

Warren Operations
Attrition Report
As of August 14, 2006 @ 8:00 AM

1) Sign-ups:

		<u>Production</u>	<u>Skilled</u>	<u>Total</u>
Option #1	Normal and Early Retirement	840	275	1115
Option #2	Mutual Satisfactory Retirement	170	72	242
Option #3	Pre-retirement Leave	51	12	63
Option #4	\$70,000 Buy-out	190	56	246
Option #5	\$140,00 Buy-out	1453	256	1709
TOTALS:		<u>2704</u>	<u>671</u>	<u>3375</u>

2) Production employees required 710

Seniority Date required to be included in 710:		July 2, 2000	As of August 14, 2006
Note: Seniority date could change based upon Skilled employees who rebid to production assignments.			
Year	Hires less Sign-ups	Year	Hires less Sign-ups
		1993	-
1985	-	1994	-
1986	-	1995	-
1988	-	1996	-
			1998 -
			1999 -
			2000 -
			2001-2006 -

3) Skilled employees required 323 As of August 14, 2006

Classification	Current Population	# Required	# Signed-up	Date of Entry Required
Carpenter	17	0	16	-
Electrician	162	54	145	06/16/03
Fabrication Repair	87	7	86	08/03/95
Form Grinding	1	0	1	-
Heat Treat	1	0	1	-
Machine Repair	117	49	86	02/21/00
Maintenance Machinist	20	1	16	03/06/95
Painter	9	0	9	-
Pipefitter	58	18	43	01/24/00
Stationary Engineer	11	8	11	-
Tool and Die	362	186	257	03/13/00

Comments
1) As of Monday, August 14th, 3,375 employees have signed-up for the attrition package
2) The 1,033 total employment plan for Warren includes 710 Production and 323 Skilled
3) Given the current level of sign-ups it takes Seniority Date (cut date) of 07/02/00 to be included in the 710 Production number
4) The Production Section includes employees hired each year after the "cut date" less the number signed-up for the attrition package
5) For reference, Section #3 indicates the current population for each trade, the number required, the number currently signed-up and the D.O.E. required to remain

4) Employees Past Revocation Period As of August 14, 2006

Non-Skilled	1667	
Skilled	375	
Total	<u>2042</u>	(8 AM)