

**Total Employee Workforce Reductions Including Retirements and Conversions
By Gender and Action**

	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Total	Female	112	40.1%	121	40.5%	138	42.3%	141	39.8%	74	35.6%	100	36.2%	144	35.0%	151	43.1%	117	48.3%	80	39.2%	-28.6%
	Male	167	59.9%	178	59.5%	188	57.7%	213	60.2%	134	64.4%	176	63.8%	268	65.0%	199	56.9%	125	51.7%	124	60.8%	-25.7%
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%

Gender	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Female	Separated	82	29.4%	90	30.1%	118	36.2%	106	29.9%	53	25.5%	72	26.1%	103	25.0%	132	32.0%	105	37.4%	75	29.3%	-8.5%
	Retirement	12	4.3%	7	2.3%	3	0.9%	13	3.7%	9	4.3%	12	4.3%	10	2.4%	19	4.6%	3	1.1%	12	4.7%	0.0%
	Converted	18	6.5%	24	8.0%	17	5.2%	22	6.2%	12	5.8%	16	5.8%	31	7.5%	19	4.6%	12	4.3%	5	2.0%	-72.2%
Female Total		112	40.1%	121	40.5%	138	42.3%	141	39.8%	74	35.6%	100	36.2%	144	35.0%	170	41.3%	120	42.7%	92	35.9%	-17.9%
Male	Separated	114	40.9%	124	41.5%	129	39.6%	139	39.3%	80	38.5%	102	37.0%	142	34.5%	154	37.4%	110	39.1%	104	40.6%	-8.8%
	Retirement	33	11.8%	28	9.4%	26	8.0%	50	14.1%	26	12.5%	41	14.9%	67	16.3%	43	10.4%	36	12.8%	40	15.6%	21.2%
	Converted	20	7.2%	26	8.7%	33	10.1%	24	6.8%	28	13.5%	33	12.0%	59	14.3%	45	10.9%	15	5.3%	20	7.8%	0.0%
Male Total		167	59.9%	178	59.5%	188	57.7%	213	60.2%	134	64.4%	176	63.8%	268	65.0%	242	58.7%	161	57.3%	164	64.1%	-1.8%
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 Gender and Action

Type	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly	Female	89	45.4%	91	44.4%	104	45.8%	106	47.3%	51	41.5%	65	41.9%	96	40.3%	113	45.4%	89	53.6%	60	42.3%	-32.6%
	Male	107	54.6%	114	55.6%	123	54.2%	118	52.7%	72	58.5%	90	58.1%	142	59.7%	136	54.6%	77	46.4%	82	57.7%	-23.4%
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%

Type	Gender	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly	Female	Separated	71	36.2%	67	32.7%	87	38.3%	82	36.6%	39	31.7%	48	31.0%	65	27.3%	94	37.8%	77	46.4%	55	38.7%	-22.5%
		Retirement	0	0.0%	0	0.0%	0	0.0%	3	1.3%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Converted	18	9.2%	24	11.7%	17	7.5%	21	9.4%	12	9.8%	16	10.3%	31	13.0%	19	7.6%	12	7.2%	5	3.5%	-72.2%
	Female Total		89	45.4%	91	44.4%	104	45.8%	106	47.3%	51	41.5%	65	41.9%	96	40.3%	113	45.4%	89	53.6%	60	42.3%	-32.6%
	Male	Separated	88	44.9%	86	42.0%	90	39.6%	93	41.5%	44	35.8%	55	35.5%	83	34.9%	91	36.5%	62	37.3%	62	43.7%	-29.5%
		Retirement	0	0.0%	2	1.0%	0	0.0%	1	0.4%	0	0.0%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A
		Converted	19	9.7%	26	12.7%	33	14.5%	24	10.7%	28	22.8%	33	21.3%	59	24.8%	45	18.1%	15	9.0%	20	14.1%	5.3%
	Male Total		107	54.6%	114	55.6%	123	54.2%	118	52.7%	72	58.5%	90	58.1%	142	59.7%	136	54.6%	77	46.4%	82	57.7%	-23.4%
	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 Gender and Action**

Type	Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Salaried	Female	23	27.7%	30	31.9%	34	34.3%	35	26.9%	23	27.1%	35	28.9%	48	27.6%	38	37.6%	28	36.8%	20	32.3%	-13.0%
	Male	60	72.3%	64	68.1%	65	65.7%	95	73.1%	62	72.9%	86	71.1%	126	72.4%	63	62.4%	48	63.2%	42	67.7%	-30.0%
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%

Data

Type	Gender	Action	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Salaried	Female	Separated	11	13.3%	23	24.5%	31	31.3%	24	18.5%	14	16.5%	24	19.8%	38	21.8%	38	23.3%	28	24.3%	20	17.5%	81.8%
		Retirement	12	14.5%	7	7.4%	3	3.0%	10	7.7%	9	10.6%	11	9.1%	10	5.7%	19	11.7%	3	2.6%	12	10.5%	0.0%
		Converted	0	0.0%	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%	N/A
	Female Total		23	27.7%	30	31.9%	34	34.3%	35	26.9%	23	27.1%	35	28.9%	48	27.6%	57	35.0%	31	27.0%	32	28.1%	39.1%
	Male	Separated	26	31.3%	38	40.4%	39	39.4%	46	35.4%	36	42.4%	47	38.8%	59	33.9%	63	38.7%	48	41.7%	42	36.8%	61.5%
		Retirement	33	39.8%	26	27.7%	26	26.3%	49	37.7%	26	30.6%	39	32.2%	67	38.5%	43	26.4%	36	31.3%	40	35.1%	21.2%
		Converted	1	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-100.0%
	Male Total		60	72.3%	64	68.1%	65	65.7%	95	73.1%	62	72.9%	86	71.1%	126	72.4%	106	65.0%	84	73.0%	82	71.9%	36.7%
	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%