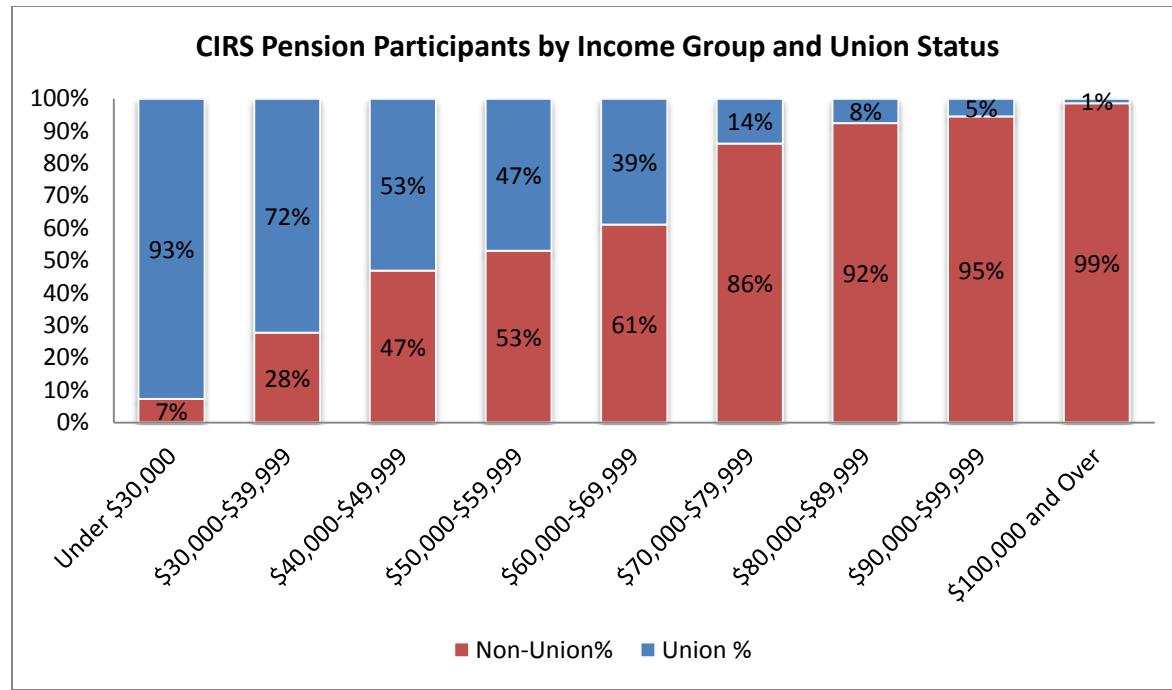


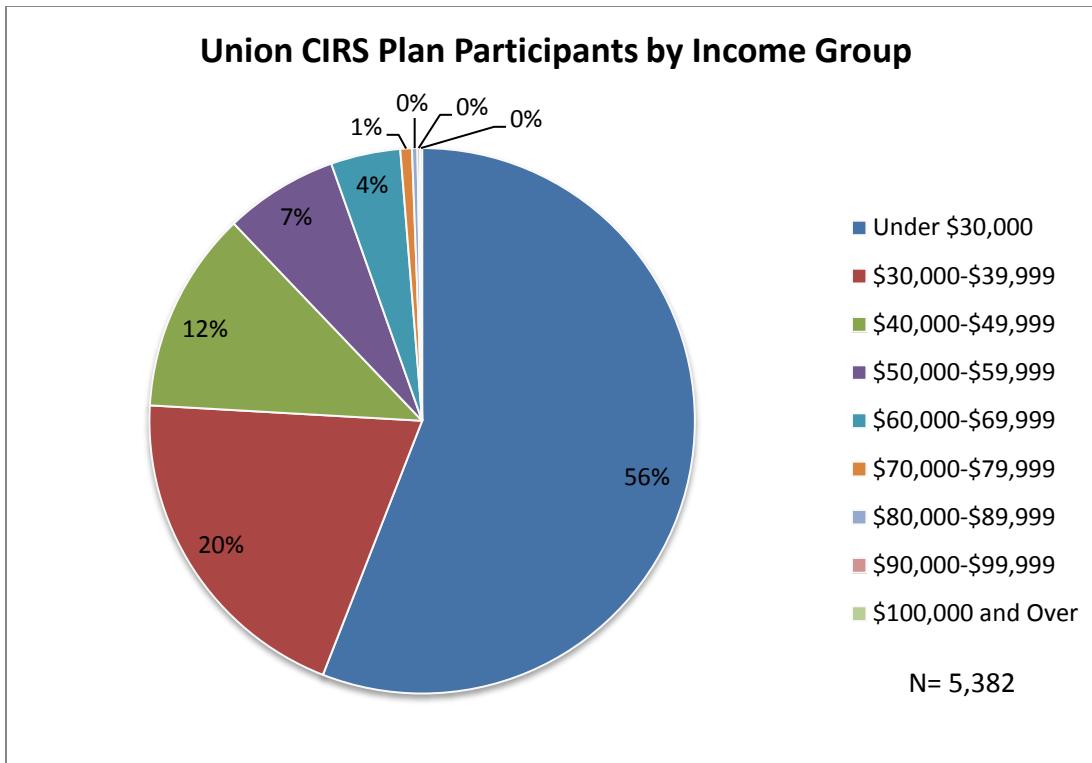
CIRS Plan Participants by Salary Level and Union Status

CIRS Pension Plan Salary Analysis							
<u>Current Salary</u>	<u>Union</u>	<u>Non-Union</u>	<u>Total</u>	<u>Union %</u>	<u>Non-Union%</u>	<u>% of Union Total</u>	<u>% of Non-Union Total</u>
Under \$30,000	3,010	237	3,247	93%	7%	56%	8%
\$30,000-\$39,999	1,075	413	1,488	72%	28%	20%	14%
\$40,000-\$49,999	644	568	1,212	53%	47%	12%	19%
\$50,000-\$59,999	362	408	770	47%	53%	7%	13%
\$60,000-\$69,999	222	349	571	39%	61%	4%	11%
\$70,000-\$79,999	37	229	266	14%	86%	1%	8%
\$80,000-\$89,999	17	207	224	8%	92%	0%	7%
\$90,000-\$99,999	8	139	147	5%	95%	0%	5%
\$100,000 and Over	7	501	508	1%	99%	0%	16%
Totals	5,382	3051	8,433	-	-	100%	100%

Source: CIRS

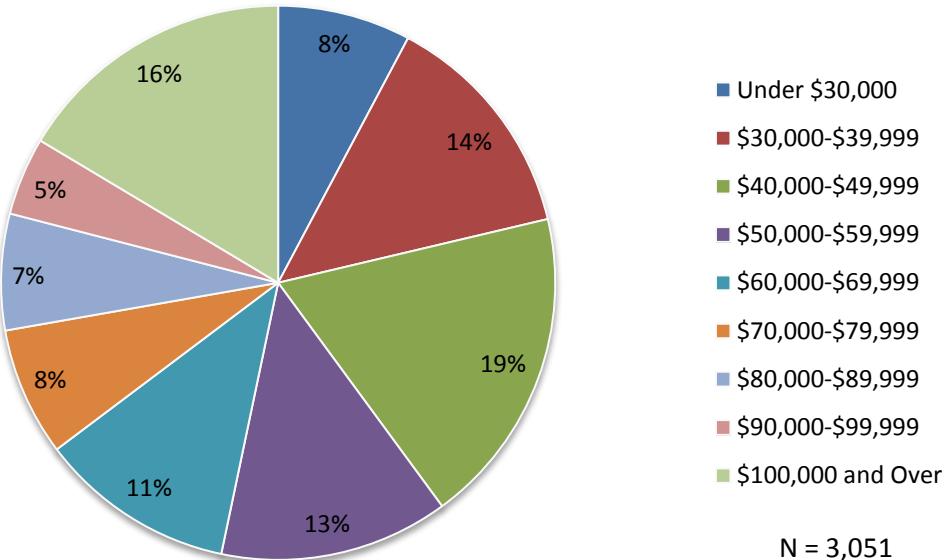


Source: CIRS



Source: CIRS

Non-Union CIRS Plan Participants by Income Group



Source: CIRS