

Warren Operations
Attrition Report
As of July 27, 2006

1) Sign-ups:

		<u>Production</u>	<u>Skilled</u>	<u>Total</u>
Option #1	Normal and Early Retirement	423	117	540
Option #2	Mutual Satisfactory Retirement	43	6	49
Option #3	Pre-retirement Leave	17	2	19
Option #4	\$70,000 Buy-out	42	10	52
Option #5	\$140,00 Buy-out	447	68	515
TOTALS:		<u>972</u>	<u>203</u>	<u>1175</u>

2) Production employees required 710

Seniority Date required to be included in 710:		May 11, 1988	As of July 27, 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	246
1985	-	1994	674
1986	-	1995	62
1988	105	1996	1
			1998
			1999
			2000
			2001-2006

3) Skilled employees required 323

As of July 27, 2006

Classification	Current Population	# Required	# Signed-up	Date of Entry Required
Carpenter	17	0	4	-
Electrician	162	54	46	08/02/93
Fabrication Repair	87	7	25	07/02/79
Form Grinding	1	0	0	-
Heat Treat	1	0	0	-
Machine Repair	117	49	27	08/03/95
Maintenance Machinist	20	1	5	01/26/81
Painter	9	0	2	-
Pipefitter	58	18	8	10/28/91
Stationary Engineer	11	8	4	05/03/99
Tool and Die	362	186	82	08/07/95

Comments

- 1) As of Thursday, July 27th, 1,175 employees have signed-up for the attrition package
- 2) Given the current level of sign-ups it takes a Seniority Date (cut date) of 5/11/88 to be included in the 710 Production number
- 3) The Production Section includes employees hired each year after the "cut date" less the number signed-up for the attrition package
- 4) Answers to additional questions will be distributed this week - Be looking for them
- 5) Last day to sign-up for the attrition package in August 9th at 5:00 PM. Revocation period ends 7 days after election form submission