

Total Employees By Gender and Level

Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Female	Executive	5	0.8%	6	0.9%	6	0.9%	7	1.0%	7	1.0%	7	1.0%	5	0.7%	5	0.7%	4	0.6%	4	0.6%	-20.0%
	Management/Superviso	45	7.3%	47	7.3%	59	8.8%	65	9.2%	69	10.0%	71	10.2%	74	10.6%	80	11.0%	79	11.3%	79	11.5%	75.6%
	Technical/Professional	44	7.2%	52	8.0%	59	8.8%	51	7.2%	58	8.4%	58	8.3%	62	8.9%	66	9.1%	67	9.6%	64	9.3%	45.5%
	Supervisor Non-Mid- Non-Manager	15	2.4%	16	2.5%	16	2.4%	17	2.4%	16	2.3%	17	2.4%	19	2.7%	20	2.7%	27	3.9%	28	4.1%	86.7%
		505	82.2%	525	81.3%	529	79.1%	567	80.2%	543	78.4%	546	78.1%	535	77.0%	557	76.5%	522	74.7%	513	74.6%	1.6%
Female Total		614	100.0%	646	100.0%	669	100.0%	707	100.0%	693	100.0%	699	100.0%	695	100.0%	728	100.0%	699	100.0%	688	100.0%	12.1%

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		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Male	Executive	13	0.9%	12	0.8%	12	0.8%	12	0.8%	10	0.7%	11	0.7%	13	0.8%	13	0.8%	14	0.9%	15	1.0%	15.4%
	Management/Superviso	156	11.4%	158	11.1%	165	11.4%	165	11.1%	169	11.1%	170	10.9%	180	11.3%	165	10.5%	172	11.2%	177	11.2%	13.5%
	Technical/Professional	49	3.6%	55	3.9%	69	4.8%	70	4.7%	70	4.6%	79	5.1%	75	4.7%	75	4.8%	67	4.4%	77	4.9%	57.1%
	Supervisor Non-Mid- Non-Manager	130	9.5%	127	8.9%	126	8.7%	127	8.5%	126	8.3%	125	8.0%	125	7.8%	125	8.0%	129	8.4%	134	8.5%	3.1%
		1,021	74.6%	1,071	75.3%	1,077	74.3%	1,117	74.9%	1,149	75.4%	1,176	75.3%	1,207	75.4%	1,191	75.9%	1,155	75.1%	1,173	74.4%	14.9%
Male Total		1,369	100.0%	1,423	100.0%	1,449	100.0%	1,491	100.0%	1,524	100.0%	1,561	100.0%	1,600	100.0%	1,569	100.0%	1,537	100.0%	1,576	100.0%	15.1%

Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Executive	18	0.9%	18	0.9%	18	0.8%	19	0.9%	17	0.8%	18	0.8%	18	0.8%	18	0.8%	18	0.8%	19	0.8%	5.6%	
Management/Superviso	201	10.1%	205	9.9%	224	10.6%	230	10.5%	238	10.7%	241	10.7%	254	11.1%	245	10.7%	251	11.2%	256	11.3%	27.4%	
Technical/Professional	93	4.7%	107	5.2%	128	6.0%	121	5.5%	128	5.8%	137	6.1%	137	6.0%	141	6.1%	134	6.0%	141	6.2%	51.6%	
Supervisor Non-Mid- Non-Manager	145	7.3%	143	6.9%	142	6.7%	144	6.6%	142	6.4%	142	6.3%	144	6.3%	145	6.3%	156	7.0%	162	7.2%	11.7%	
	1,526	77.0%	1,596	77.1%	1,606	75.8%	1,684	76.6%	1,692	76.3%	1,722	76.2%	1,742	75.9%	1,748	76.1%	1,677	75.0%	1,686	74.5%	10.5%	
Grand Total		1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

Gender	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Total	Female	614	31.0%	646	31.2%	669	31.6%	707	32.2%	693	31.3%	699	30.9%	695	30.3%	728	31.7%	699	31.3%	688	30.4%	12.1%
	Male	1,369	69.0%	1,423	68.8%	1,449	68.4%	1,491	67.8%	1,524	68.7%	1,561	69.1%	1,600	69.7%	1,569	68.3%	1,537	68.7%	1,576	69.6%	15.1%
Grand Total		1,983	100.0%	2,069	100.0%	2,118	100.0%	2,198	100.0%	2,217	100.0%	2,260	100.0%	2,295	100.0%	2,297	100.0%	2,236	100.0%	2,264	100.0%	14.2%

Total Hourly Employees By Gender and Level

Type	Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Female	Technical/Professional	12	5.2%	18	7.3%	21	8.3%	19	7.0%	17	6.6%	17	6.3%	15	6.9%	16	6.3%	17	7.4%	10	4.8%	-16.7%
		Non-Manager	218	94.8%	230	92.7%	233	91.7%	251	93.0%	241	93.4%	251	93.7%	203	93.1%	236	93.7%	212	92.6%	198	95.2%	-9.2%
	Female Total	230	100.0%	248	100.0%	254	100.0%	270	100.0%	258	100.0%	268	100.0%	218	100.0%	252	100.0%	229	100.0%	208	100.0%	-9.6%	

Type	Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Hourly	Male	Technical/Professional	7	2.8%	8	2.8%	23	7.8%	24	8.2%	31	9.5%	35	10.0%	27	8.9%	23	7.5%	20	7.4%	22	8.1%	214.3%
		Non-Manager	246	97.2%	282	97.2%	270	92.2%	270	91.8%	296	90.5%	315	90.0%	276	91.1%	282	92.5%	250	92.6%	249	91.9%	1.2%
	Male Total	253	100.0%	290	100.0%	293	100.0%	294	100.0%	327	100.0%	350	100.0%	303	100.0%	305	100.0%	270	100.0%	271	100.0%	7.1%	

Type	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Hourly Total	Technical/Professional	19	3.9%	26	4.8%	44	8.0%	43	7.6%	48	8.2%	52	8.4%	42	8.1%	39	7.0%	37	7.4%	32	6.7%	68.4%
	Non-Manager	464	96.1%	512	95.2%	503	92.0%	521	92.4%	537	91.8%	566	91.6%	479	91.9%	518	93.0%	462	92.6%	447	93.3%	-3.7%
Hourly Total		483	100.0%	538	100.0%	547	100.0%	564	100.0%	585	100.0%	618	100.0%	521	100.0%	557	100.0%	499	100.0%	479	100.0%	-0.8%

Total Salaried Employees By Gender and Level

Type	Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Female	Executive	5	1.3%	6	1.5%	6	1.4%	7	1.6%	7	1.6%	7	1.6%	5	1.0%	5	1.1%	4	0.9%	4	0.8%	-20.0%
		Management/Superviso	45	11.7%	47	11.8%	59	14.2%	65	14.9%	69	15.9%	71	16.5%	74	15.5%	80	16.8%	79	16.8%	79	16.5%	75.6%
		Technical/Professional	32	8.3%	34	8.5%	38	9.2%	32	7.3%	41	9.4%	41	9.5%	47	9.9%	50	10.5%	50	10.6%	54	11.3%	68.8%
		Supervisor Non-Mid- Non-Manager	15	3.9%	16	4.0%	16	3.9%	17	3.9%	16	3.7%	17	3.9%	19	4.0%	20	4.2%	27	5.7%	28	5.8%	86.7%
			287	74.7%	295	74.1%	296	71.3%	316	72.3%	302	69.4%	295	68.4%	332	69.6%	321	67.4%	310	66.0%	315	65.6%	9.8%
Female Total			384	100.0%	398	100.0%	415	100.0%	437	100.0%	435	100.0%	431	100.0%	477	100.0%	476	100.0%	470	100.0%	480	100.0%	25.0%

Type	Gender	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Salaried	Male	Executive	13	1.2%	12	1.1%	12	1.0%	12	1.0%	10	0.8%	11	0.9%	13	1.0%	13	1.0%	14	1.1%	15	1.1%	15.4%
		Management/Superviso	156	14.0%	158	13.9%	165	14.3%	165	13.8%	169	14.1%	170	14.0%	180	13.9%	165	13.1%	172	13.6%	177	13.6%	13.5%
		Technical/Professional	42	3.8%	47	4.1%	46	4.0%	46	3.8%	39	3.3%	44	3.6%	48	3.7%	52	4.1%	47	3.7%	55	4.2%	31.0%
		Supervisor Non-Mid- Non-Manager	130	11.6%	127	11.2%	126	10.9%	127	10.6%	126	10.5%	125	10.3%	125	9.6%	125	9.9%	129	10.2%	134	10.3%	3.1%
			775	69.4%	789	69.6%	807	69.8%	847	70.8%	853	71.3%	861	71.1%	931	71.8%	909	71.9%	905	71.4%	924	70.8%	19.2%
Male Total			1,116	100.0%	1,133	100.0%	1,156	100.0%	1,197	100.0%	1,197	100.0%	1,211	100.0%	1,297	100.0%	1,264	100.0%	1,267	100.0%	1,305	100.0%	16.9%

Type	Level	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008		% Increase / Decrease From 1999 to 2008	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Salaried Total	Executive	18	1.2%	18	1.2%	18	1.1%	19	1.2%	17	1.0%	18	1.1%	18	1.0%	18	1.0%	18	1.0%	19	1.1%	5.6%	
	Management/Superviso	201	13.4%	205	13.4%	224	14.3%	230	14.1%	238	14.6%	241	14.7%	254	14.3%	245	14.1%	251	14.5%	256	14.3%	27.4%	
	Technical/Professional	74	4.9%	81	5.3%	84	5.3%	78	4.8%	80	4.9%	85	5.2%	95	5.4%	102	5.9%	97	5.6%	109	6.1%	47.3%	
	Supervisor Non-Mid- Non-Manager	145	9.7%	143	9.3%	142	9.0%	144	8.8%	142	8.7%	142	8.6%	144	8.1%	145	8.3%	156	9.0%	162	9.1%	11.7%	
		1,062	70.8%	1,084	70.8%	1,103	70.2%	1,163	71.2%	1,155	70.8%	1,156	70.4%	1,263	71.2%	1,230	70.7%	1,215	69.9%	1,239	69.4%	16.7%	
Salaried Total			1,500	100.0%	1,531	100.0%	1,571	100.0%	1,634	100.0%	1,632	100.0%	1,642	100.0%	1,774	100.0%	1,740	100.0%	1,737	100.0%	1,785	100.0%	19.0%