

**Total Employee Workforce Reductions Including Retirements and Conversions
By Action and Race/Ethnicity**

		1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
Race/Ethnicity		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total	Armenian	34	12.2%	38	12.7%	42	12.9%	52	14.7%	25	12.0%	28	10.1%	86	20.9%	67	19.1%	57	23.6%	62	30.4%	82.4%
	Asian/Pacific Islander	19	6.8%	30	10.0%	24	7.4%	27	7.6%	18	8.7%	24	8.7%	32	7.8%	31	8.9%	17	7.0%	11	5.4%	-42.1%
	Black	10	3.6%	14	4.7%	13	4.0%	12	3.4%	9	4.3%	11	4.0%	17	4.1%	20	5.7%	14	5.8%	13	6.4%	30.0%
	Hispanic	94	33.7%	83	27.8%	94	28.8%	95	26.8%	62	29.8%	76	27.5%	102	24.8%	109	31.1%	57	23.6%	52	25.5%	-44.7%
	Native American/Alaskan	2	0.7%	0	0.0%	3	0.9%	1	0.3%	2	1.0%	0	0.0%	1	0.2%	3	0.9%	2	0.8%	1	0.5%	-50.0%
	Other	3	1.1%	5	1.7%	5	1.5%	10	2.8%	4	1.9%	5	1.8%	8	1.9%	7	2.0%	0	0.0%	4	2.0%	33.3%
	White	117	41.9%	129	43.1%	145	44.5%	157	44.4%	88	42.3%	132	47.8%	166	40.3%	113	32.3%	95	39.3%	61	29.9%	-47.9%
Total		279	100.0%	299	100.0%	326	100.0%	354	100.0%	208	100.0%	276	100.0%	412	100.0%	350	100.0%	242	100.0%	204	100.0%	-26.9%

		1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
Action	Race/Ethnicity	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Separated	Armenian	29	10.4%	25	8.4%	32	9.8%	42	11.9%	19	9.1%	21	7.6%	60	14.6%	57	13.8%	54	19.2%	56	21.9%	93.1%
	Asian/Pacific Islander	13	4.7%	24	8.0%	21	6.4%	20	5.6%	14	6.7%	11	4.0%	18	4.4%	26	6.3%	14	5.0%	10	3.9%	-23.1%
	Black	8	2.9%	9	3.0%	11	3.4%	8	2.3%	7	3.4%	9	3.3%	10	2.4%	18	4.4%	12	4.3%	11	4.3%	37.5%
	Hispanic	73	26.2%	64	21.4%	69	21.2%	75	21.2%	43	20.7%	55	19.9%	61	14.8%	82	19.9%	47	16.7%	41	16.0%	-43.8%
	Native American/Alaskan	1	0.4%	0	0.0%	3	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.5%	2	0.7%	1	0.4%	0.0%
	Other	3	1.1%	4	1.3%	5	1.5%	8	2.3%	4	1.9%	3	1.1%	7	1.7%	7	1.7%	0	0.0%	3	1.2%	0.0%
	White	69	24.7%	88	29.4%	106	32.5%	92	26.0%	46	22.1%	75	27.2%	89	21.6%	94	22.8%	86	30.6%	57	22.3%	-17.4%
Separated Total		196	70.3%	214	71.6%	247	75.8%	245	69.2%	133	63.9%	174	63.0%	245	59.5%	286	69.4%	215	76.5%	179	69.9%	-8.7%
Retirement	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	2	0.8%	N/A
	Asian/Pacific Islander	5	1.8%	5	1.7%	0	0.0%	4	1.1%	2	1.0%	5	1.8%	5	1.2%	4	1.0%	1	0.4%	3	1.2%	-40.0%
	Black	1	0.4%	2	0.7%	1	0.3%	3	0.8%	2	1.0%	0	0.0%	0	0.0%	1	0.2%	5	1.8%	1	0.4%	0.0%
	Hispanic	4	1.4%	3	1.0%	4	1.2%	5	1.4%	2	1.0%	3	1.1%	14	3.4%	10	2.4%	5	1.8%	11	4.3%	175.0%
	Native American/Alaskan	1	0.4%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.8%	100.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	N/A
	White	34	12.2%	25	8.4%	24	7.4%	51	14.4%	27	13.0%	43	15.6%	58	14.1%	47	11.4%	27	9.6%	33	12.9%	-2.9%
Retirement Total		45	16.1%	35	11.7%	29	8.9%	63	17.8%	35	16.8%	53	19.2%	77	18.7%	62	15.0%	39	13.9%	52	20.3%	
Converted	Armenian	5	1.8%	13	4.3%	10	3.1%	10	2.8%	5	2.4%	5	1.8%	26	6.3%	10	2.4%	3	1.1%	6	2.3%	20.0%
	Asian/Pacific Islander	1	0.4%	1	0.3%	3	0.9%	3	0.8%	2	1.0%	8	2.9%	9	2.2%	5	1.2%	3	1.1%	1	0.4%	0.0%
	Black	1	0.4%	3	1.0%	1	0.3%	1	0.3%	0	0.0%	2	0.7%	7	1.7%	2	0.5%	2	0.7%	2	0.8%	100.0%
	Hispanic	17	6.1%	16	5.4%	21	6.4%	15	4.2%	17	8.2%	18	6.5%	27	6.6%	27	6.6%	10	3.6%	11	4.3%	-35.3%
	Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.5%	0	0.0%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	N/A
	Other	0	0.0%	1	0.3%	0	0.0%	2	0.6%	0	0.0%	2	0.7%	1	0.2%	0	0.0%	0	0.0%	1	0.4%	N/A
	White	14	5.0%	16	5.4%	15	4.6%	14	4.0%	15	7.2%	14	5.1%	19	4.6%	19	4.6%	9	3.2%	4	1.6%	
Converted Total		38	13.6%	50	16.7%	50	15.3%	46	13.0%	40	19.2%	49	17.8%	90	21.8%	64	15.5%	27	9.6%	25	9.8%	-34.2%
Grand Total		279	100.0%	299	100.0%	326	100.0%	354	100.0%	208	100.0%	276	100.0%	412	100.0%	412	100.0%	281	100.0%	256	100.0%	-8.2%

**Hourly Employee Workforce Reductions Including Retirements and Conversions
By Action and Race/Ethnicity**

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Armenian	32	16.3%	38	18.5%	39	17.2%	48	21.4%	20	16.3%	23	14.8%	77	32.4%	61	24.5%	50	30.1%	56	39.4%	75.0%
	Asian/Pacific Islander	11	5.6%	17	8.3%	21	9.3%	17	7.6%	9	7.3%	16	10.3%	22	9.2%	19	7.6%	10	6.0%	5	3.5%	-54.5%
	Black	9	4.6%	11	5.4%	8	3.5%	7	3.1%	6	4.9%	9	5.8%	13	5.5%	12	4.8%	10	6.0%	9	6.3%	0.0%
	Hispanic	82	41.8%	69	33.7%	75	33.0%	77	34.4%	42	34.1%	49	31.6%	58	24.4%	78	31.3%	36	21.7%	35	24.6%	-57.3%
	Native American/Alaskan	1	0.5%	0	0.0%	3	1.3%	1	0.4%	1	0.8%	0	0.0%	1	0.4%	2	0.8%	2	1.2%	1	0.7%	0.0%
	Other	3	1.5%	5	2.4%	4	1.8%	9	4.0%	4	3.3%	5	3.2%	7	2.9%	7	2.8%	0	0.0%	3	2.1%	0.0%
	White	58	29.6%	65	31.7%	77	33.9%	65	29.0%	41	33.3%	53	34.2%	60	25.2%	70	28.1%	58	34.9%	33	23.2%	-43.1%
Hourly Total		196	100.0%	205	100.0%	227	100.0%	224	100.0%	123	100.0%	155	100.0%	238	100.0%	249	100.0%	166	100.0%	142	100.0%	-27.6%

Type	Action	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Separated	Armenian	27	13.8%	25	12.2%	29	12.8%	38	17.0%	15	12.2%	18	11.6%	51	21.4%	51	20.5%	47	28.3%	50	35.2%	85.2%
		Asian/Pacific Islander	10	5.1%	16	7.8%	18	7.9%	13	5.8%	7	5.7%	7	4.5%	13	5.5%	14	5.6%	7	4.2%	4	2.8%	-60.0%
		Black	8	4.1%	8	3.9%	7	3.1%	6	2.7%	6	4.9%	7	4.5%	6	2.5%	10	4.0%	8	4.8%	7	4.9%	-12.5%
		Hispanic	65	33.2%	53	25.9%	54	23.8%	62	27.7%	25	20.3%	31	20.0%	31	13.0%	51	20.5%	26	15.7%	24	16.9%	-63.1%
		Native American/Alaskan	1	0.5%	0	0.0%	3	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	2	1.2%	1	0.7%	0.0%
		Other	3	1.5%	4	2.0%	4	1.8%	7	3.1%	4	3.3%	3	1.9%	6	2.5%	7	2.8%	0	0.0%	2	1.4%	-33.3%
		White	45	23.0%	47	22.9%	62	27.3%	49	21.9%	26	21.1%	37	23.9%	41	17.2%	51	20.5%	49	29.5%	29	20.4%	-35.6%
	Separated Total		159	81.1%	153	74.6%	177	78.0%	175	78.1%	83	67.5%	103	66.5%	148	62.2%	185	74.3%	139	83.7%	117	82.4%	-26.4%
	Retirement	Asian/Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		White	0	0.0%	2	1.0%	0	0.0%	3	1.3%	0	0.0%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Retirement Total		0	0.0%	2	1.0%	0	0.0%	4	1.8%	0	0.0%	3	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
	Converted	Armenian	5	2.6%	13	6.3%	10	4.4%	10	4.5%	5	4.1%	5	3.2%	26	10.9%	10	4.0%	3	1.8%	6	4.2%	20.0%
		Asian/Pacific Islander	1	0.5%	1	0.5%	3	1.3%	3	1.3%	2	1.6%	8	5.2%	9	3.8%	5	2.0%	3	1.8%	1	0.7%	0.0%
		Black	1	0.5%	3	1.5%	1	0.4%	1	0.4%	0	0.0%	2	1.3%	7	2.9%	2	0.8%	2	1.2%	2	1.4%	100.0%
		Hispanic	17	8.7%	16	7.8%	21	9.3%	15	6.7%	17	13.8%	18	11.6%	27	11.3%	27	10.8%	10	6.0%	11	7.7%	-35.3%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.8%	0	0.0%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	N/A
Other		0	0.0%	1	0.5%	0	0.0%	2	0.9%	0	0.0%	2	1.3%	1	0.4%	0	0.0%	0	0.0%	1	0.7%	N/A	
White		13	6.6%	16	7.8%	15	6.6%	13	5.8%	15	12.2%	14	9.0%	19	8.0%	19	7.6%	9	5.4%	4	2.8%	-69.2%	
Converted Total		37	18.9%	50	24.4%	50	22.0%	45	20.1%	40	32.5%	49	31.6%	90	37.8%	64	25.7%	27	16.3%	25	17.6%	-32.4%	
Hourly Total		196	100.0%	205	100.0%	227	100.0%	224	100.0%	123	100.0%	155	100.0%	238	100.0%	249	100.0%	166	100.0%	142	100.0%	-27.6%	

**Salaried Employee Workforce Reductions Including Retirements and Conversions
By Action and Race/Ethnicity**

Type	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Armenian	2	2.4%	0	0.0%	3	3.0%	4	3.1%	5	5.9%	5	4.1%	9	5.2%	6	5.9%	7	9.2%	6	9.7%	200.0%
	Asian/Pacific Islander	8	9.6%	13	13.8%	3	3.0%	10	7.7%	9	10.6%	8	6.6%	10	5.7%	12	11.9%	7	9.2%	6	9.7%	-25.0%
	Black	1	1.2%	3	3.2%	5	5.1%	5	3.8%	3	3.5%	2	1.7%	4	2.3%	8	7.9%	4	5.3%	4	6.5%	300.0%
	Hispanic	12	14.5%	14	14.9%	19	19.2%	18	13.8%	20	23.5%	27	22.3%	44	25.3%	31	30.7%	21	27.6%	17	27.4%	41.7%
	Native American/Alaskan	1	1.2%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	-100.0%
	Other	0	0.0%	0	0.0%	1	1.0%	1	0.8%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	1	1.6%	N/A
	White	59	71.1%	64	68.1%	68	68.7%	92	70.8%	47	55.3%	79	65.3%	106	60.9%	43	42.6%	37	48.7%	28	45.2%	-52.5%
Salaried Total		83	100.0%	94	100.0%	99	100.0%	130	100.0%	85	100.0%	121	100.0%	174	100.0%	101	100.0%	76	100.0%	62	100.0%	-25.3%

Type	Action	Race/Ethnicity	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Separated	Armenian	2	2.4%	0	0.0%	3	3.0%	4	3.1%	4	4.7%	3	2.5%	9	5.2%	6	3.7%	7	6.1%	6	5.3%	200.0%
		Asian/Pacific Islander	3	3.6%	8	8.5%	3	3.0%	7	5.4%	7	8.2%	4	3.3%	5	2.9%	12	7.4%	7	6.1%	6	5.3%	100.0%
		Black	0	0.0%	1	1.1%	4	4.0%	2	1.5%	1	1.2%	2	1.7%	4	2.3%	8	4.9%	4	3.5%	4	3.5%	N/A
		Hispanic	8	9.6%	11	11.7%	15	15.2%	13	10.0%	18	21.2%	24	19.8%	30	17.2%	31	19.0%	21	18.3%	17	14.9%	112.5%
		Native American/Alaskan	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	N/A
		Other	0	0.0%	0	0.0%	1	1.0%	1	0.8%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	1	0.9%	N/A
		White	24	28.9%	41	43.6%	44	44.4%	43	33.1%	20	23.5%	38	31.4%	48	27.6%	43	26.4%	37	32.2%	28	24.6%	16.7%
	Separated Total		37	44.6%	61	64.9%	70	70.7%	70	53.8%	50	58.8%	71	58.7%	97	55.7%	101	62.0%	76	66.1%	62	54.4%	67.6%
	Retirement	Armenian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	2	1.7%	0	0.0%	0	0.0%	0	0.0%	2	1.8%	N/A
		Asian/Pacific Islander	5	6.0%	5	5.3%	0	0.0%	3	2.3%	2	2.4%	4	3.3%	5	2.9%	4	2.5%	1	0.9%	3	2.6%	-40.0%
		Black	1	1.2%	2	2.1%	1	1.0%	3	2.3%	2	2.4%	0	0.0%	0	0.0%	1	0.6%	5	4.3%	1	0.9%	0.0%
		Hispanic	4	4.8%	3	3.2%	4	4.0%	5	3.8%	2	2.4%	3	2.5%	14	8.0%	10	6.1%	5	4.3%	11	9.6%	175.0%
		Native American/Alaskan	1	1.2%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.8%	100.0%
		Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	N/A
	White	34	41.0%	23	24.5%	24	24.2%	48	36.9%	27	31.8%	41	33.9%	58	33.3%	47	28.8%	27	23.5%	33	28.9%	-2.9%	
Retirement Total		45	54.2%	33	35.1%	29	29.3%	59	45.4%	35	41.2%	50	41.3%	77	44.3%	62	38.0%	39	33.9%	52	45.6%	15.6%	
Converted		White	1	1.2%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
Converted Total		1	1.2%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%	
Salaried Total		83	100.0%	94	100.0%	99	100.0%	130	100.0%	85	100.0%	121	100.0%	174	100.0%	163	100.0%	115	100.0%	114	100.0%	37.3%	