

FREQUENCY DISTRIBUTION... (continued)

Number of Years of Service Distribution	Dept	1992-1993	1991-1992	1990-1991	1989-1990
Category 1 (0-9)	34%	44.7% (241)	48% (120)	33%	32.7%
Category 2 (10-19)	33%	35% (189)	36%	53%	49.4%
Category 3 (20-29)	26%	17.3% (93)	12% (30)	13%	16.5%
Category 4 (30 +)	7%	3.0% (16)	4% (10)	1%	1.4%

► *The percentage of employees in categories 1 and 4 using our services has decreased.*

► *The percentage of employees in category 3 has increased.*

(See graphic on next page)