

Warren Operations
Attrition Report
As of July 20, 2006

1) Sign-ups:

		<u>Production</u>	<u>Skilled</u>	<u>Total</u>
Option #1	Normal and Early Retirement	254	74	328
Option #2	Mutual Satisfactory Retirement	22	2	24
Option #3	Pre-retirement Leave	9	0	9
Option #4	\$70,000 Buy-out	16	6	22
Option #5	\$140,00 Buy-out	258	45	303
TOTALS:		<u>559</u>	<u>127</u>	<u>686</u>

2) Production employees required 710

Seniority Date required to be included in 710:		February 25, 1985	As of July 20, 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
		1991	0	1998	1
		1993	297	1999	131
1985	187	1994	782	2000	57
1986	1	1995	70	2001-2006	0
1988	128	1996	1		

3) Skilled employees required 323

As of July 20, 2006

Classification	Current Population	# Required	# Signed-up	Date of Entry Required
Carpenter	17	0		-
Electrician	162	54	31	12/02/91
Fabrication Repair	87	7	12	09/25/78
Form Grinding	1	0		-
Heat Treat	1	0		-
Machine Repair	117	49	18	03/06/95
Maintenance Machinist	20	1	4	01/26/81
Painter	9	0		-
Pipefitter	58	18	2	01/30/89
Stationary Engineer	11	8	4	08/11/80
Tool and Die	362	186	56	06/12/95

Comments
1) As of Thursday, July 20th, 686 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 2/25/85 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