

Warren Operations
Attrition Report
As of August 16, 2006 @ 5:00 PM - FINAL

1) Sign-ups:

		<u>Production</u>	<u>Skilled</u>	<u>Total</u>
Option #1	Normal and Early Retirement	838	271	1109
Option #2	Mutual Satisfactory Retirement	156	65	221
Option #3	Pre-retirement Leave	52	12	64
Option #4	\$70,000 Buy-out	160	36	196
Option #5	\$140,00 Buy-out	1328	212	1540
TOTALS:		<u>2534</u>	<u>596</u>	<u>3130</u>

2) Production employees required 710

Seniority Date required to be included in 710:		July 2, 2000	August 16, 2006 - Final
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 August 16, 2006 - Final

Classification	Current Population	# Required	# Signed-up	Date of Entry Required
Carpenter	17	0	15	-
Electrician	162	54	134	06/16/03
Fabrication Repair	87	7	74	06/12/95
Form Grinding	1	0	1	-
Heat Treat	1	0	1	-
Machine Repair	117	49	74	02/21/00
Maintenance Machinist	20	1	12	03/06/95
Painter	9	0	8	-
Pipefitter	58	18	37	06/12/95
Stationary Engineer	11	8	11	-
Tool and Die	363	186	229	03/13/00

Comments
1) As of Wednesday, August 16th, 3,130 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 07/02/00 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 D.O.E. required to remain