

## Total Employee Workforce Additions & Reductions Summary By Race/Ethnicity

			1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	Total
<b>Total</b>	<b>Armenian</b>	Additions	40	72	68	66	60	60	83	92	78	73	692
		Reductions	(34)	(38)	(42)	(52)	(25)	(28)	(86)	(67)	(57)	(64)	(493)
		<b>Total</b>	<b>6</b>	<b>34</b>	<b>26</b>	<b>14</b>	<b>35</b>	<b>32</b>	<b>(3)</b>	<b>25</b>	<b>21</b>	<b>9</b>	<b>199</b>
	<b>Asian/Pacific Islander</b>	Additions	27	30	33	36	31	35	32	33	33	21	311
		Reductions	(19)	(30)	(24)	(27)	(18)	(24)	(32)	(35)	(18)	(14)	(241)
		<b>Total</b>	<b>8</b>	<b>0</b>	<b>9</b>	<b>9</b>	<b>13</b>	<b>11</b>	<b>0</b>	<b>(2)</b>	<b>15</b>	<b>7</b>	<b>70</b>
	<b>Black</b>	Additions	13	14	19	10	12	12	20	25	13	20	158
		Reductions	(10)	(14)	(13)	(12)	(9)	(11)	(17)	(21)	(19)	(14)	(140)
		<b>Total</b>	<b>3</b>	<b>0</b>	<b>6</b>	<b>(2)</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>(6)</b>	<b>6</b>	<b>18</b>
	<b>Hispanic</b>	Additions	119	111	113	128	103	94	139	93	98	80	1,078
		Reductions	(94)	(83)	(94)	(95)	(62)	(76)	(102)	(119)	(62)	(63)	(850)
		<b>Total</b>	<b>25</b>	<b>28</b>	<b>19</b>	<b>33</b>	<b>41</b>	<b>18</b>	<b>37</b>	<b>(26)</b>	<b>36</b>	<b>17</b>	<b>228</b>
	<b>Native American/Alaskan</b>	Additions	2	2	3	3	1	1	4	3	1	1	21
		Reductions	(2)	0	(3)	(1)	(2)	0	(1)	(3)	(2)	(3)	(17)
		<b>Total</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>(1)</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>(1)</b>	<b>(2)</b>	<b>4</b>
	<b>Other</b>	Additions	4	8	6	6	7	9	3	16	1	1	61
		Reductions	(3)	(5)	(5)	(10)	(4)	(5)	(8)	(7)	(1)	(4)	(52)
		<b>Total</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>(4)</b>	<b>3</b>	<b>4</b>	<b>(5)</b>	<b>9</b>	<b>0</b>	<b>(3)</b>	<b>9</b>
	<b>White</b>	Additions	113	143	147	156	101	114	118	134	105	88	1,219
		Reductions	(117)	(129)	(145)	(157)	(88)	(132)	(166)	(160)	(122)	(94)	(1,310)
		<b>Total</b>	<b>(4)</b>	<b>14</b>	<b>2</b>	<b>(1)</b>	<b>13</b>	<b>(18)</b>	<b>(48)</b>	<b>(26)</b>	<b>(17)</b>	<b>(6)</b>	<b>(91)</b>
<b>Total Employees</b>	Additions	318	380	389	405	315	325	399	396	329	284	3,540	
	Reductions	(279)	(299)	(326)	(354)	(208)	(276)	(412)	(412)	(281)	(256)	(3,103)	
	<b>Total</b>	<b>39</b>	<b>81</b>	<b>63</b>	<b>51</b>	<b>107</b>	<b>49</b>	<b>(13)</b>	<b>(16)</b>	<b>48</b>	<b>28</b>	<b>437</b>	

## Hourly Employee Workforce Additions & Reductions Summary By Race/Ethnicity

			1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	Total	
<b>Hourly</b>	<b>Armenian</b>	Additions	30	57	48	43	45	51	50	71	58	55	508	
		Reductions	(32)	(38)	(39)	(48)	(20)	(23)	(77)	(61)	(50)	(56)	(444)	
		<b>Total</b>	<b>(2)</b>	<b>19</b>	<b>9</b>	<b>(5)</b>	<b>25</b>	<b>28</b>	<b>(27)</b>	<b>10</b>	<b>8</b>	<b>(1)</b>	<b>64</b>	
	<b>Asian/Pacific Islander</b>	Additions	15	22	19	17	16	16	14	15	15	15	8	157
		Reductions	(11)	(17)	(21)	(17)	(9)	(16)	(22)	(19)	(10)	(10)	(5)	(147)
		<b>Total</b>	<b>4</b>	<b>5</b>	<b>(2)</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>(8)</b>	<b>(4)</b>	<b>5</b>	<b>3</b>	<b>10</b>	
	<b>Black</b>	Additions	10	7	16	7	9	7	7	7	17	7	10	97
		Reductions	(9)	(11)	(8)	(7)	(6)	(9)	(13)	(12)	(12)	(10)	(9)	(94)
		<b>Total</b>	<b>1</b>	<b>(4)</b>	<b>8</b>	<b>0</b>	<b>3</b>	<b>(2)</b>	<b>(6)</b>	<b>5</b>	<b>(3)</b>	<b>1</b>	<b>3</b>	
	<b>Hispanic</b>	Additions	82	80	68	88	66	46	62	45	51	43	631	
		Reductions	(82)	(69)	(75)	(77)	(42)	(49)	(58)	(78)	(36)	(35)	(601)	
		<b>Total</b>	<b>0</b>	<b>11</b>	<b>(7)</b>	<b>11</b>	<b>24</b>	<b>(3)</b>	<b>4</b>	<b>(33)</b>	<b>15</b>	<b>8</b>	<b>30</b>	
	<b>Native American/Alaskan</b>	Additions	2	2	2	2	0	0	1	2	1	1	13	
		Reductions	(1)	0	(3)	(1)	(1)	0	(1)	(2)	(2)	(1)	(12)	
		<b>Total</b>	<b>1</b>	<b>2</b>	<b>(1)</b>	<b>1</b>	<b>(1)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1)</b>	<b>0</b>	<b>1</b>	
	<b>Other</b>	Additions	3	6	6	4	7	4	2	15	1	0	48	
		Reductions	(3)	(5)	(4)	(9)	(4)	(5)	(7)	(7)	0	(3)	(47)	
		<b>Total</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>(5)</b>	<b>3</b>	<b>(1)</b>	<b>(5)</b>	<b>8</b>	<b>1</b>	<b>(3)</b>	<b>1</b>	
	<b>White</b>	Additions	53	84	69	81	55	55	53	60	55	43	608	
		Reductions	(58)	(65)	(77)	(65)	(41)	(53)	(60)	(70)	(58)	(33)	(580)	
		<b>Total</b>	<b>(5)</b>	<b>19</b>	<b>(8)</b>	<b>16</b>	<b>14</b>	<b>2</b>	<b>(7)</b>	<b>(10)</b>	<b>(3)</b>	<b>10</b>	<b>28</b>	
<b>Hourly Subtotal</b>	Additions	195	258	228	242	198	179	189	225	188	160	2,062		
	Reductions	(196)	(205)	(227)	(224)	(123)	(155)	(238)	(249)	(166)	(142)	(1,925)		
	<b>Total</b>	<b>(1)</b>	<b>53</b>	<b>1</b>	<b>18</b>	<b>75</b>	<b>24</b>	<b>(49)</b>	<b>(24)</b>	<b>22</b>	<b>18</b>	<b>137</b>		

## Salaried Workforce Additions & Reductions Summary By Race/Ethnicity

			1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	Total	
<b>Salaried</b>	<b>Armenian</b>	Additions	10	15	20	23	15	9	33	21	20	18	184	
		Reductions	(2)	0	(3)	(4)	(5)	(5)	(9)	(6)	(7)	(8)	(49)	
		<b>Total</b>	<b>8</b>	<b>15</b>	<b>17</b>	<b>19</b>	<b>10</b>	<b>4</b>	<b>24</b>	<b>15</b>	<b>13</b>	<b>10</b>	<b>135</b>	
	<b>Asian/Pacific Islander</b>	Additions	12	8	14	19	15	19	18	18	18	18	13	154
		Reductions	(8)	(13)	(3)	(10)	(9)	(8)	(10)	(16)	(8)	(9)	(9)	(94)
		<b>Total</b>	<b>4</b>	<b>(5)</b>	<b>11</b>	<b>9</b>	<b>6</b>	<b>11</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>4</b>	<b>60</b>	
	<b>Black</b>	Additions	3	7	3	3	3	5	13	8	6	10	10	61
		Reductions	(1)	(3)	(5)	(5)	(3)	(2)	(4)	(9)	(9)	(9)	(5)	(46)
		<b>Total</b>	<b>2</b>	<b>4</b>	<b>(2)</b>	<b>(2)</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>(1)</b>	<b>(3)</b>	<b>5</b>	<b>15</b>	
	<b>Hispanic</b>	Additions	37	31	45	40	37	48	77	48	47	47	37	447
		Reductions	(12)	(14)	(19)	(18)	(20)	(27)	(44)	(41)	(26)	(28)	(28)	(249)
		<b>Total</b>	<b>25</b>	<b>17</b>	<b>26</b>	<b>22</b>	<b>17</b>	<b>21</b>	<b>33</b>	<b>7</b>	<b>21</b>	<b>9</b>	<b>198</b>	
	<b>Native American/Alaskan</b>	Additions	0	0	1	1	1	1	3	1	0	0	0	8
		Reductions	(1)	0	0	0	(1)	0	0	(1)	0	0	(2)	(5)
		<b>Total</b>	<b>(1)</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(2)</b>	<b>3</b>
	<b>Other</b>	Additions	1	2	0	2	0	5	1	1	1	0	1	13
		Reductions	0	0	(1)	(1)	0	0	(1)	0	(1)	(1)	(1)	(5)
		<b>Total</b>	<b>1</b>	<b>2</b>	<b>(1)</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>(1)</b>	<b>0</b>	<b>0</b>	<b>8</b>
	<b>White</b>	Additions	60	59	78	75	46	59	65	74	50	45	45	611
Reductions		(59)	(64)	(68)	(92)	(47)	(79)	(106)	(90)	(64)	(61)	(61)	(730)	
<b>Total</b>		<b>1</b>	<b>(5)</b>	<b>10</b>	<b>(17)</b>	<b>(1)</b>	<b>(20)</b>	<b>(41)</b>	<b>(16)</b>	<b>(14)</b>	<b>(16)</b>	<b>(16)</b>	<b>(119)</b>	
<b>Salaried Subtotal</b>	Additions	123	122	161	163	117	146	210	171	141	124	124	1,478	
	Reductions	(83)	(94)	(99)	(130)	(85)	(121)	(174)	(163)	(115)	(114)	(114)	(1,178)	
	<b>Total</b>	<b>40</b>	<b>28</b>	<b>62</b>	<b>33</b>	<b>32</b>	<b>25</b>	<b>36</b>	<b>8</b>	<b>26</b>	<b>10</b>	<b>300</b>		