

Warren Operations
Attrition Report
As of 08/04/06

1) Sign-ups:

		<u>Production</u>	<u>Skilled</u>	<u>Total</u>
Option #1	Normal and Early Retirement	680	202	882
Option #2	Mutual Satisfactory Retirement	97	30	127
Option #3	Pre-retirement Leave	32	6	38
Option #4	\$70,000 Buy-out	92	17	109
Option #5	\$140,00 Buy-out	772	123	895
TOTALS:		<u>1673</u>	<u>378</u>	<u>2051</u>

2) Production employees required 710

Seniority Date required to be included in 710:		February 7, 1994		As of 08/04/06	
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	-	1998	1
1985	-	1994	394	1999	75
1986	-	1995	49	2000	32
1988	-	1996	-	2001-2006	0

3) Skilled employees required 323

		As of 08/04/06		
Classification	Current Population	# Required	# Signed-up	Date of Entry Required
Carpenter	17	0	6	-
Electrician	162	54	82	06/19/95
Fabrication Repair	87	7	45	03/24/80
Form Grinding	1	0	1	-
Heat Treat	1	0	0	-
Machine Repair	117	49	46	06/10/96
Maintenance Machinist	20	1	5	01/26/81
Painter	9	0	8	-
Pipefitter	58	18	26	10/20/94
Stationary Engineer	11	8	6	05/03/99
Tool and Die	362	186	153	06/20/99

Comments
1) As of Friday, August 4th, 2,051 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 2/7/94 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