

Warren Operations
Attrition Report
As of August 2, 2006

1) Sign-ups:

		<u>Production</u>	<u>Skilled</u>	<u>Total</u>
Option #1	Normal and Early Retirement	600	175	775
Option #2	Mutual Satisfactory Retirement	65	20	85
Option #3	Pre-retirement Leave	26	5	31
Option #4	\$70,000 Buy-out	69	12	81
Option #5	\$140,00 Buy-out	638	92	730
TOTALS:		<u>1398</u>	<u>304</u>	<u>1702</u>

2) Production employees required 710

Seniority Date required to be included in 710:		November 8, 1993		As of August 2, 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	Year	Hires less Sign-ups
		1993	82	1998	1
1985	-	1994	557	1999	96
1986	-	1995	54	2000	36
1988	-	1996	-	2001-2006	0

3) Skilled employees required 323

As of August 2, 2006

Classification	Current Population	# Required	# Signed-up	Date of Entry Required
Carpenter	17	0	5	-
Electrician	162	54	67	06/05/95
Fabrication Repair	87	7	37	11/19/79
Form Grinding	1	0	0	-
Heat Treat	1	0	0	-
Machine Repair	117	49	37	10/02/95
Maintenance Machinist	20	1	5	01/26/81
Painter	9	0	4	-
Pipefitter	58	18	19	11/04/91
Stationary Engineer	11	8	5	05/03/99
Tool and Die	362	186	125	06/10/96

Comments

- 1) As of Wednesday, August 2nd, 1,702 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 a Seniority Date (cut date) of 11/8/93 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 Date of Entry required to remain