

**Warren Operations**  
**Attrition Report**  
As of August 7, 2006

**1) Sign-ups:**

		<u>Production</u>	<u>Skilled</u>	<u>Total</u>
Option #1	Normal and Early Retirement	762	225	987
Option #2	Mutual-Satisfactory Retirement	124	45	169
Option #3	Pre-retirement Leave	38	8	46
Option #4	\$70,000 Buy-out	125	22	147
Option #5	\$140,00 Buy-out	963	145	1108
<b>TOTALS:</b>		<u>2012</u>	<u>445</u>	<u>2457</u>

**2) Production employees required 710**

Seniority Date required to be included in 710:		August 8, 1994		As of August 7, 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	-	1998	1
1985	-	1994	103	1999	50
1986	-	1995	34	2000	24
1988	-	1996	-	2001-2006	0

**3) Skilled employees required**

**323**

**As of August 7, 2006**

Classification	Current Population	# Required	# Signed-up	Date of Entry Required
Carpenter	17	0	9	-
Electrician	162	54	99	11/08/99
Fabrication Repair	87	7	55	12/16/91
Form Grinding	1	0	1	-
Heat Treat	1	0	1	-
Machine Repair	117	49	59	11/08/99
Maintenance Machinist	20	1	6	01/26/81
Painter	9	0	8	-
Pipefitter	58	18	27	10/20/94
Stationary Engineer	11	8	9	05/03/99
Tool and Die	362	186	171	03/13/00

**Comments**

- 1) As of Monday, August 7th, 2,457 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 8/8/94 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