

EXHIBIT 3 - AVAILABILITY ANALYSIS

September 1, 2022 - August 31, 2023

Senior/Academic Administrators									
Weights: U.S. - .35; Alabama - .35; Internal - .30									
Availability									
EEO Occupation Description	SOC Code	U.S.				Alabama			
		Total	Black	Min	Female	Total	Black	Min	Female
Administrative Services and Facilities Managers	11-3010	149,565	12,455	36,710	56,560	1,850	225	300	560
Advertising, Marketing, Promotions, Public Relations, and Sales Managers	11-2000	1,054,525	51,935	224,740	502,985	9,660	835	1,429	4,645
Aerospace Engineers	17-2011	126,035	5,255	34,135	15,915	2,565	114	359	270
Astronomers & Physicists	19-2010	10,390	325	2,399	1,905	165	0	0	40
Athletes, Coaches, Umpires & Related Workers	27-2020	298,960	26,255	76,600	114,880	3,245	725	899	1,225
Atmospheric & Space Scientists	19-2021	10,185	500	1,604	1,995	200	40	65	30
Compensation & Benefits Managers	11-3111	17,855	1,740	4,285	13,680	170	35	35	160
Compliance Officers	13-1041	248,320	27,520	76,550	131,025	2,720	595	719	1,190
Computer & Information Research Scientists & Analysts	15-12XX	628,070	56,820	229,505	222,900	6,500	970	1,489	2,260
Computer & Information Systems Managers	11-3021	591,320	34,080	167,930	166,530	4,885	310	658	1,455
Construction Managers	11-9021	668,750	24,345	134,315	52,080	9,085	735	1,213	575
Economists	19-3011	25,865	1,585	8,180	8,345	200	4	4	40
Education and Childcare Administrators	11-9030	916,415	116,105	260,090	591,965	11,845	3,275	3,615	7,570
Environmental Scientists and Geoscientists	19-2040	71,820	2,155	10,725	23,150	780	70	125	225
Financial Managers	11-3031	1,161,155	89,570	326,305	614,785	13,840	2,270	3,099	8,575
First-line Supv., Law Enforcement Workers	33-1010	160,320	24,530	47,605	31,435	2,565	570	694	420
Human Resource Managers	11-3121	404,465	40,480	123,645	244,665	5,315	1,140	1,710	3,375
Management Analysts	13-1111	839,910	61,090	225,945	353,250	6,150	875	1,350	2,430
Market Research Analysts & Marketing Specialists	13-1161	308,375	16,565	76,075	179,400	1,575	224	289	1,155
Physical Scientists	19-2099	238,775	8,480	91,640	98,155	1,410	55	500	440
Top Executives	11-1000	2,109,995	97,050	410,360	576,305	23,095	2,345	3,150	5,450
		10,041,070	698,840	2,569,343	4,001,910	107,820	15,412	21,702	42,090
			Black	Min	Female				
Weighted Availability:									
United States (.35)			2.44%	8.96%	13.95%				
Alabama (.35)			5.00%	7.04%	13.66%				
Internal (.30)			3.04%	7.36%	11.48%				
Totals			10.48%	23.36%	39.09%				

EXHIBIT 3 - AVAILABILITY ANALYSIS

September 1, 2022 - August 31, 2023

Research									
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20									
		Availability							
		Alabama				Huntsville MSA			
EEO Occupation Description	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
Aerospace Engineers	17-2011	2,565	114	359	270	2,030	104	259	240
Astronomers & Physicists	19-2010	165	0	0	40	115	0	0	15
Atmospheric & Space Scientists	19-2021	200	40	65	30	90	40	40	0
Biological Scientists	19-1020	630	40	194	395	60	20	20	20
Chemists & Materials Scientists	19-2030	580	65	117	175	80	0	4	15
Computer & Information Research Scientists & Analysts	15-12XX	6,500	970	1,489	2,260	2,390	200	354	670
Computer Hardware Engineers	17-2061	715	90	150	110	410	20	80	75
Economists	19-3011	200	4	4	40	0	0	0	0
Electrical & Electronics Engineers	17-2070	2,630	245	460	305	1,175	80	160	110
Financial Managers	11-3031	13,840	2,270	3,099	8,575	1,185	185	315	695
Industrial Engineers	17-2110	3,055	420	898	485	750	35	80	100
Market Research Analysts & Marketing Specialists	13-1161	1,575	224	289	1,155	225	8	8	140
Materials Engineers	17-2131	785	35	60	30	189	0	15	4
Physical Scientists	19-2099	1,410	55	500	440	465	0	75	75
Totals		34,850	4,572	7,684	14,310	9,164	692	1,410	2,159
Weighted Availability:			Black	Min	Female				
Alabama (.40)			5.25%	8.82%	16.42%				
Huntsville MSA (.40)			3.02%	6.15%	9.42%				
Internal (.20)			0.91%	3.90%	7.29%				
Totals			9.18%	18.87%	33.14%				

EXHIBIT 3 - AVAILABILITY ANALYSIS

September 1, 2022 - August 31, 2023

Directors and Managers									
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20									
Availability									
Alabama Huntsville MSA									
EEO Category/Title	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
Administrative Services and Facilities Managers (11-3010),	11-3010	1,850	225	300	560	565	140	154	205
Advertising, Marketing, Promotions, Public Relations, and Sales Managers	11-2000	9,660	835	1,429	4,645	395	0	10	125
Aerospace Engineers	17-2011	2,565	114	359	270	520	135	199	240
Architects, Surveyors, and Cartographers	17-1000	2,035	70	119	550	395	0	10	125
Astronomers & Physicists	19-2010	165	0	0	40	845	65	249	540
Athletes, Coaches, Umpires & Related Workers	27-2020	3,245	725	899	1,225	520	135	199	240
Atmospheric & Space Scientists	19-2021	200	40	65	30	90	40	40	0
Compensation & Benefits Managers	11-3111	170	35	35	160	0	0	0	0
Compliance Officers	13-1041	2,720	595	719	1,190	180	10	10	90
Computer & Information Research Scientists & Analysts	15-12XX	6,500	970	1,489	2,260	2,430	204	358	690
Computer & Information Systems Managers	11-3021	4,885	310	658	1,455	965	20	144	285
Construction Managers	11-9021	9,085	735	1,213	575	815	95	114	45
Counselors, Social Workers, and Other Community and Social Service Specialists	21-10XX	20,640	8,095	8,880	16,680	2,090	905	1,029	1,705
Economists	19-3011	200	4	4	40	0	0	0	0
Education and Childcare Administrators	11-9030	11,845	3,275	3,615	7,570	1,160	290	355	730
Environmental Scientists and Geoscientists	19-2040	780	70	125	225	80	10	10	60
Financial Managers	11-3031	13,840	2,270	3,099	8,575	1,285	165	329	775
First-line Supervisors of Housekeeping and Janitorial Workers	37-1011	3,075	875	1,023	1,185	215	60	64	70
First-line Supervisors of Landscaping, Lawn Service & Groundskeeping Workers	37-1012	2,620	335	560	130	439	100	104	4
First-line Supv., Law Enforcement Wrkrs	33-1010	2,565	570	694	420	285	45	45	35
Fundraisers	13-1131	705	50	80	450	90	25	25	90
Human Resource Managers	11-3121	5,315	1,140	1,710	3,375	1,130	310	379	880
Management Analysts	13-1111	6,150	875	1,350	2,430	1,395	185	240	625
Market Research Analysts & Marketing Specialists	13-1161	1,575	224	289	1,155	225	8	8	140
Medical and Health Services Managers	11-9111	7,990	1,940	2,210	5,825	725	75	105	455
Occupational Health and Safety Specialists and Technicians	19-5010	990	180	285	380	145	10	20	85
Other Managers		41,330	5,410	7,735	12,180	7,210	779	1,263	2,205
Physical Scientists	19-2099	1,410	55	500	440	480	0	75	75
Purchasing Managers	11-3061	3,285	560	810	1,490	1,520	275	355	790
Software and Web Developers, Programmers	15-1250	17,745	2,305	4,265	4,445	7,784	955	1,663	1,894
Top Executives	11-1000	23,095	2,345	3,150	5,450	2,565	160	385	615
Totals		208,235	35,232	47,669	85,405	36,543	5,201	7,941	13,818

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Directors and Managers									
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20									
		Availability							
		Alabama				Huntsville MSA			
EEO Category/Title	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
	Weighted Availability:		Black	Min	Female				
Alabama (.40)			5.92%	8.01%	14.35%				
Huntsville MSA (.40)			4.98%	7.61%	13.23%				
Internal (.20)			2.22%	3.42%	13.05%				
Totals			13.12%	19.04%	40.64%				

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September 1, 2022 - August 31, 2023

Advanced Professional									
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20									
Availability									
Alabama									
Huntsville MSA									
EEO Category/Title	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
Accountants and Auditors	13-2011	22,300	3,760	4,605	14,925	2,360	290	533	1,720
Advertising, Marketing, Promotions, Public Relations, and Sales Managers	11-2000	9,660	835	1,429	4,645	985	59	124	385
Architects, Surveyors & Cartographers	17-1000	2,035	70	119	550	395	0	10	125
Athletes, Coaches, Umpires & Related Workers	27-2020	3,245	725	899	1,225	520	135	199	240
Business Operations Specialists, all other	13-1199	2,685	630	863	1,260	470	25	125	90
Chemists & Materials Scientists	19-2030	835	50	80	250	95	0	4	15
Compensation, Benefits, and Job Analysis Specialists	13-1141	170	35	35	160	19	0	0	15
Construction Managers	11-9021	9,085	735	1,213	575	815	95	114	45
Counselors, Social Workers, and Other Community and Social Service Specialists	21-10XX	20,640	8,095	8,880	16,680	2,090	905	1,029	1,705
Database and Network Administrators and Architects	15-1240	4,725	645	869	1,340	1,174	140	209	255
Editors	27-3041	1,100	64	124	740	170	0	4	110
Education and Childcare Administrators	11-9030	11,845	3,275	3,615	7,570	1,160	290	355	730
Financial Managers	413395	19,130	4,545	5,420	17,070	1,285	165	329	775
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	10,790	890	1,780	435	1,030	95	244	80
Fundraisers	13-1131	705	50	80	450	90	25	25	90
Grounds Maintenance Workers	37-3010	18,575	3,855	7,439	1,205	1,970	495	945	85
Human Resources Workers	13-1070	8,140	2,120	2,429	6,220	1,130	310	379	880
Librarians, Curators, and Archivists	25-4000	3,215	620	735	2,510	270	30	30	210
Meeting, Convention, and Event Planners	13-1121	1,135	240	294	795	245	95	95	155
Other Managers	11-91XX	41,330	5,410	7,735	12,180	7,210	779	1,263	2,205
Other Nurses	29-11XX	3,740	204	354	2,860	590	70	120	455
Photographers	27-4021	6,950	1,095	2,459	460	925	35	460	65
Preschool and Kindergarten teachers	25-2010	9,790	3,525	3,804	9,570	1,265	200	265	1,155
Project Management Specialists	13-1082	6,250	660	888	2,155	1,200	185	289	380
Purchasing Agents	13-1023	4,680	600	1,010	2,540	1,175	250	295	780
Purchasing Managers	11-3061	3,285	560	810	1,490	1,520	275	355	790
Registered Nurses	29-1141	50,395	9,460	12,085	45,130	5,650	830	1,335	5,275
Technical Writers	27-3042	670	70	134	290	410	70	115	190
Writers & Authors	27-3043	1,770	265	360	1,130	285	85	100	175

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Advanced Professional									
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20									
Availability									
Alabama									
Huntsville MSA									
EEO Category/Title	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
Totals		278,875	53,088	70,547	156,410	36,503	5,933	9,350	19,180
Weighted Availability:			Black	Min	Female				
Alabama (.40)			7.61%	10.12%	22.43%				
Huntsville MSA (.40)			6.50%	10.25%	21.02%				
Internal (.20)			2.87%	4.21%	15.39%				
Totals			16.99%	24.57%	58.84%				

EXHIBIT 3 - AVAILABILITY ANALYSIS

September 1, 2022 - August 31, 2023

Entry-level Professional									
Weights: Alabama - .30; Huntsville MSA - .50; Internal - .20									
Availability									
EEO Occupation	SOC Code	Alabama				Huntsville MSA			
		Total	Black	Min	Female	Total	Black	Min	Female
Accountants and Auditors	13-2011	22,300	3,760	4,605	14,925	2,360	290	533	1,720
Advertising, Marketing, Promotions, Public Relations, and Sales Managers	11-2000	9,660	835	1,429	4,645	985	59	124	385
Athletes, Coaches, Umpires & Related Workers	27-2020	3,245	725	899	1,225	520	135	199	240
Budget Analysts	13-2031	1,080	365	414	665	1,920	160	285	1,750
Business Operations Specialists, all other	13-1199	2,685	630	863	1,260	470	25	125	90
Construction Managers	11-9021	9,085	735	1,213	575	815	95	114	45
Counselors, Social Workers, and Other Community and Social Service Specialists	21-10XX	20,640	8,095	8,880	16,680	2,090	905	1,029	1,705
Education and Childcare Administrators	11-9030	11,845	3,275	3,615	7,570	1,160	290	355	730
First-Line Supervisors of Housekeeping & Janitorial Workers	37-1011	3,075	875	1,023	1,185	215	60	64	70
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	2,620	335	560	130	439	100	104	4
Human Resources Workers	13-1070	8,140	2,120	2,429	6,220	1,130	310	379	880
Life, Physical, & Social Science Technicians	19-4000	4,740	1,070	1,583	1,675	410	140	215	175
Material Recording, Scheduling, Dispatching, and Distributing Workers	43-5XXX	19,835	5,350	6,330	9,465	2,515	360	638	1,120
Other Teachers and Instructors, Education, Training, and Library Workers	25-XXXX	12,050	3,095	3,725	7,210	1,775	1,285	483	960
Preschool and Kindergarten teachers	25-2010	9,790	3,525	3,804	9,570	1,015	255	415	285
Purchasing Agents	13-1023	4,680	600	1,010	2,540	1,175	250	295	780
Secretaries & Administrative Assistants	43-6010	50,395	9,460	12,085	45,130	4,119	655	843	4,010
Speech-Language Pathologists	29-1127	1,465	130	185	1,410	110	0	15	230
Totals		197,330	44,980	54,652	132,080	23,223	5,374	6,215	15,179

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Entry-level Professional									
Weights: Alabama - .30; Huntsville MSA - .50; Internal - .20									
		Availability							
		Alabama				Huntsville MSA			
EEO Occupation	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
Weighted Availability:			Black	Min	Female				
Alabama (.30)			6.84%	8.31%	20.08%				
Huntsville MSA (.50)			11.57%	13.38%	32.68%				
Internal (.20)			3.67%	5.07%	15.91%				
Totals			22.08%	26.76%	68.67%				

EXHIBIT 3 - AVAILABILITY ANALYSIS

September 1, 2022 - August 31, 2023

Computer/Other Technicians/Programmers/Support									
Weights: Alabama - .40; Huntsville MSA - .40; Internal - .20									
		Availability							
		Alabama				Huntsville MSA			
EEO Category/Title	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
Chemists & Materials Scientists	19-2030	80	0	4	15	39	0	4	4
Computer & Information Systems Managers	11-3021	860	20	99	205	485	20	64	80
Computer and Information Research Scientists and Analysts	15-12XX	2,390	200	354	670	1,240	55	150	370
Computer Hardware Engineers	17-2061	410	20	80	75	215	0	60	15
Other Computer Occupations	15-12YY	14,585	3,245	4,275	4,275	1,730	475	725	780
Other Media and Communication Equipment Workers	27-40XX	800	135	139	705	35	15	90	130
Software and Web Developers, Programmers, and Testers	15-1250	7,605	945	1,645	1,890	4,895	655	1,080	1,075
Totals		26,730	4,565	6,596	7,835	8,639	1,220	2,173	2,454
Weighted Availability:			Black	Min	Female				
Alabama (.40)			6.83%	9.87%	11.72%				
Huntsville MSA (.40)			5.65%	10.06%	11.36%				
Internal (.20)			1.75%	0.32%	7.37%				
Totals			14.23%	20.25%	30.46%				

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Advanced Clerical/Support									
Weights: Madison County - .30; Huntsville City - .50; Internal - .20)									
Availability									
EEO Category/Title	SOC Code	Madison County				Huntsville City			
		Total	Black	Min	Female	Total	Black	Min	Female
Bookkeeping, Accounting, Auditing Clerks	43-3031	1,625	145	270	1,475	1,165	120	120	1,065
Human Resources Workers	13-1070	1,060	300	369	82	34	10	30	30
Information and Record Clerks	43-4XXX	3,190	880	1,199	2,655	2,575	765	1,034	2,110
Material Recording, Scheduling, Dispatching, and Distributing Workers	43-5XXX	2,130	350	574	965	1,765	280	485	785
Other Office & Administrative Support Workers	43-9000	2,945	590	849	2,320	2,145	415	599	1,750
Other Teachers and Instructors, Education, Training, and Library Workers	25-XXXX	1,655	315	465	945	1,085	220	345	600
Purchasing Agents	13-1023	1,150	250	285	770	550	65	80	420
Secretaries and Administrative Assistants	43-6010	3,415	655	839	3,310	2,715	525	709	2,630
Totals		17,170	3,485	4,850	12,522	12,034	2,400	3,402	9,390
Weighted Availability:			Black	Min	Female				
Madison County (.30)			6.09%	8.47%	21.88%				
Huntsville City (.50)			9.97%	14.13%	39.01%				
Internal (.20)			2.45%	6.41%	17.27%				
Totals			18.51%	29.02%	78.16%				

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Entry-level Clerical/Support									
Weights: Madison County - .30; Huntsville City - .20; Internal - .50									
		Availability							
		Madison County				Huntsville City			
EEO Category/Title	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
Cashiers	41-2010	4,320	1,950	2,290	3,330	3,270	1,635	1,844	2,465
Human Resources Workers	13-1070	1,060	300	369	82	770	180	238	615
Material Recording, Scheduling, Dispatching, and Distributing Workers	43-5XXX	2,130	350	574	965	1,765	280	485	785
Other Office & Administrative Support Workers	43-9000	2,945	590	849	2,320	2,145	415	599	1,750
Other Teachers and Instructors, Education, Training, and Library Workers	25-XXXX	1,655	315	465	945	1,085	220	345	600
Preschool and Kindergarten Teachers	25-2010	1,140	180	245	1,030	670	110	149	560
Secretaries and Administrative Assistants	43-6010	3,415	655	839	3,310	2,715	525	709	2,630
Totals		16,665	4,340	5,631	11,982	12,420	3,365	4,369	9,405
			Black	Min	Female				
Madison County (.30)			7.81%	10.14%	21.57%				
Huntsville City (.20)			5.42%	7.04%	15.14%				
Internal (.50)			13.46%	15.38%	38.46%				
Totals			26.69%	32.55%	75.17%				

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Service/Maintenance									
Weights: Madison County - .50; Huntsville MSA - .30; Internal - .20									
Availability									
Madison County									
Huntsville City									
EEO Category/Title	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
Carpenters	47-2031	975	25	195	75	715	20	169	0
Communications Equipment Operators	43-2000	175	30	50	70	175	30	50	70
Detectives and Criminal Investigators	33-3021	190	40	65	85	70	40	40	40
Electricians	47-2111	1,115	145	290	0	690	25	115	0
First-line Supv., Construction Trades and Extraction Workers	47-1011	880	95	240	80	595	45	150	75
First-line Supv., Landscaping, Lawn Service and Groundskeeping Workers	37-1012	324	100	104	4	389	100	104	4
First-line Supv., Law Enforcement Workers	33-1010	220	30	30	35	165	30	30	10
First-line Supv., Mechanics, Installers, and Repairers	49-1011	375	65	90	45	230	65	90	45
Grounds Maintenance Workers	37-3010	1,650	460	780	85	1,150	280	540	60
Other Installation, Maintenance & Repair Workers	49-XXXX	3,555	410	605	165	2,560	305	470	135
Painters	47-2140	840	35	460	65	530	35	195	65
Pipelayers, Plumbers, Pipefitters, et al	47-2150	650	35	39	0	365	30	30	0
Police Officers	33-3050	835	240	400	255	600	175	290	235
Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	49-3000	2,250	310	565	30	1,660	285	454	25
Totals		14,034	2,020	3,913	994	9,894	1,465	2,727	764
Weighted Availability:			Black	Min	Female				
Madison County (.50)			7.20%	13.94%	3.54%				

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Service/Maintenance									
Weights: Madison County - .50; Huntsville MSA - .30; Internal - .20									
		Availability							
		Madison County				Huntsville City			
EEO Category/Title	SOC Code	Total	Black	Min	Female	Total	Black	Min	Female
Huntsville MSA (.30)			4.44%	8.27%	2.32%				
Internal (.20)			1.94%	3.06%	2.50%				
Totals			13.58%	25.27%	8.36%				