

Warren Operations

Attrition Report

As of August 8, 2006

1) Sign-ups:

		<u>Production</u>	<u>Skilled</u>	<u>Total</u>
Option #1	Normal and Early Retirement	801	250	1051
Option #2	Mutual Satisfactory Retirement	133	56	189
Option #3	Pre-retirement Leave	41	11	52
Option #4	\$70,000 Buy-out	128	27	155
Option #5	\$140,00 Buy-out	1127	176	1303
TOTALS:		2230	520	2750

2) Production employees required 710

Seniority Date required to be included in 710:		July 2, 2000	As of August 8, 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	1998
1985	-	1994	1999
1986	-	1995	2000
1988	-	1996	2001-2006

3) Skilled employees required 323

As of August 8, 2006

Classification	Current Population	# Required	# Signed-up	Date of Entry Required
Carpenter	17	0	13	-
Electrician	162	54	123	06/16/03
Fabrication Repair	87	7	62	12/16/91
Form Grinding	1	0	1	-
Heat Treat	1	0	1	-
Machine Repair	117	49	67	02/21/00
Maintenance Machinist	20	1	10	03/06/95
Painter	9	0	8	-
Pipefitter	58	18	30	05/10/95
Stationary Engineer	11	8	10	05/21/97
Tool and Die	362	186	194	03/13/00

Comments

1) As of Tuesday, August 8th, 2,750 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 7/2/00 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 Date of Entry required to remain.