

**Warren Operations**  
**Attrition Report**  
As of August 9, 2006 @ 5:00 PM

**1) Sign-ups:**

|                |                                | <u>Production</u> | <u>Skilled</u> | <u>Total</u> |
|----------------|--------------------------------|-------------------|----------------|--------------|
| Option #1      | Normal and Early Retirement    | 841               | 275            | 1116         |
| Option #2      | Mutual Satisfactory Retirement | 171               | 72             | 243          |
| Option #3      | Pre-retirement Leave           | 51                | 12             | 63           |
| Option #4      | \$70,000 Buy-out               | 191               | 56             | 247          |
| Option #5      | \$140,00 Buy-out               | 1457              | 259            | 1716         |
| <b>TOTALS:</b> |                                | <u>2711</u>       | <u>674</u>     | <u>3385</u>  |

**2) Production employees required 710**

| Seniority Date required to be included in 710:  |                        | July 2, 2000 | As of August 9, 2006   |
|---|------------------------|--------------|------------------------|
| Note: Seniority date could change based upon Skilled employees who rebid to production assignments. |                        |              |                        |
| Year  | Hires less<br>Sign-ups | Year         | Hires less<br>Sign-ups |
|   |                        | 1993         | -                      |
| 1985  | -                      | 1994         | -                      |
| 1986  | -                      | 1995         | -                      |
| 1988  | -                      | 1996         | -                      |
|   |                        | 1998         | -                      |
|   |                        | 1999         | -                      |
|   |                        | 2000         | -                      |
|   |                        | 2001-2006    | -                      |

**3) Skilled employees required 323 As of August 9, 2006**

| Classification        | Current<br>Population | # Required | # Signed-up | Date of Entry<br>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         | 87          | 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        | 259         | 03/13/00                  |

| Comments  |
|---|
| 1) As of Tuesday, August 9th, 3,385 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 as of the Date of Entry required to remain. |