1. **Calculate the top band using two methods:**
   1. Standard error of measurement method
      1. Band width = SEM \* 1.96
   2. Standard error of differences method
      1. Band width = SEM \* √2 \* 1.96
2. **Create list of employee numbers for 1st, 2nd and 3rd bands**
   1. Use fixed method
      1. Create top band by subtracting band width from top score
      2. Second band begins at top score outside first band
   2. Use sliding method
      1. Create top band by subtracting band width from top score
      2. Second band starts at highest score remaining after selection

|  |  |  |
| --- | --- | --- |
| **Employee # / Test Ranking** | **Race** | **Score** |
| 1 | Majority | 98 |
| 2 | *Minority* | 96 |
| 3 | Majority | 96 |
| 4 | Majority | 95 |
| 5 | Majority | 94 |
| 6 | *Minority* | 91 |
| 7 | Majority | 91 |
| 8 | Majority | 90 |
| 9 | *Minority* | 87 |
| 10 | Majority | 86 |
| 11 | Majority | 86 |
| 12 | *Minority* | 86 |
| 13 | Majority | 82 |
| 14 | Majority | 82 |
| 15 | Majority | 80 |
| 16 | *Minority* | 79 |
| 17 | *Minority* | 78 |
| 18 | Majority | 75 |
| 19 | *Minority* | 73 |
| 20 | Majority | 72 |

Minority population in the hiring pool represented is 1/3, so we should select this proportion.

SEM in this instance is 3

Select 6 applicants total

**Which technique gives the highest average test ranking score while creating a workforce representative of the hiring pool?**