

Exhibit C

Hiring/Promotions Benchmarks

The following benchmarks apply to openings that are filled in the salary grade listed below by either hire into or promotion into the salary grade during the period that commences 30 days before the Effective Date of the Agreement and ends 30 days before the end of the term of the Agreement. The total female entrants into the salary grade via hire and promotion combined will be divided by the total entrants into the salary grade via hire and promotion combined to determine the “percentage female” hired/promoted.

Salary Grade	Year of the Agreement	Percentage of Women Among Those Hired and Promoted into the Salary Grade
SG 36	1	45%
	2	48%
	3	50%
SG 37	1	40%
	2	45%
	3	47%
SG 38	1	27%
	2	30%
	3	32%
SG 39	1	27%
	2	30%
	3	32%
SG 40	1	16%
	2	19%
	3	21%