

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
TOTALS:		<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 Sign-ups	Year	Hires less 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 Population	# Required	# Signed-up	Date of Entry 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.