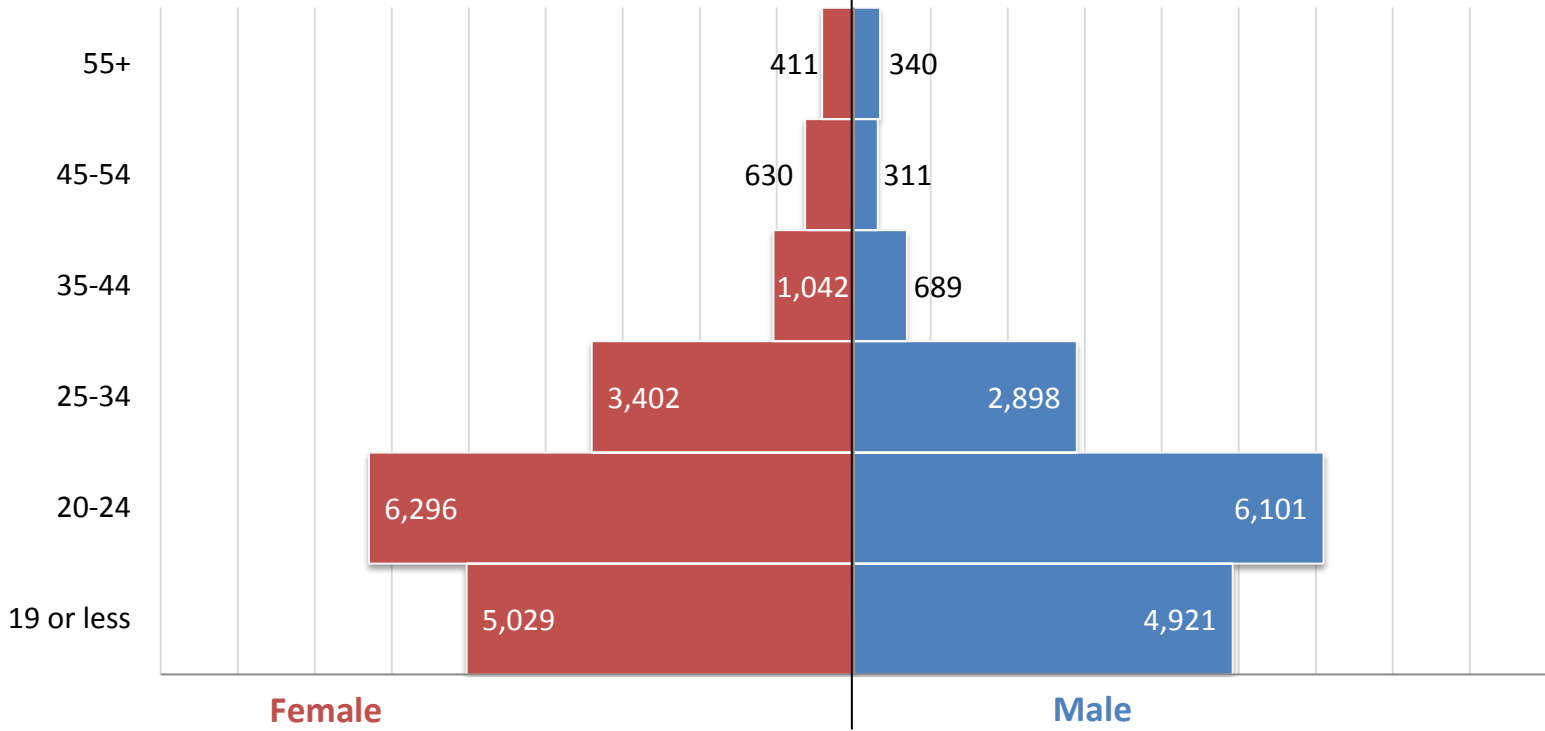
Enrollment by Gender



| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|----------------|---------|---------|---------|---------|---------|
| Female | 17,342 | 16,713 | 16,724 | 17,072 | 16,810 |
| Male | 15,560 | 14,997 | 15,477 | 15,624 | 15,260 |
| Unknown | 8 | 4 | 4 | 3 | 2 |
| Total | 32,910 | 31,714 | 32,205 | 32,699 | 32,072 |

Enrollment – Gender by Age

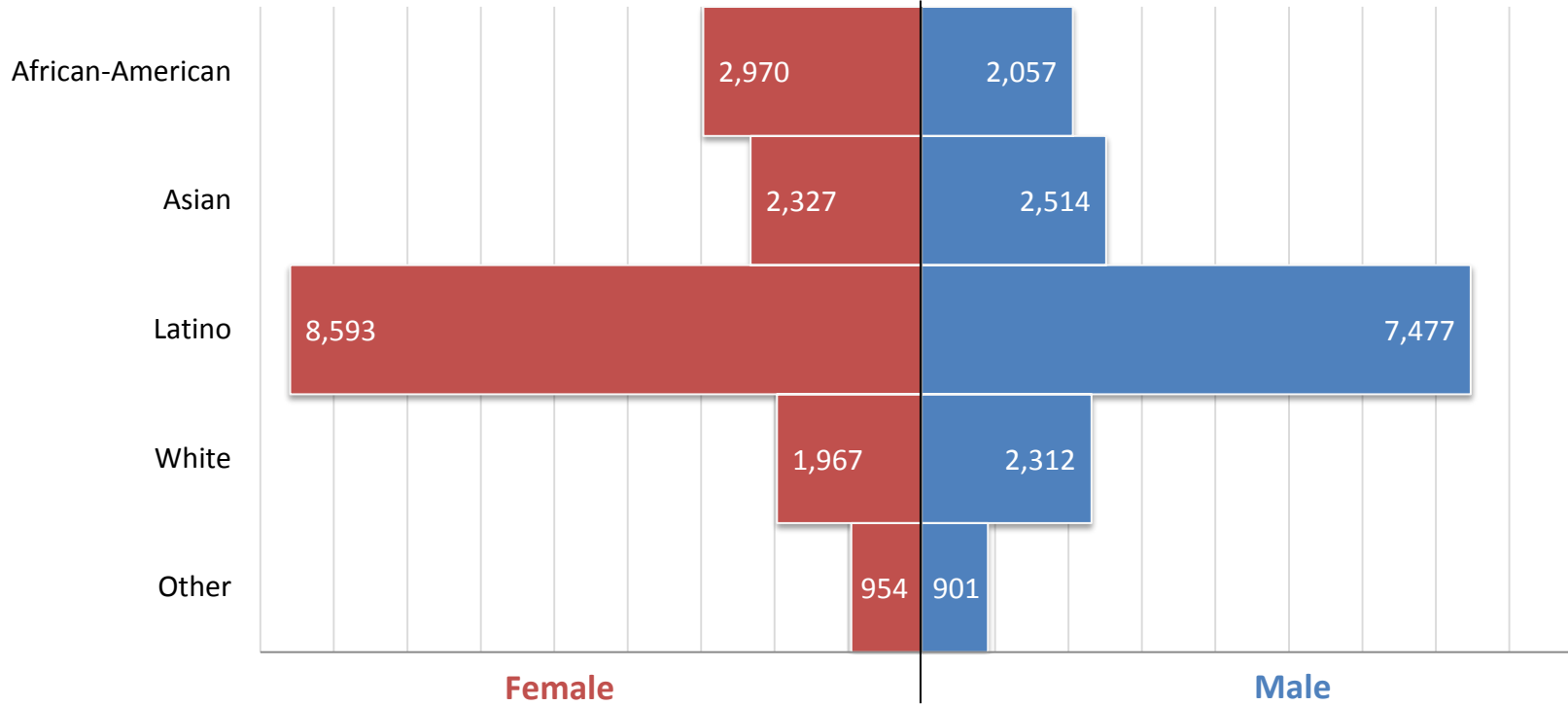
2015-2016



| | 19 or less | 20-24 | 25-34 | 35-44 | 45-54 | 55+ |
|--------|------------|-------|-------|-------|-------|-----|
| Female | 51% | 51% | 54% | 60% | 67% | 55% |
| Male | 49% | 49% | 46% | 40% | 33% | 45% |

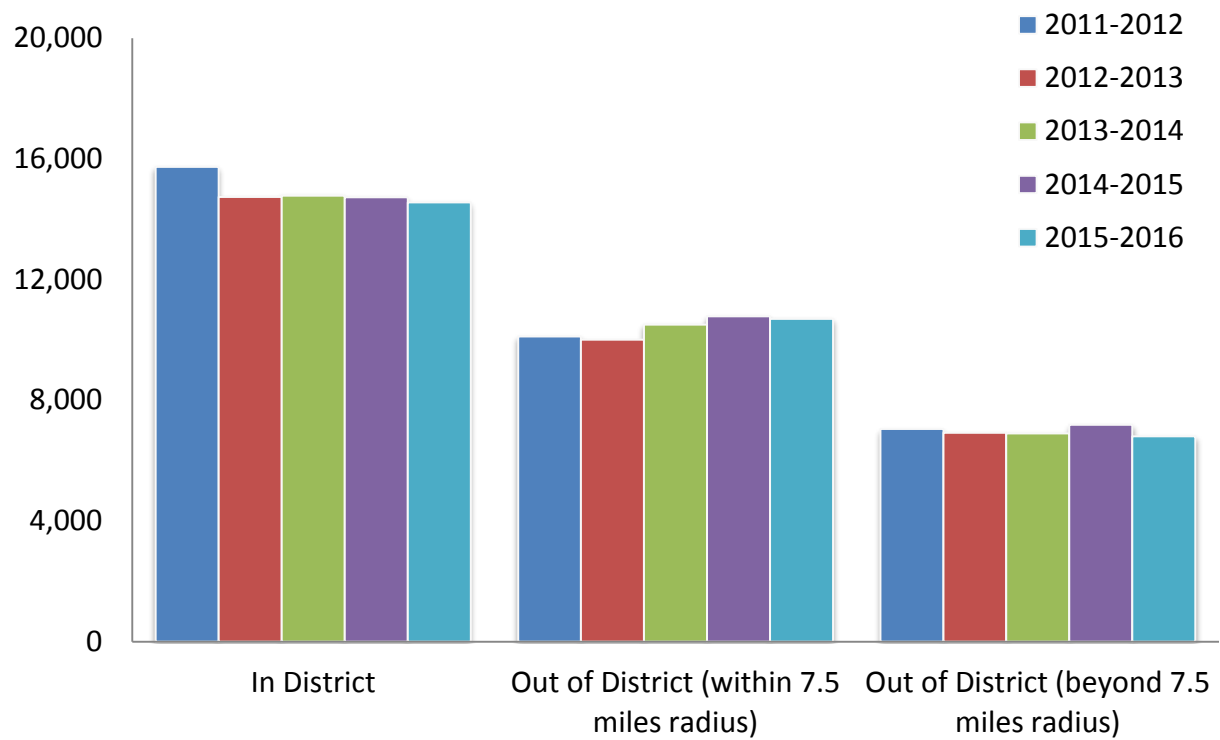
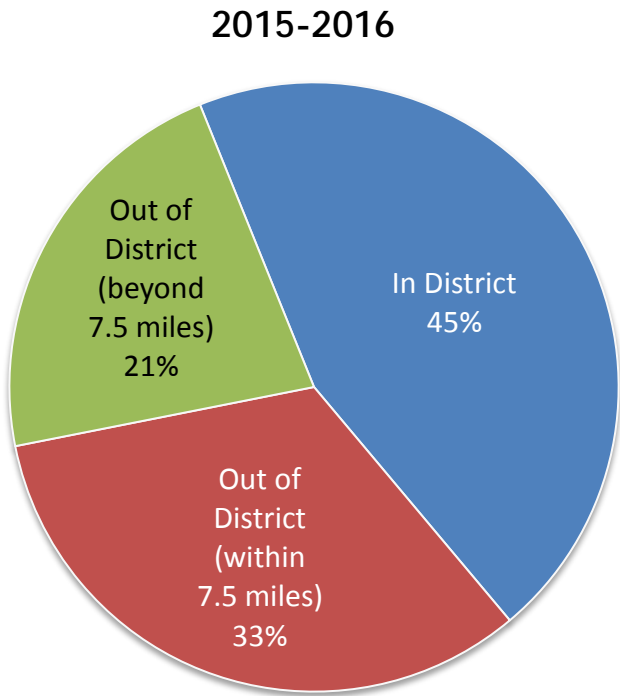
Enrollment – Gender by Ethnicity

2015-2016



| | African-American | Asian | Latino | White | Other |
|--------|------------------|-------|--------|-------|-------|
| Female | 59% | 48% | 53% | 46% | 51% |
| Male | 41% | 52% | 47% | 54% | 49% |

Enrollment by Residency



| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--|---------|---------|---------|---------|---------|
| In District | 15,741 | 14,743 | 14,781 | 14,727 | 14,556 |
| Out of District (within 7.5 miles radius) | 10,120 | 10,006 | 10,511 | 10,783 | 10,703 |
| Out of District (beyond 7.5 miles radius) | 7,049 | 6,924 | 6,908 | 7,189 | 6,813 |
| Total | 32,910 | 31,673 | 32,200 | 32,699 | 32,072 |

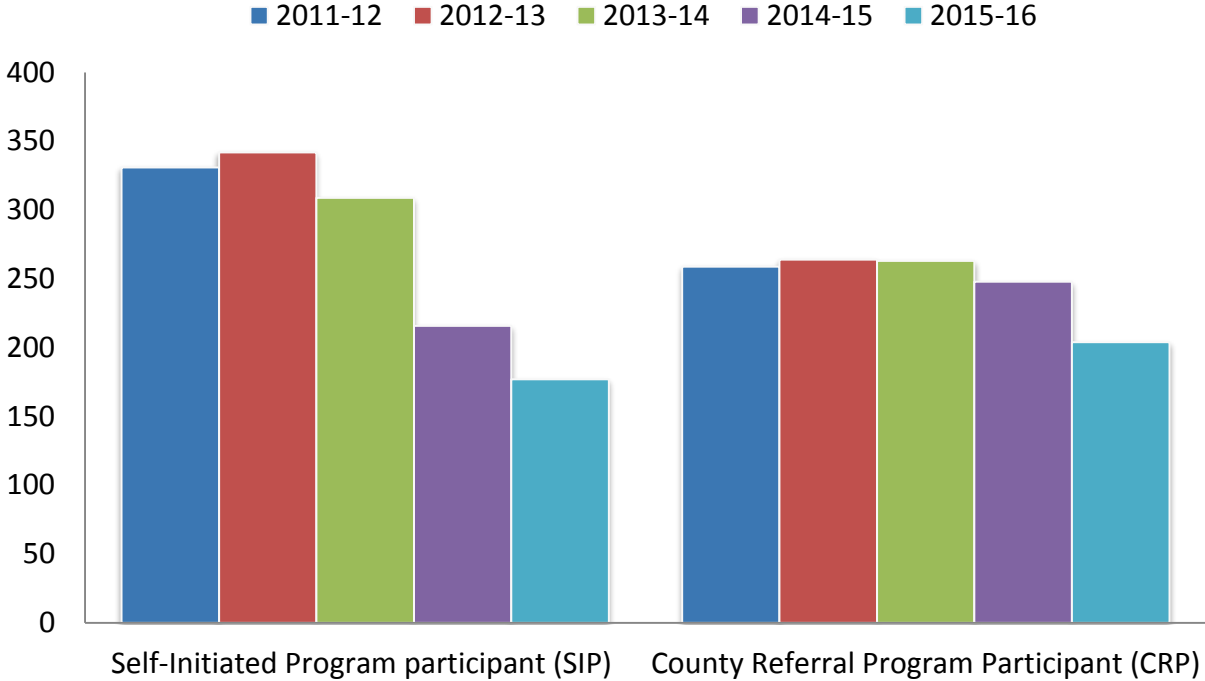
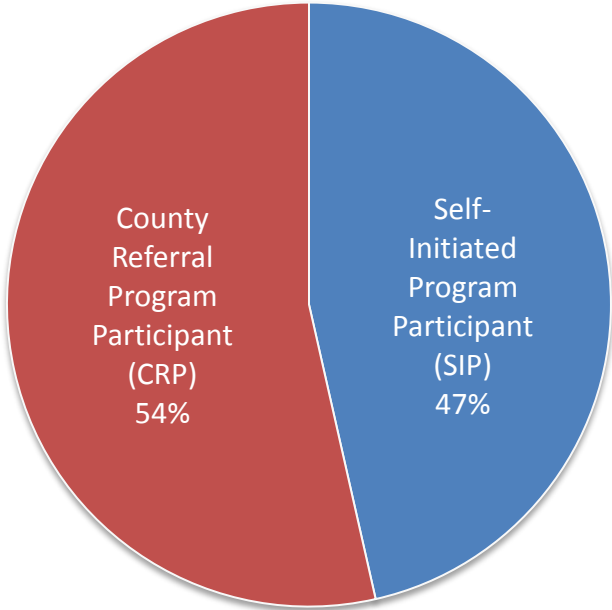
The El Camino Community College District encompasses the cities of: El Segundo, Hawthorne, Hermosa Beach, Inglewood, Lennox, Manhattan, Redondo Beach, and Torrance.

Special Programs



CaIWORKs

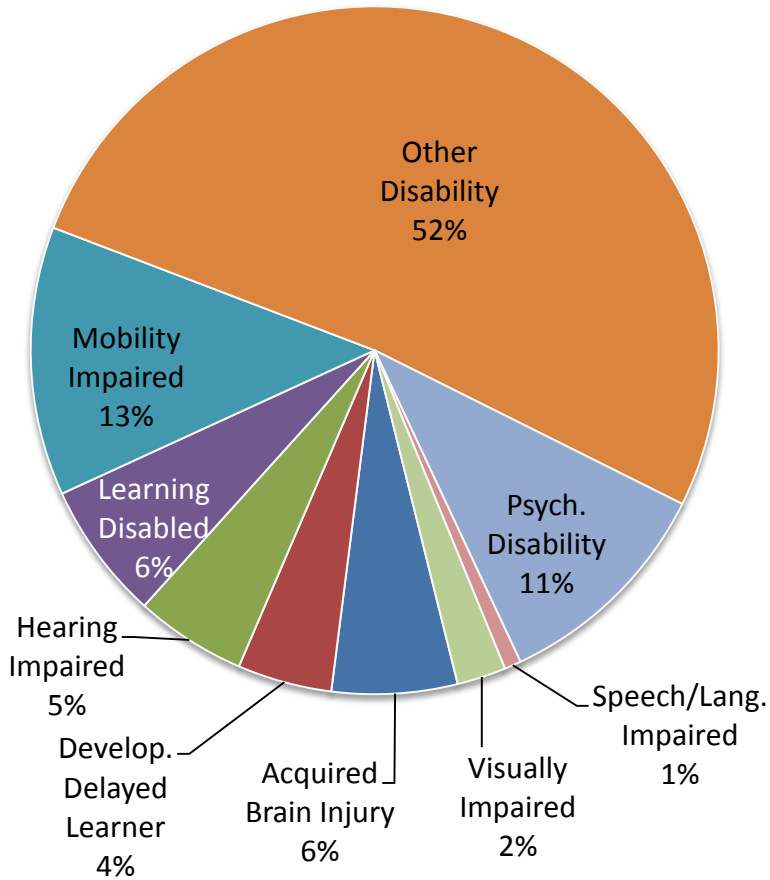
2015-2016



| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--|------------|------------|------------|------------|------------|
| Self-Initiated Program participant (SIP) | 331 | 342 | 309 | 216 | 177 |
| County Referral Program Participant (CRP) | 259 | 264 | 263 | 248 | 204 |
| Total | 590 | 606 | 572 | 464 | 381 |

Disabled Student Programs & Services

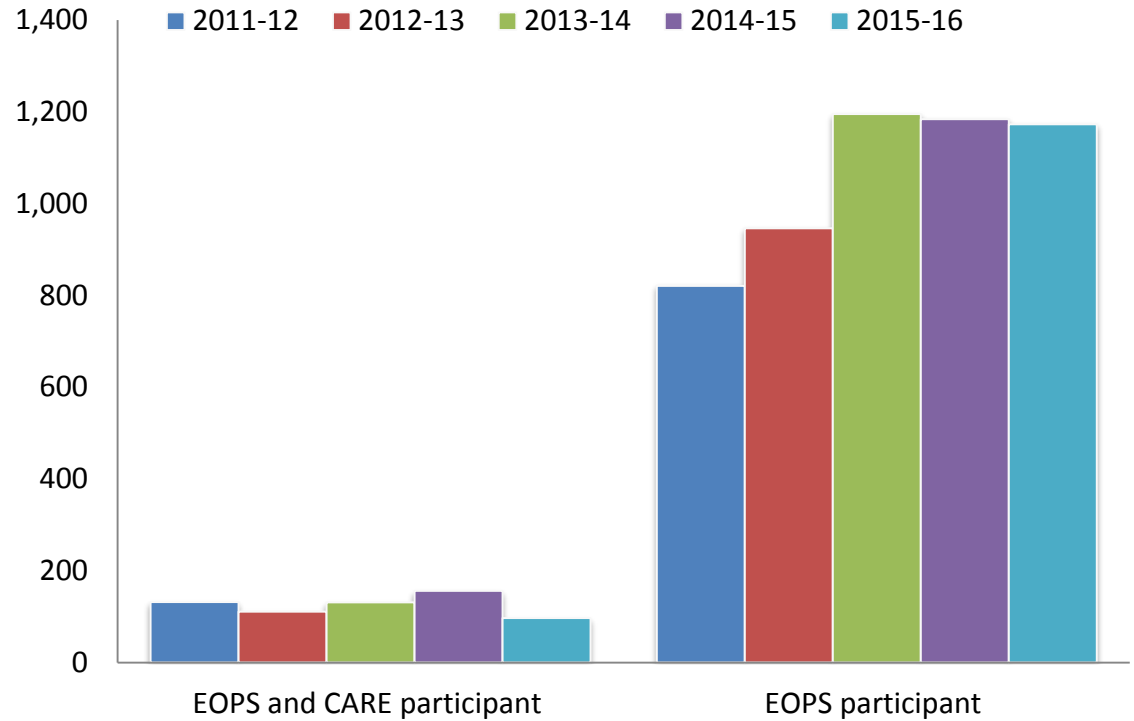
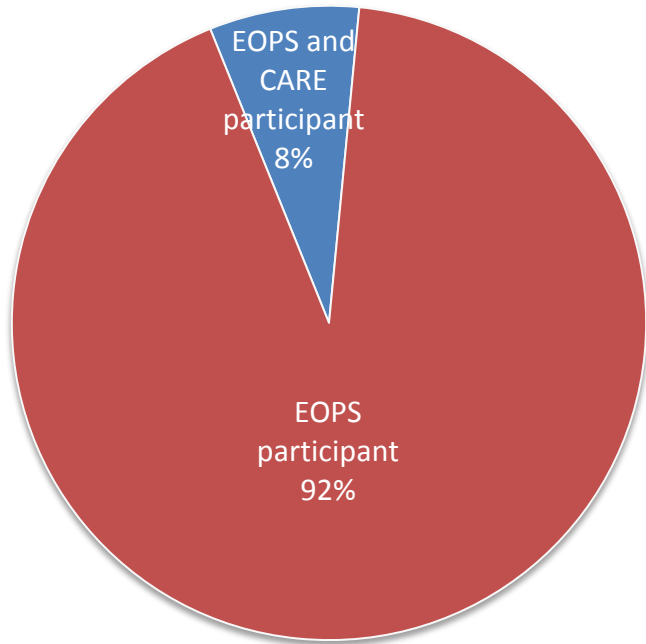
2015-2016



| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--------------------------|--------------|--------------|--------------|--------------|--------------|
| Acquired Brain Injury | 125 | 119 | 121 | 111 | 113 |
| Develop. Delay. Learner | 96 | 91 | 76 | 74 | 85 |
| Hearing Impaired | 120 | 110 | 109 | 111 | 100 |
| Learning Disabled | 190 | 183 | 168 | 141 | 124 |
| Mobility Impaired | 315 | 278 | 262 | 258 | 242 |
| Other Disability | 831 | 887 | 937 | 909 | 987 |
| Psychological Disability | 213 | 217 | 228 | 206 | 204 |
| Speech/Lang. Impaired | 19 | 21 | 19 | 23 | 15 |
| Visually Impaired | 65 | 62 | 47 | 43 | 44 |
| Total | 1,974 | 1,968 | 1,967 | 1,876 | 1,914 |

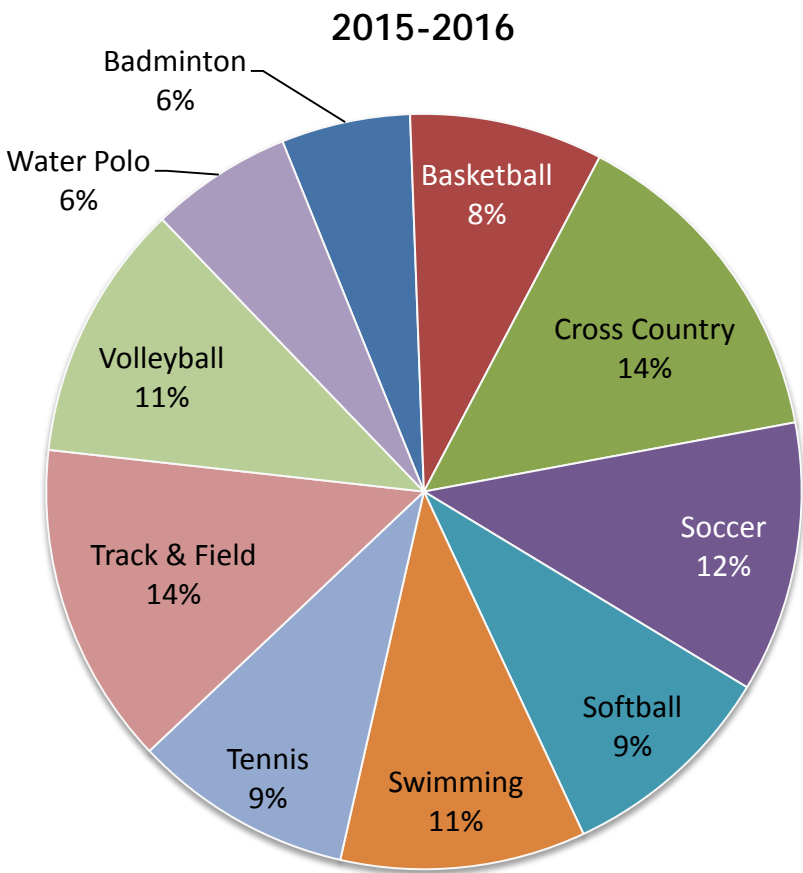
Extended Opportunity Programs & Services

2015-2016



| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|---------------------------|------------|--------------|--------------|--------------|--------------|
| EOPS and CARE participant | 132 | 111 | 131 | 156 | 97 |
| EOPS participant | 821 | 946 | 1,195 | 1,184 | 1,173 |
| Total | 953 | 1,057 | 1,326 | 1,340 | 1,270 |

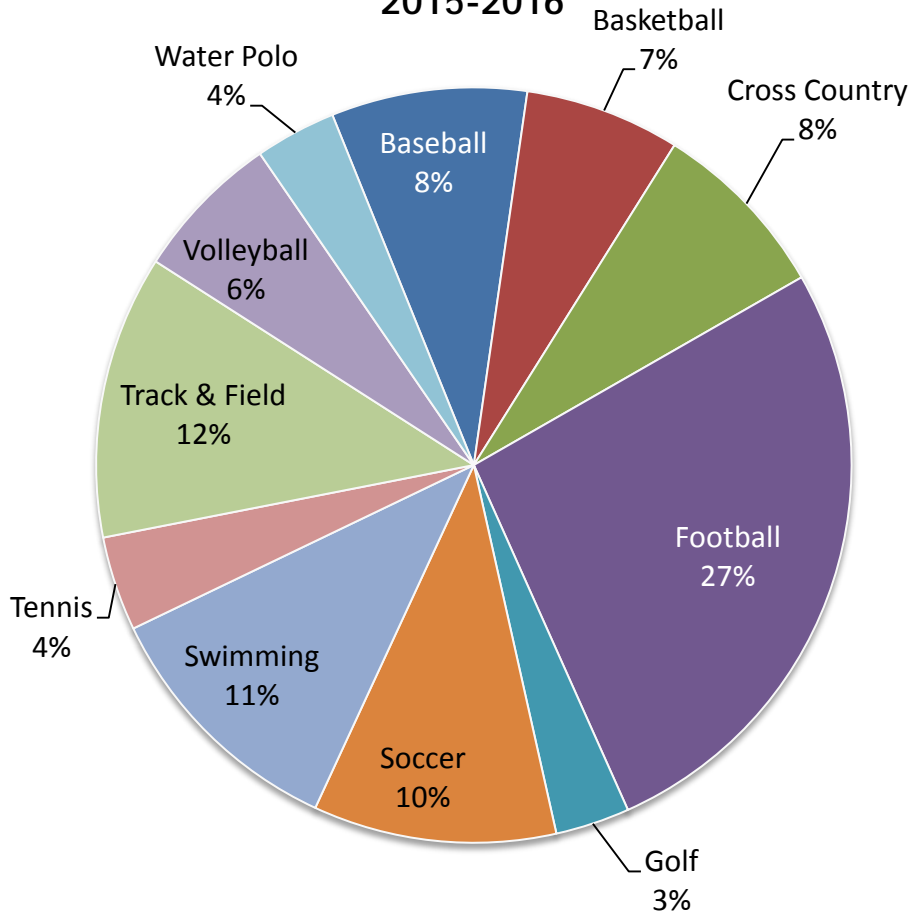
Student Athletes - Females



| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--------------------------|------------|------------|------------|------------|------------|
| Badminton | 21 | 11 | 13 | 12 | 10 |
| Basketball | 16 | 17 | 17 | 16 | 15 |
| Cross Country | 15 | 20 | 27 | 31 | 26 |
| Soccer | 22 | 23 | 23 | 22 | 21 |
| Swimming | 15 | 15 | 18 | 17 | 17 |
| Softball | 6 | 16 | 26 | 17 | 19 |
| Tennis | 13 | 10 | 17 | 19 | 17 |
| Track & Field | 39 | 35 | 63 | 26 | 25 |
| Volleyball | 14 | 16 | 17 | 21 | 20 |
| Water Polo | 16 | 15 | 15 | 19 | 11 |
| Total | 177 | 178 | 236 | 200 | 181 |

Student Athletes - Males

2015-2016



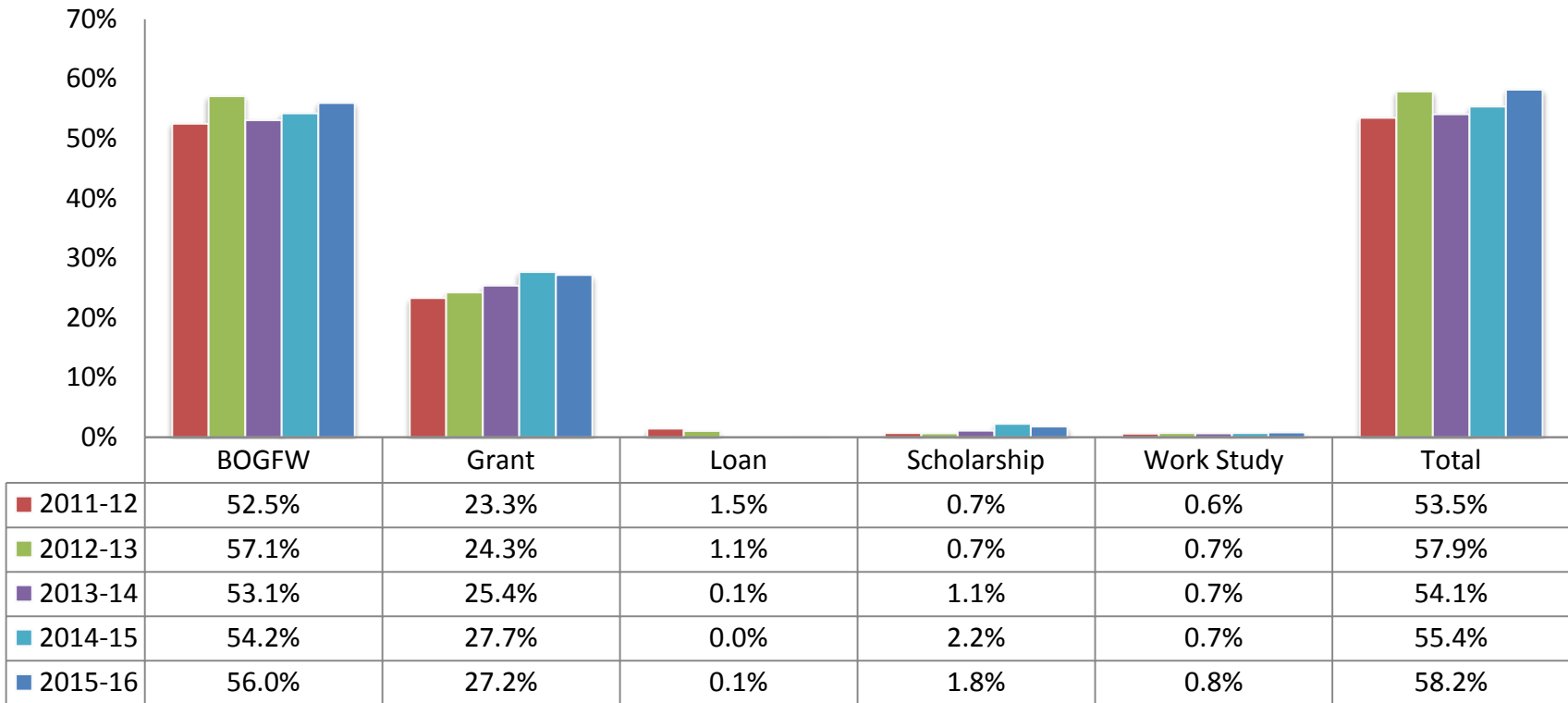
| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--------------------------|------------|------------|------------|------------|------------|
| Baseball | 27 | 29 | 36 | 33 | 29 |
| Basketball | 20 | 25 | 20 | 24 | 23 |
| Cross Country | 22 | 16 | - | 26 | 27 |
| Football | 82 | 89 | 79 | 88 | 92 |
| Golf | - | - | 9 | 10 | 11 |
| Soccer | 31 | 32 | 34 | 36 | 36 |
| Swimming | 26 | 36 | 42 | 41 | 38 |
| Tennis | 10 | 11 | 14 | 11 | 14 |
| Track & Field | 28 | 32 | 30 | 45 | 42 |
| Volleyball | 17 | 23 | 26 | 24 | 22 |
| Water Polo | 19 | 24 | 18 | 15 | 12 |
| Total | 282 | 317 | 308 | 353 | 346 |

Financial Aid



Financial Aid by Award Type

Percent of Enrollment Receiving Financial Aid



Number of Students Awarded

| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--------------------|---------|---------|---------|---------|---------|
| BOGFW | 17,287 | 18,109 | 17,114 | 17,737 | 17,951 |
| Grant | 7,668 | 7,699 | 8,314 | 9,036 | 8,730 |
| Loan | 485 | 341 | 22 | 14 | 18 |
| Scholarship | 239 | 207 | 364 | 731 | 579 |
| Work Study | 209 | 222 | 221 | 241 | 241 |
| Total | 17,612 | 18,364 | 17,433 | 18,102 | 18,668 |

Students may receive more than one award

Success and Retention

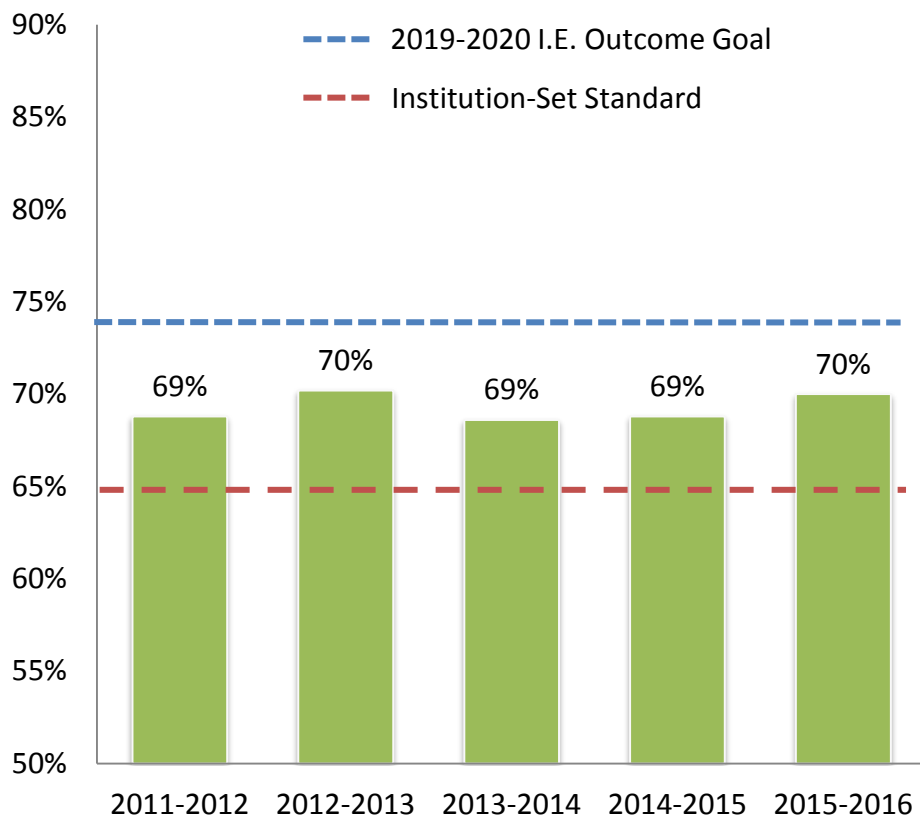


Success and Retention Rates

Success Rate

The success rate is the percentage of students who receive an A, B, C, or Pass as a final course grade out of all students enrolled as of the census date.

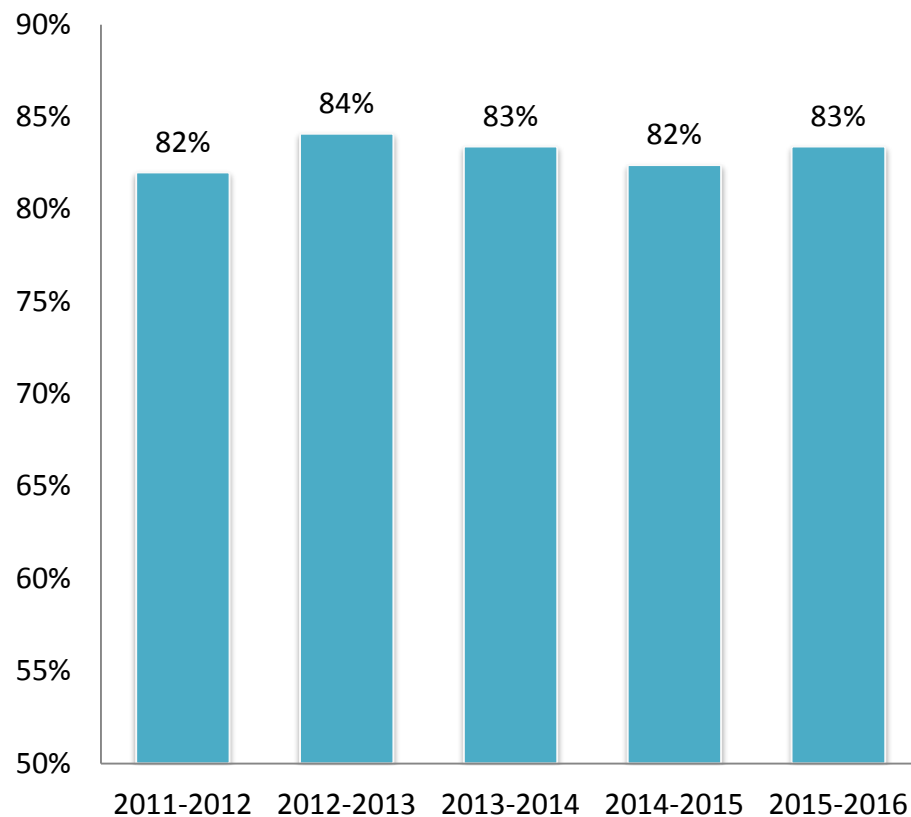
ECC has an ACCJC Institution-Set Standard of 65% and an Institutional Effectiveness Outcome goal of 74% by the year 2019-2020.



Retention Rate

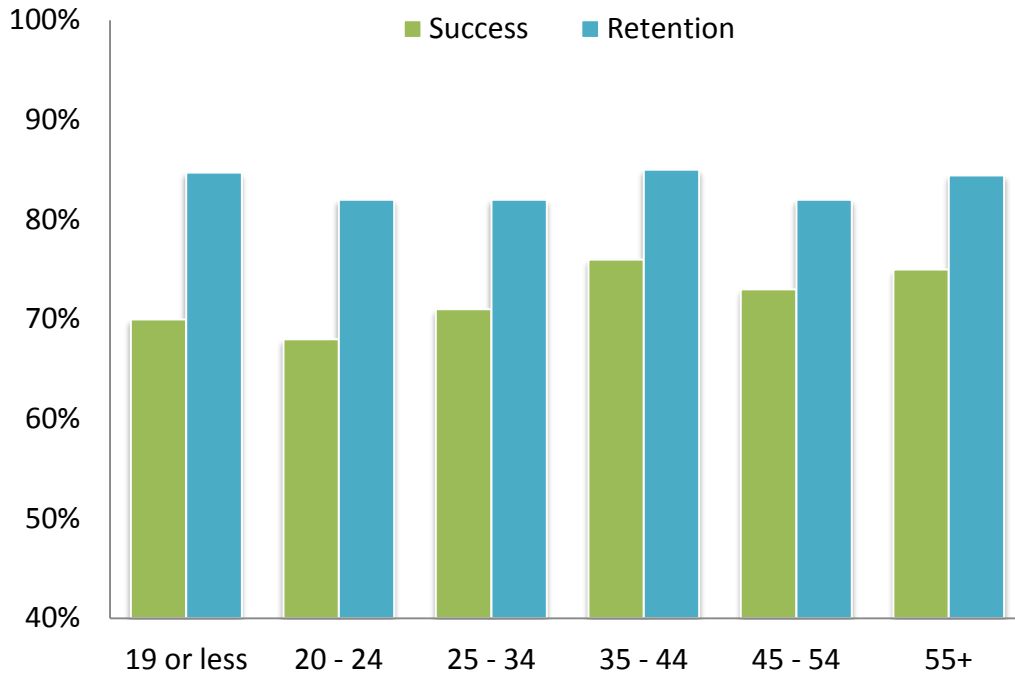
The retention rate is the percentage of students who remain enrolled through the end of a course out of all students enrolled on census date. In essence, it is the percentage of students who did not drop late or withdraw.

ECC does not have an ACCJC Institution-Set Standard or Institutional Effectiveness Outcome goal for retention rate.



Success and Retention Rates by Age

2015-2016



Success Rate

The success rate is the percentage of students who receive an A, B, C, P, or Pass as a final course grade out of all students enrolled as of the census date.

Retention Rate

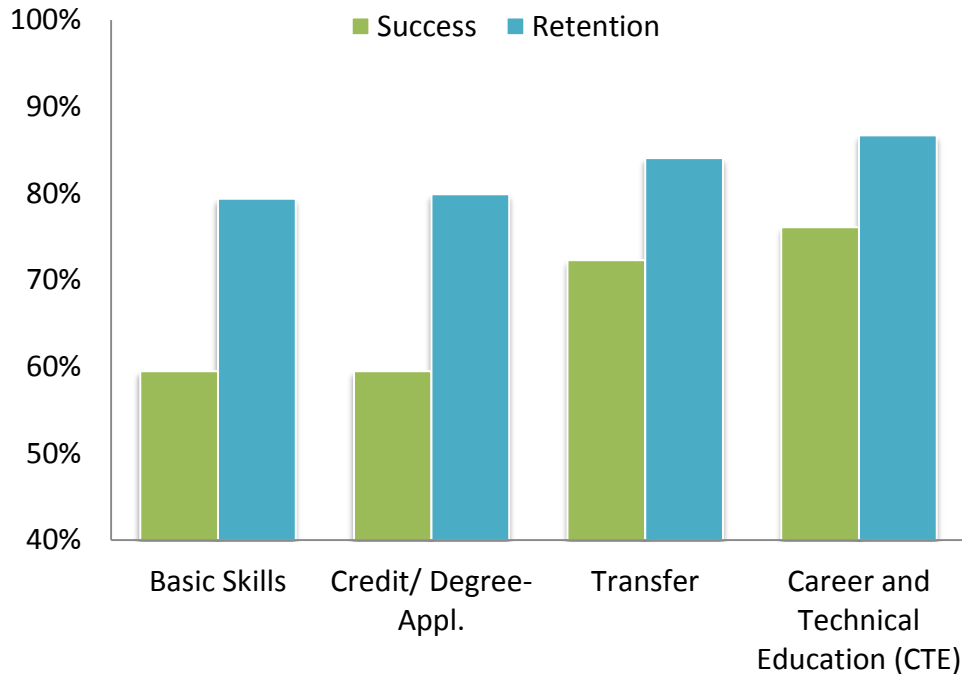
The retention rate is the percentage of students who remain enrolled through the end of a course out of all students enrolled on census date. In essence, it is the percentage of students who did not drop late or withdraw.

| | 2011-12 | | 2012-13 | | 2013-14 | | 2014-15 | | 2015-16 | |
|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 19 or less | 71% | 85% | 71% | 86% | 69% | 86% | 70% | 85% | 70% | 85% |
| 20 - 24 | 66% | 81% | 69% | 83% | 67% | 82% | 67% | 81% | 68% | 82% |
| 25 - 34 | 69% | 81% | 71% | 82% | 70% | 82% | 70% | 81% | 71% | 82% |
| 35 - 44 | 72% | 82% | 74% | 84% | 72% | 83% | 74% | 83% | 76% | 85% |
| 45 - 54 | 74% | 83% | 72% | 83% | 70% | 81% | 71% | 81% | 73% | 82% |
| 55+ | 79% | 86% | 78% | 88% | 74% | 84% | 76% | 84% | 75% | 84% |
| Total | 69% | 82% | 70% | 84% | 69% | 83% | 69% | 82% | 70% | 83% |

Success and Retention Rates by Course Type

2015-2016

■ Success ■ Retention



Success Rate

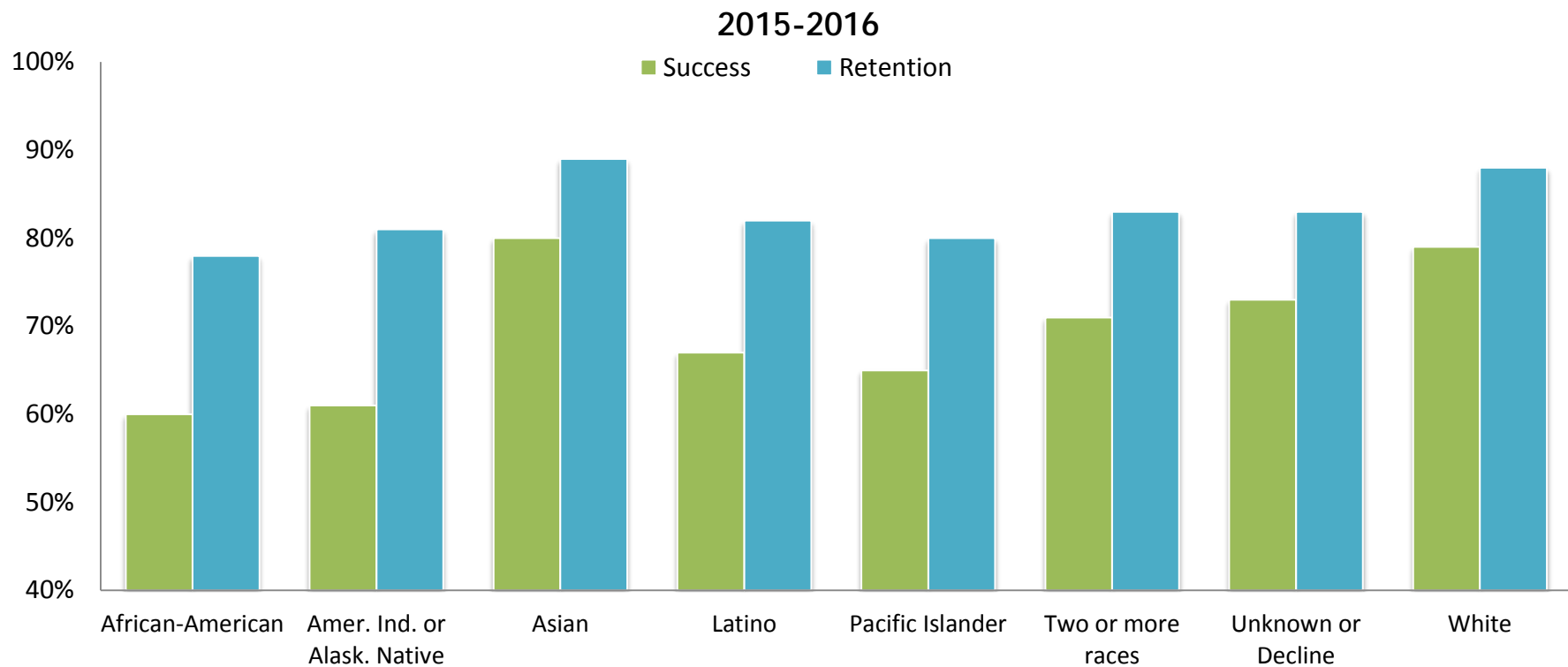
The success rate is the percentage of students who receive an A, B, C, P, or Pass as a final course grade out of all students enrolled as of the census date.

Retention Rate

The retention rate is the percentage of students who remain enrolled through the end of a course out of all students enrolled on census date. In essence, it is the percentage of students who did not drop late or withdraw.

| | 2011-12 | | 2012-13 | | 2013-14 | | 2014-15 | | 2015-2016 | |
|----------------------------------|---------|-----|---------|-----|---------|-----|---------|-----|-----------|-----|
| Basic Skills | 61% | 82% | 61% | 83% | 60% | 82% | 61% | 82% | 60% | 79% |
| Credit/Degree Applicable | 61% | 81% | 62% | 83% | 61% | 82% | 61% | 80% | 60% | 80% |
| Transfer | 71% | 83% | 72% | 84% | 70% | 84% | 70% | 83% | 72% | 84% |
| Career Technical Education (CTE) | 73% | 85% | 75% | 86% | 75% | 87% | 74% | 85% | 76% | 87% |
| <i>Overall Success/Retention</i> | 69% | 82% | 70% | 84% | 69% | 83% | 69% | 82% | 70% | 83% |

Success and Retention Rates by Ethnicity



| | 2011-12 | | 2012-13 | | 2013-14 | | 2014-15 | | 2015-16 | |
|------------------------------------|---------|-----|---------|-----|---------|-----|---------|-----|---------|-----|
| African-American | 56% | 76% | 58% | 78% | 56% | 78% | 57% | 77% | 60% | 78% |
| Amer. Ind. or Alask. Native | 68% | 82% | 74% | 86% | 69% | 85% | 67% | 82% | 61% | 81% |
| Asian | 79% | 87% | 80% | 89% | 79% | 89% | 79% | 87% | 80% | 89% |
| Latino | 66% | 82% | 68% | 84% | 67% | 83% | 66% | 81% | 67% | 82% |
| Pacific Islander | 62% | 79% | 61% | 79% | 62% | 79% | 58% | 76% | 65% | 80% |
| Two or more races | 70% | 82% | 72% | 84% | 68% | 82% | 70% | 82% | 71% | 83% |
| Unknown or Decline | 71% | 82% | 72% | 83% | 73% | 86% | 72% | 83% | 73% | 83% |
| White | 77% | 86% | 78% | 87% | 78% | 87% | 78% | 87% | 79% | 88% |
| Total | 69% | 82% | 70% | 84% | 69% | 83% | 69% | 82% | 70% | 83% |

Success and Retention Rates by Gender



Success Rate

The success rate is the percentage of students who receive an A, B, C, P, or Pass as a final course grade out of all students enrolled as of the census date.

Retention Rate

The retention rate is the percentage of students who remain enrolled through the end of a course out of all students enrolled on census date. In essence, it is the percentage of students who did not drop late or withdraw.

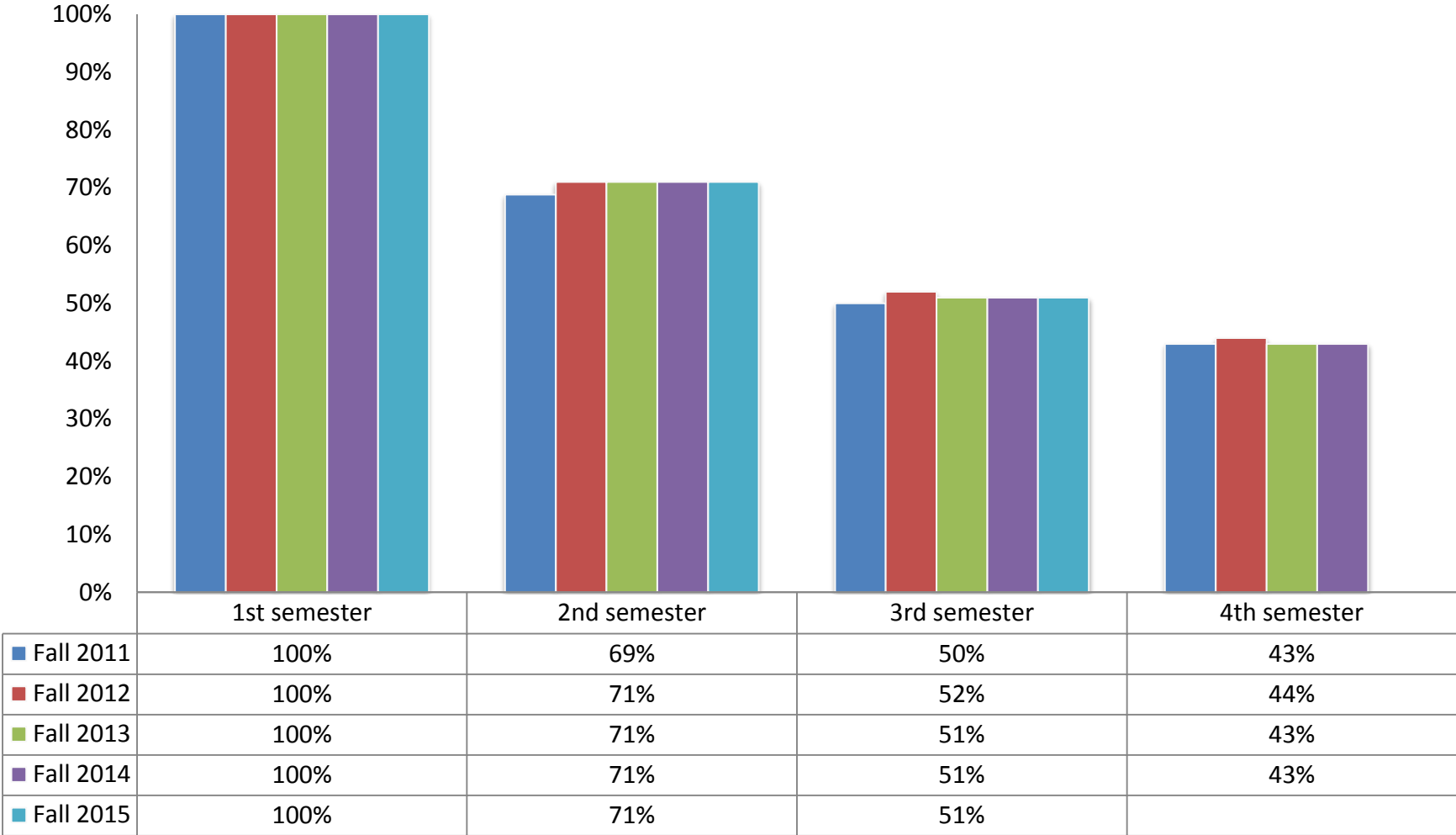
| | 2011-12 | | 2012-13 | | 2013-14 | | 2014-15 | | 2015-16 | |
|---------------|---------|-----|---------|-----|---------|-----|---------|-----|---------|-----|
| Female | 69% | 82% | 70% | 84% | 69% | 83% | 69% | 83% | 71% | 84% |
| Male | 69% | 83% | 70% | 84% | 68% | 83% | 68% | 82% | 69% | 83% |
| Total | 69% | 82% | 70% | 84% | 69% | 83% | 69% | 82% | 70% | 83% |

Student Outcomes



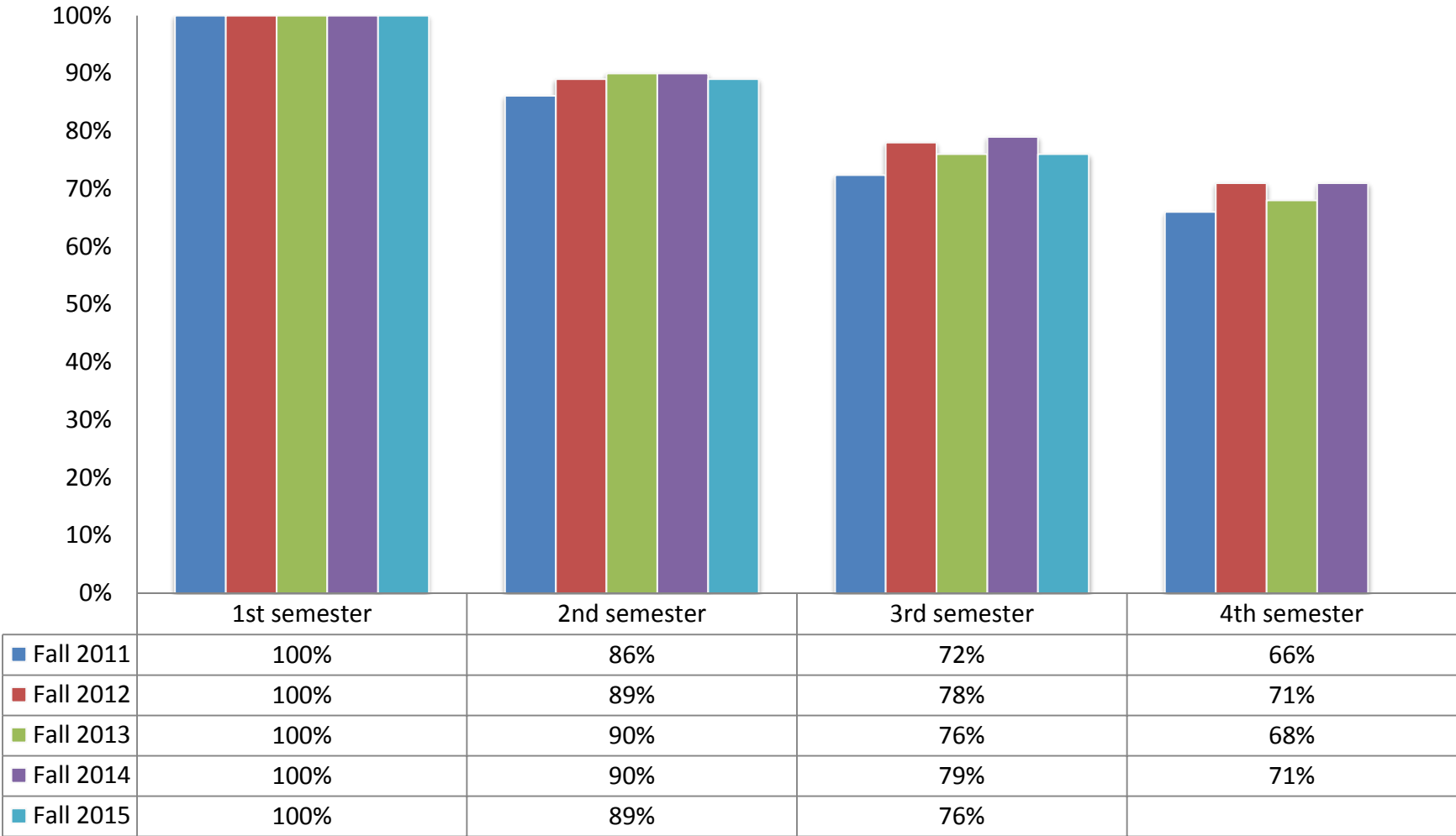
Persistence

Student Persistence Over Four Semesters Fall 2011 to Fall 2015



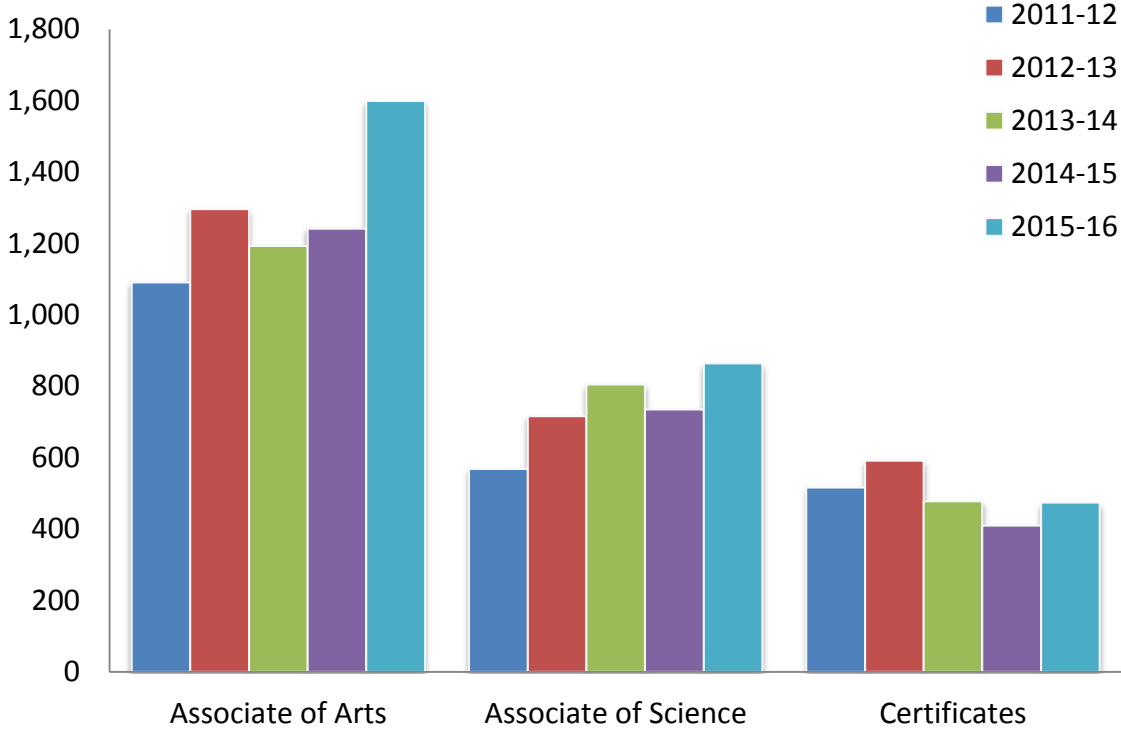
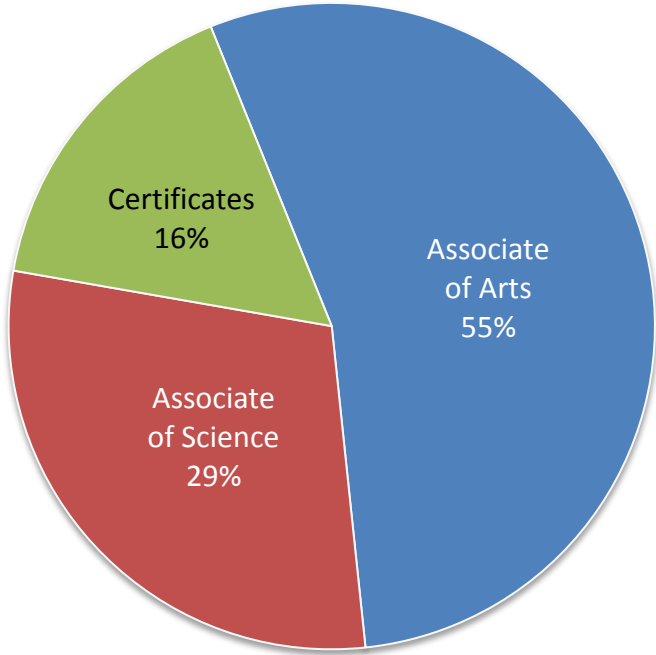
Persistence

First Time, Full Time Student Persistence Over Four Semesters
Fall 2011 to Fall 2015



Degree and Certificates

2015-2016



| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|-----------------------------|--------------|--------------|--------------|--------------|--------------|
| Associate of Arts | 1,091 | 1,296 | 1,193 | 1,242 | 1,599 |
| Associate of Science | 568 | 716 | 805 | 735 | 864 |
| Certificates | 516 | 592 | 478 | 410 | 474 |
| Total Degrees | <i>2,175</i> | <i>2,604</i> | <i>2,476</i> | <i>2,387</i> | <i>2,937</i> |

Transfer Destinations

| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|---------------------------------------|------------|------------|------------|------------|------------|
| Cal State Poly. University, Pomona | 35 | 29 | 38 | 42 | 45 |
| Cal State University, Dominguez Hills | 325 | 380 | 386 | 340 | 348 |
| Cal State University, Fullerton | 54 | 35 | 21 | 25 | 31 |
| Cal State University, Long Beach | 289 | 211 | 222 | 197 | 233 |
| Cal State University, Los Angeles | 67 | 109 | 85 | 78 | 84 |
| Cal State University, Northridge | 78 | 85 | 91 | 102 | 71 |
| San Diego State University | 19 | 8 | 6 | 8 | 14 |
| Other Cal States | 63 | 78 | 74 | 74 | 34 |
| <i>Total Cal State Transfers</i> | <i>930</i> | <i>935</i> | <i>923</i> | <i>866</i> | <i>860</i> |

| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|---|------------|------------|------------|------------|------------|
| University of California, Berkeley | 34 | 24 | 16 | 22 | 37 |
| University of California, Davis | 26 | 12 | 22 | 19 | 28 |
| University of California, Irvine | 40 | 55 | 60 | 53 | 73 |
| University of California, Los Angeles | 89 | 57 | 77 | 95 | 103 |
| University of California, Merced | 2 | 1 | 5 | 0 | 3 |
| University of California, Riverside | 0 | 20 | 21 | 23 | 28 |
| University of California, San Diego | 21 | 33 | 27 | 31 | 28 |
| University of California, Santa Barbara | 21 | 11 | 25 | 15 | 41 |
| University of California, Santa Cruz | 18 | 17 | 24 | 16 | 16 |
| <i>Total UC Transfers</i> | <i>252</i> | <i>230</i> | <i>277</i> | <i>274</i> | <i>357</i> |

| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--|------------|------------|------------|------------|------------|
| Biola University | 10 | 6 | 11 | 5 | 8 |
| Chapman University | 2 | 3 | 6 | 4 | 7 |
| Loyola Marymount University | 15 | 16 | 23 | 21 | 19 |
| Mount St. Mary's University | 14 | 15 | 9 | 6 | 6 |
| National University | 0 | 7 | 11 | 5 | 2 |
| Otis College of Art and Design | 6 | 7 | 5 | 3 | 5 |
| Pepperdine University | 1 | 3 | 4 | 1 | 2 |
| University of Phoenix | 7 | 11 | 0 | 12 | 8 |
| University of Southern California | 25 | 32 | 34 | 33 | 32 |
| Other Private Institutions | 45 | 26 | 48 | 68 | 48 |
| <i>Total Private Transfers</i> | <i>125</i> | <i>126</i> | <i>151</i> | <i>158</i> | <i>137</i> |

| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--|------------|------------|------------|------------|------------|
| <i>Total Out of State Transfers</i> | <i>153</i> | <i>146</i> | <i>233</i> | <i>180</i> | <i>146</i> |

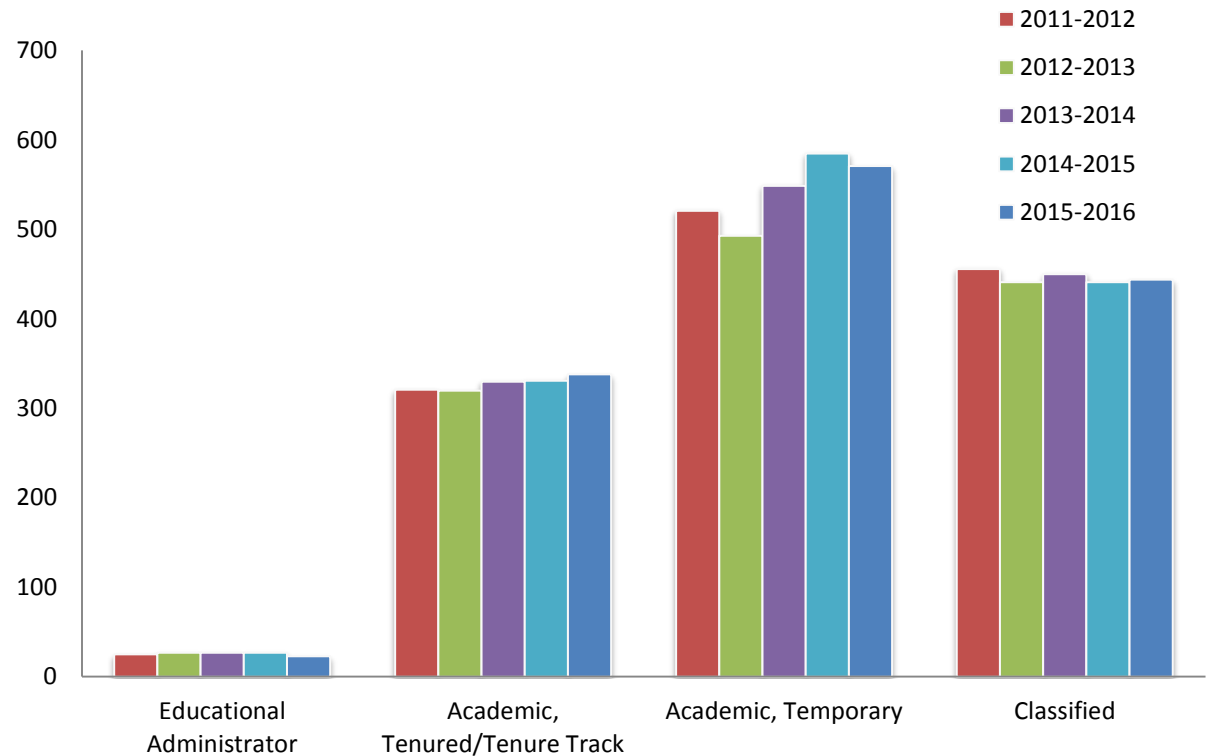
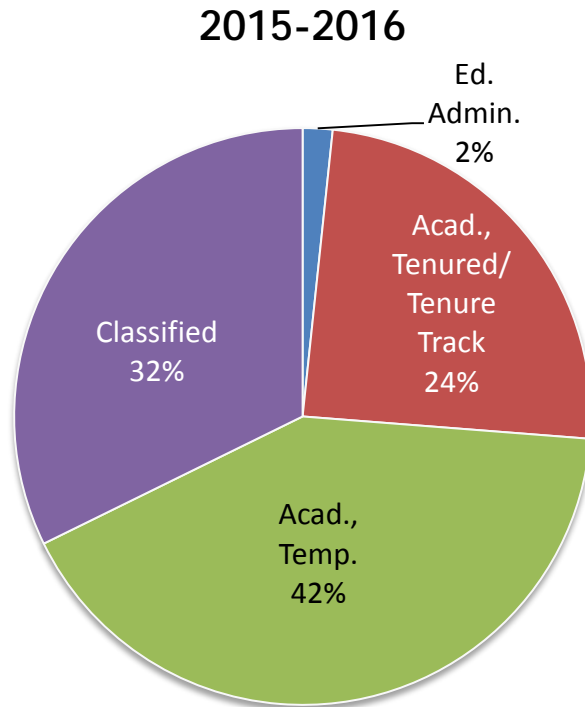
| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|-------------------------------|--------------|--------------|--------------|--------------|--------------|
| <i>Total Transfers</i> | <i>1,460</i> | <i>1,437</i> | <i>1,584</i> | <i>1,478</i> | <i>1,500</i> |

District Employees



Employee Workforce Distribution

Employee demographic data represent Fall profiles



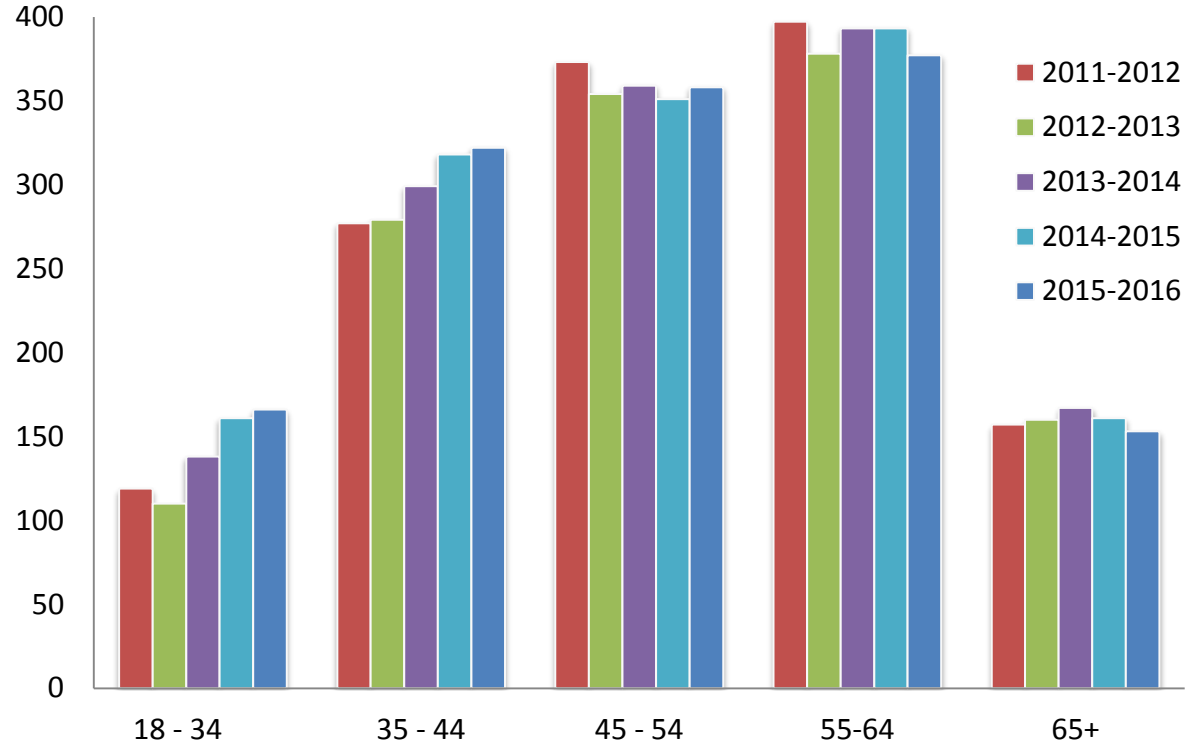
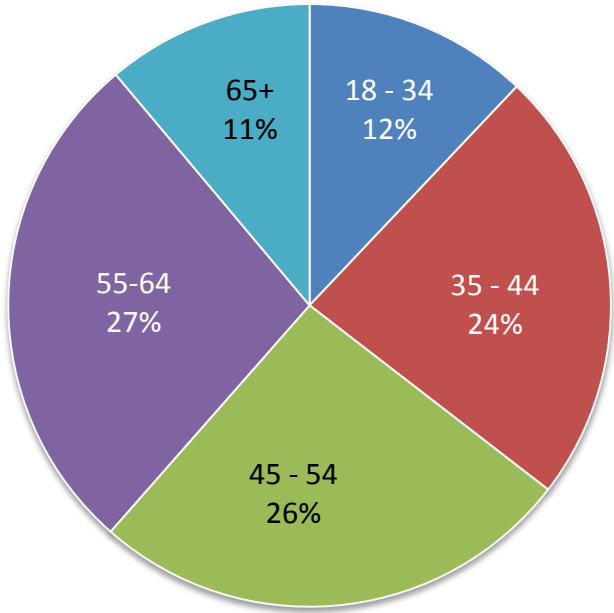
| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|---------------------------------------|--------------|--------------|--------------|--------------|--------------|
| Educational Administrator | 25 | 27 | 27 | 27 | 23 |
| Academic, Tenured/Tenure Track | 321 | 320 | 330 | 331 | 338 |
| Academic, Temporary | 521 | 493 | 549 | 585 | 571 |
| Classified | 456 | 441 | 450 | 441 | 444 |
| Total | 1,323 | 1,281 | 1,356 | 1,384 | 1,376 |

Academic staff includes instructors, counselors and librarians.
Academic, Temporary include those who hold adjunct and/or part-time positions.

Employee by Age

Employee demographic data represent Fall profiles

2015-2016

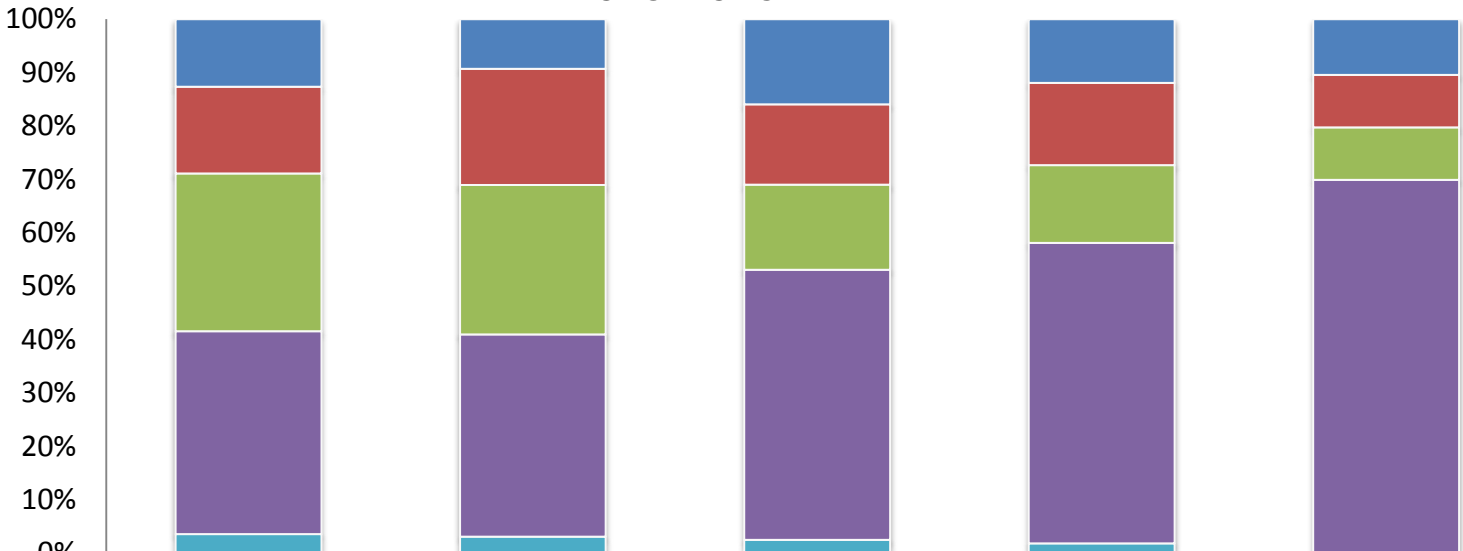


| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--------------|--------------|--------------|--------------|--------------|--------------|
| 18-34 | 119 | 110 | 138 | 161 | 166 |
| 35-44 | 277 | 279 | 299 | 318 | 322 |
| 45-54 | 373 | 354 | 359 | 351 | 358 |
| 55-64 | 397 | 378 | 393 | 393 | 377 |
| 65+ | 157 | 160 | 167 | 161 | 153 |
| Total | <i>1,323</i> | <i>1,281</i> | <i>1,356</i> | <i>1,384</i> | <i>1,376</i> |

Employee – Age by Ethnicity

Employee demographic data represent Fall profiles

2015-2016



| | 18 to 34 | 35 to 44 | 45 to 54 | 55-64 | 65+ |
|------------------|----------|----------|----------|-------|-----|
| African-American | 13% | 9% | 16% | 12% | 10% |
| Asian | 16% | 22% | 15% | 15% | 10% |
| Latino | 30% | 28% | 16% | 15% | 10% |
| White | 38% | 38% | 51% | 56% | 70% |
| Other | 4% | 3% | 3% | 2% | 0% |

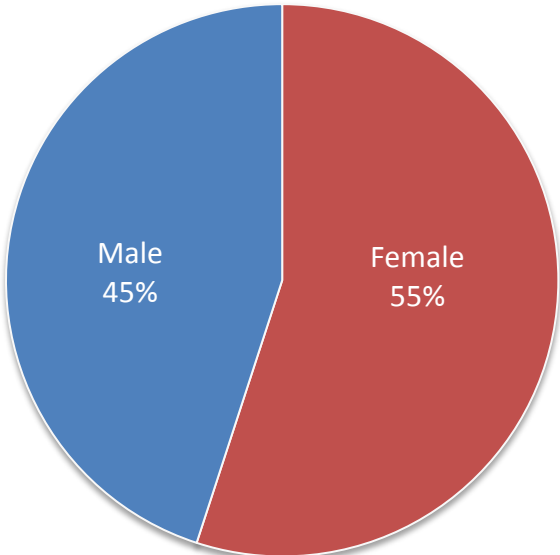
| | 18 to 34 | 35 - 44 | 45 - 54 | 55-64 | 65+ |
|-------------------------|------------|------------|------------|------------|------------|
| African-American | 21 | 30 | 57 | 45 | 16 |
| Asian | 27 | 70 | 54 | 58 | 15 |
| Latino | 49 | 90 | 57 | 55 | 15 |
| White | 63 | 122 | 181 | 212 | 107 |
| Other | 6 | 10 | 9 | 7 | 0 |
| Total | 166 | 322 | 358 | 377 | 153 |

Other Includes: American Indian or Alaskan Native, Pacific Islander, Two or More Races, and Unknown

Employee by Gender

Employee demographic data represent Fall profiles

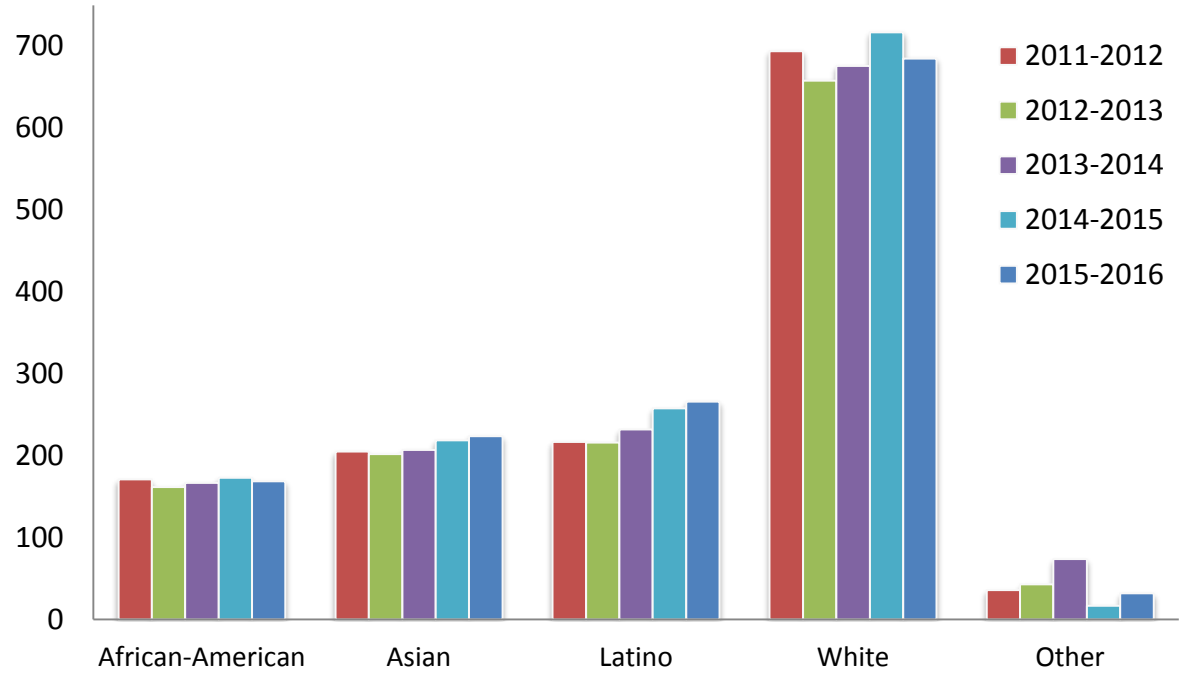
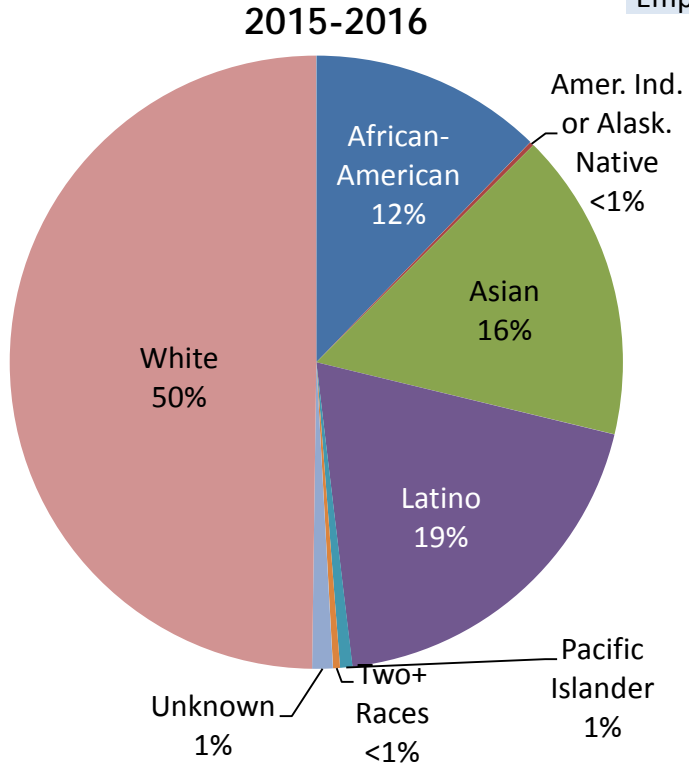
2015-2016



| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|---------------|---------|---------|---------|---------|---------|
| Female | 723 | 729 | 759 | 762 | 757 |
| Male | 600 | 552 | 597 | 622 | 619 |
| Total | 1,323 | 1,281 | 1,356 | 1,384 | 1,376 |

Employee by Ethnicity

Employee demographic data represent Fall profiles

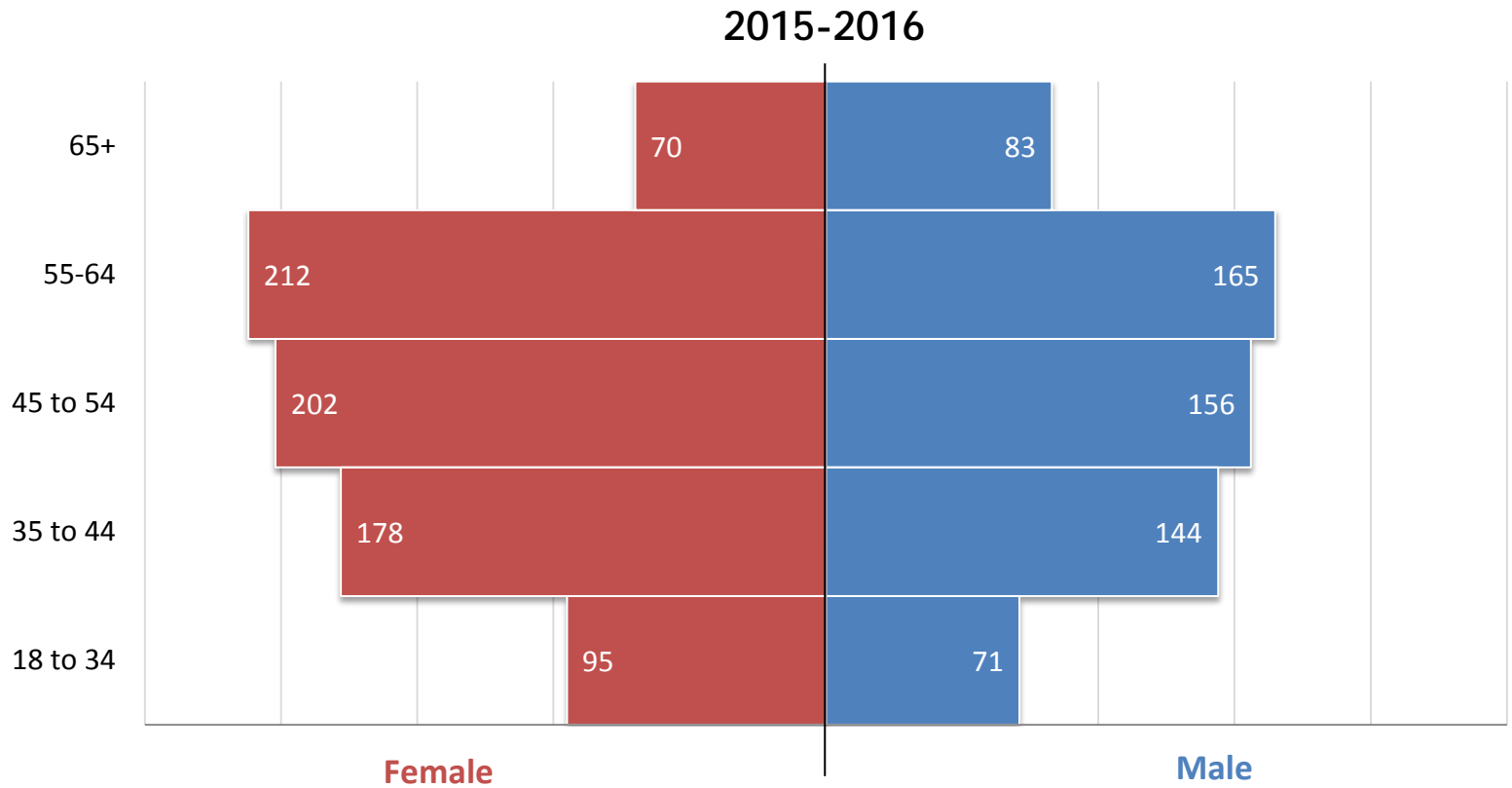


Other Includes: Amer. Ind. or Alask. Native, Pacific Islander, Two+ Races, and Unknown

| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|------------------------------------|--------------|--------------|--------------|--------------|--------------|
| African-American | 171 | 162 | 167 | 173 | 169 |
| Amer. Ind. or Alask. Native | 2 | 2 | 3 | 5 | 3 |
| Asian | 205 | 202 | 207 | 219 | 224 |
| Latino | 217 | 216 | 232 | 258 | 266 |
| Pacific Islander | 12 | 12 | 12 | 9 | 9 |
| Two or More Races | 2 | 3 | 2 | 3 | 5 |
| Unknown or Decline | 20 | 26 | 57 | 0 | 15 |
| White | 694 | 658 | 676 | 717 | 685 |
| Total | 1,323 | 1,281 | 1,356 | 1,384 | 1,376 |

Employee – Gender by Age

Employee demographic data represent Fall profiles

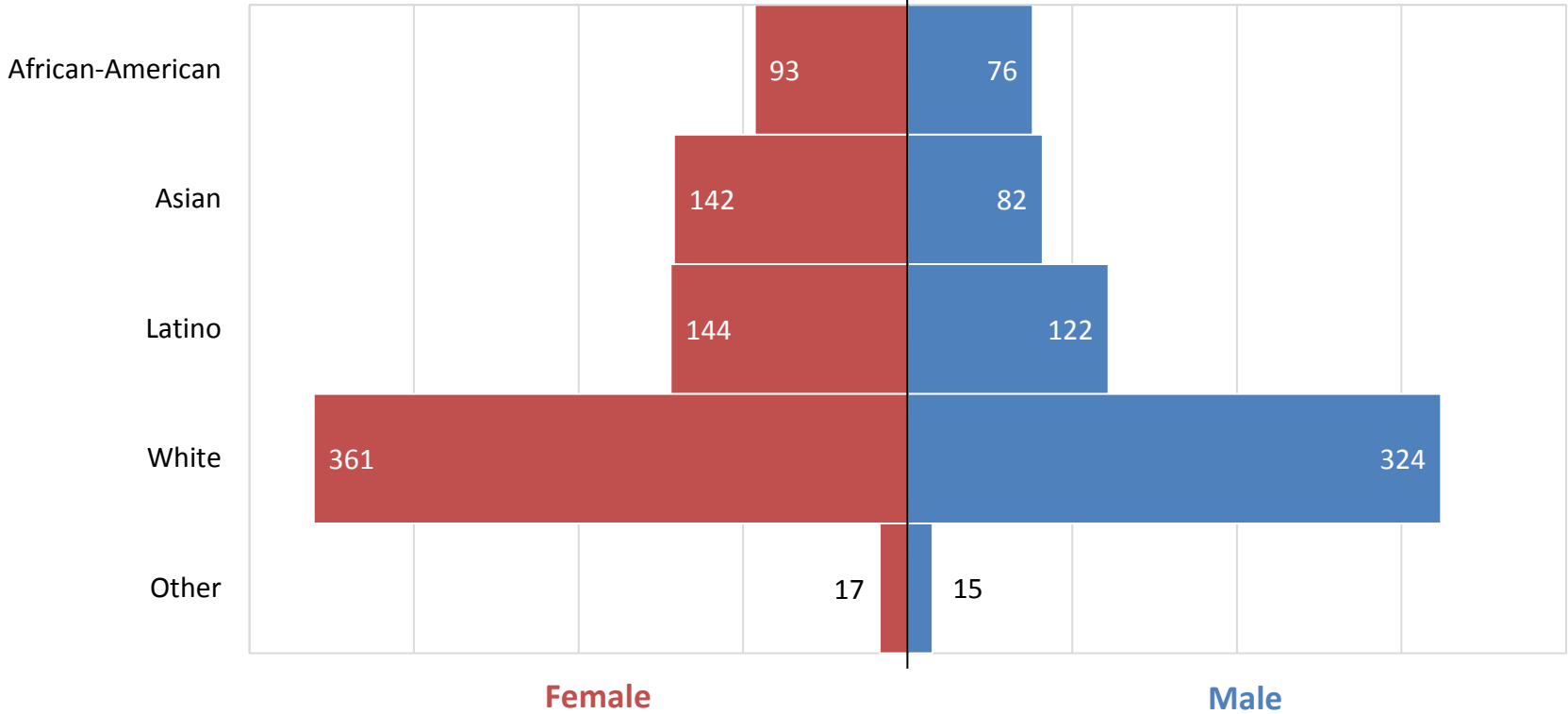


| | 18-34 | 35-44 | 45-54 | 55-64 | 65+ |
|--------|-------|-------|-------|-------|-----|
| Female | 57% | 55% | 56% | 56% | 46% |
| Male | 43% | 45% | 44% | 44% | 54% |

Employee – Gender by Ethnicity

Employee demographic data represent Fall profiles

2015-2016



| | African-American | Asian | Latino | White | Other |
|---------------|------------------|-------|--------|-------|-------|
| Female | 55% | 63% | 54% | 53% | 53% |
| Male | 45% | 37% | 46% | 47% | 47% |

Other Includes: American Indian or Alaskan Native, Pacific Islander, Two or More Races, and Unknown